

Annexure - 14


Registrar
Mangalayan University
Beswan, Aligarh
14/02/24

PROMOTION POLICY FOR FACULTY



MANGALAYATAN UNIVERSITY

Extended NCR, 33rd Milestone, Aligarh - Mathura Highway

P.O. Beswan, Aligarh - 202146 (India)

Website: www.mangalayatan.in


Registrar
Mangalayatan University
Beswan, Aligarh

Promotion Policy for Faculty

Mangalayan University, Beswan, Aligarh

Ref: MU/RO/EC/15-16/102(V)

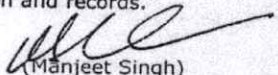
Dated: 07 Sept 2015

Notification

Subject: Promotion Policy of University Faculty

The Executive Council in its 16th meeting on 04 Sept 2015 vide item no. MU/EC/2015/1/9 considered and approved the promotion policy of the University faculty.

The detailed promotion policy is enclosed herewith for necessary action and records.


(Manjeet Singh)
Cdr (Retd)
Registrar

Encl: As above

C.C.:-

P.S. to Vice Chancellor for kind information of the Vice Chancellor
Vice President (Ops)
All Directors/HoDs/ Heads/Faculty/Staff
COE/FO/Deputy Registrar/ AR(HR)
I/C- Library/CSD/Transport


Registrar
Mangalayan University
Beswan, Aligarh.

GENERAL

Faculty is the backbone of the teaching-learning process and academic culture in a university. In order to create a conducive academic environment in the University, Mangalayatan University has established faculty recruitment and promotion norms which are better than the minimum standards laid down by the UGC and other regulatory bodies.

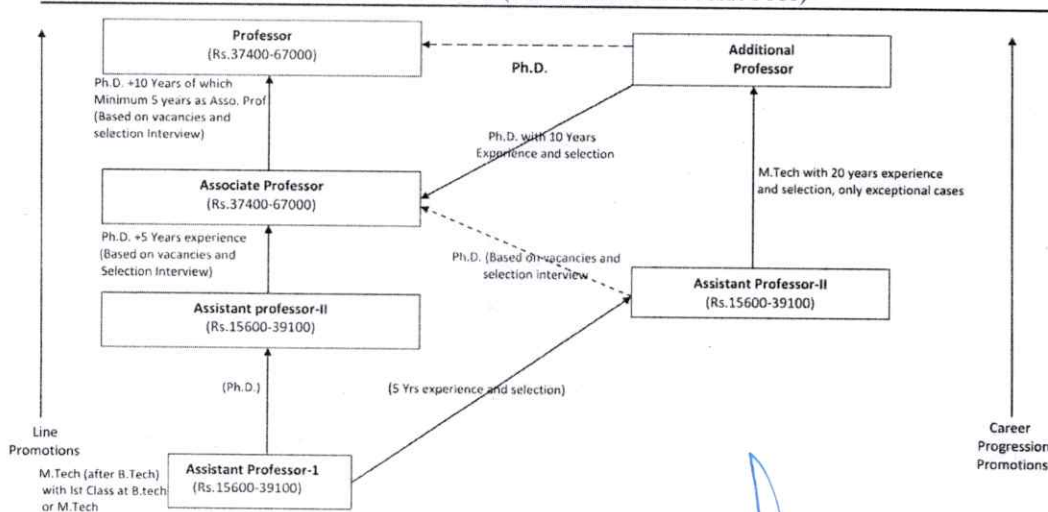
In Humanities, Sciences, Management and other non- engineering disciplines, generally only those having PhD degree will be recruited as teaching faculty. In engineering, though Ph.D will be proffered, however, those having M Tech from premier institutions and reputed universities may be taken as Asst. Prof. They will be asked to complete their PhD within five years and further promotions will be only completion on PhD.

Enclosure:

Annexure I – Technical Faculty
Annexure II - Sciences and Humanities and Others
Annexure III – Management
Annexure IV – Pharmacy

Faculty Norms (Technical Faculty) Cadre Ratio 1:2:6 (Prof: Asso Prof: Asst Prof)

(Annexure-I)




 Registrar
 Mangalayatan University
 Beswan, Aligarh

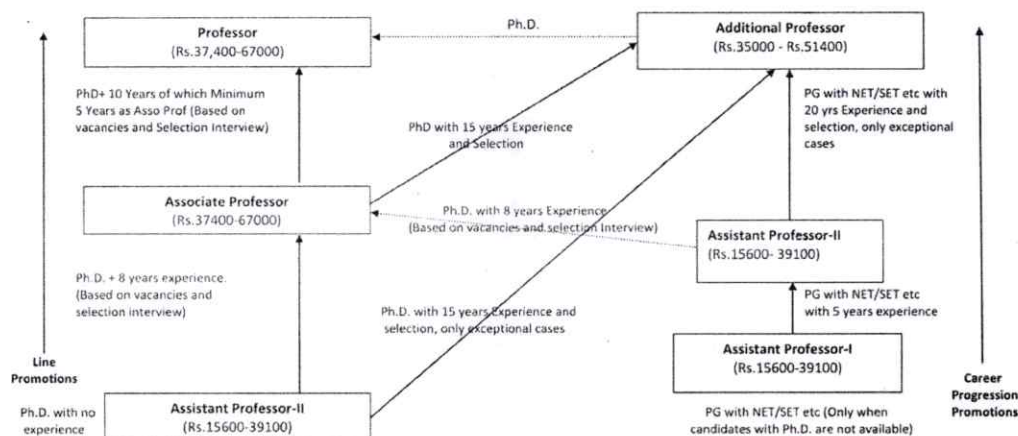
Summary –Engineering
(Cadre Ratio 1:2:6 (Prof: Associate Prof: Assistant Prof.))

Assistant Professor-I	Rs.15,600 basic plus 6000 GP, Total starting Rs.31,000 M. Tech (after B. Tech) with First class in B. Tech on in M. Tech.
Assistant Professor-II	Rs.15,600 basic plus 6000 GP, Total starting Rs. 37,670 M. Tech (after B. Tech) with First Class in B. Tech or in M. Tech and five years experience (OR) M. Tech (after B. Tech) with First class in B. Tech or in M. Tech and PhD with no experience
Associate Professor	Rs. 37,400 basic plus Rs. 9000 GP, Total starting Rs. 60,000 M. Tech (after B. Tech) with First class in B. Tech or in M. Tech and PhD with five years experience. (OR) M. Tech with 15 years industry/ research experience considered as equivalent to Ph.D. unanimously by a three member committee appointed by University.
Professor	Rs.37,400 basic plus Rs. 10,000 GP, Total starting Rs.80,000 M. Tech (after B. Tech) with First class in B. Tech or in M. Tech and PhD and 10 years experience out of which 5 years should be as Associate Professor. (OR) M. Tech (after B. Tech) with First class in B. Tech or in M. Tech and PhD and thirteen years experience. (OR) M. Tech with 20 years industry/research experience considered as equivalent to PhD unanimously by a three member committee appointed by the University.

Note: - Research Scholars receiving a stipend of Rs 20,000/- per month may be allocated 10 hrs of teaching per week. Two scholars may replace an Assistant Professor

Faculty Norms (Sciences and Humanities and Others)
Cadre Ratio 1:2:6 (Prof: Asso Prof: Asst Prof)

(Annexure-II)



Registrar
Mangalayan University
Beswan, Aligarh

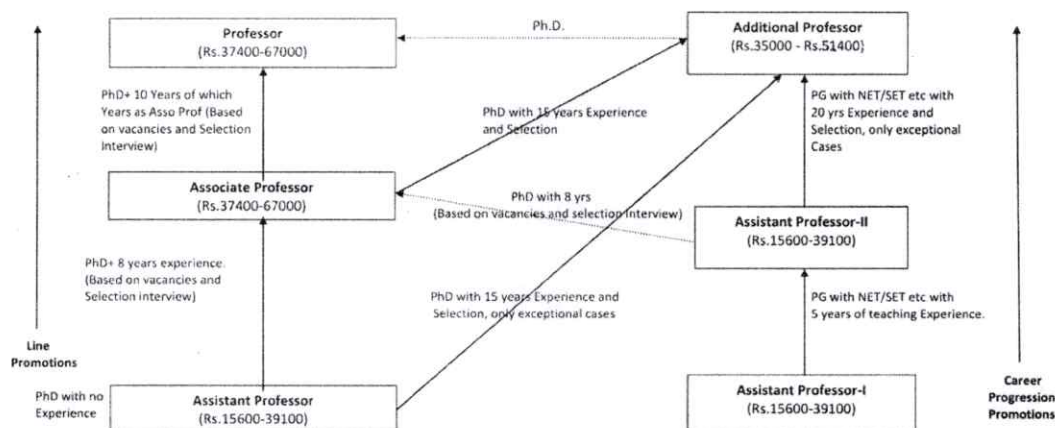
Summary – Sciences, Humanities and Others
Cadre Ratio 1:2:6 (Prof: Asst Prof)

Assistant Professor-II	Rs. 15,600 basic plus 7000 GP, Total starting Rs. 32,000 (with Ph.D.) Ph.D. with 55% marks in PG in relevant discipline.
Associate Professor	Rs. 37,400 basic plus Rs. 9000 GP, Total starting Rs. 50,140 Ph.D. with 55% marks in PG in relevant discipline with eight years teaching experience. (OR) Ph.D. with 55% marks in PG in relevant discipline with 15 years reckonable industrial research experience
Professor	Rs. 37,400 basic plus Rs. 10,000 GP, Total starting Rs. 67,600 Ph.D. with 55% marks in PG in relevant discipline and 10 years teaching experience out of which 5 years should be as Associate Professor. (OR) Ph.D. with 55% marks in PG in relevant discipline and thirteen years experience. (OR) Ph.D. with 55% marks in PG in relevant discipline and 20 years reckonable industrial research experience.

Note:- In case candidate with PhD are not available, PG with 55% marks and NET/SET etc. will be taken as Asst Prof I at Rs. 15,600 basic Plus 6000 GP. Total starting Rs.24, 800. Research Scholars at a stipend of Rs 15,000 per month taking ten hrs of teaching per week will be preferred.

Faculty Norms (Management)
Cadre Ratio 1:2:6 (Prof: Asso Prof: Asst Prof)

(Annexure-III)



Registrar
Mangalayaian University
Beswan, Aligarh

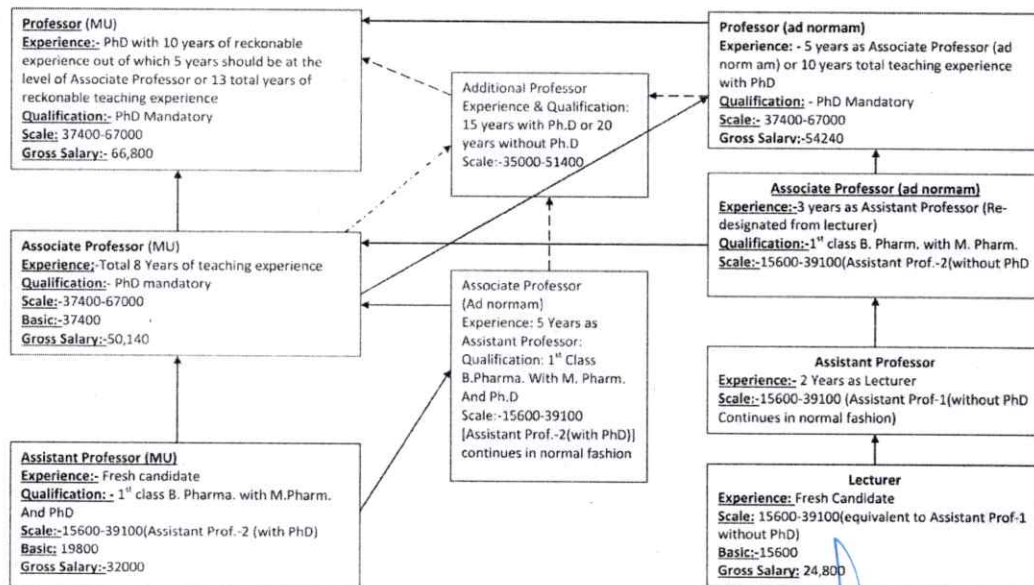
Summary- Management

Assistant Professor-II	Rs. 15,600 basic plus 7000 GP, Total starting Rs.32,000 (with Ph.D.) Ph.D. with 60% marks in M.B.A. in relevant specialization.
Associate Professor	Rs. 37,400 basic plus Rs. 9000 GP, Total starting Rs. 50,140 Ph.D. with 60% marks in PG in relevant specialization with eight years teaching experience. (OR) M.B.A with First Class with 15 years industry/ research experience considered as equivalent to PhD unanimously by a three member committee appointed by the University.
Professor	Rs.37,400 basic plus Rs. 10,000 GP, Total starting Rs.67,600 PhD with First Class in M.B.A in relevant specialization with thirteen years experience (OR) M.B.A with First Class with 20 years industry/ research experience considered as equivalent to PhD unanimously by a three member committee appointed by the University.

Note:- In case candidates with PhD are not available, M.B.A with first Class and NET/SET etc. will be taken as Asst Prof I at Rs. 15,600 basic plus 6000 GP. Total starting Rs. 24,800. Research Scholars at a stipend of Rs 15,000 per month taking ten hrs of teaching per week will be preferred.

(Annexure-IV)

A graphical representation of the career progress pathway for Faculty serving in the Department of Pharmacy



Faculty Appraisal Form



Assessment Duration: July 2022 to June 2023

SECTION 1 (To be filled by faculty member)

Appraisee's Details			
Name of Faculty Member			
Designation		Date of Joining	
Academic Unit			
Faculty			
Employee Code			

Part 1: TEACHING LEARNING & EVALUATION

ODD Semester

Level (UG/PG)	Course Code	Course Name	Program	No. of students	Contact Hours			Equivalent Load*	Result (Pass Percentage) [§]
					L	T	P		
TOTAL LOAD									

EVEN Semester

Level (UG/PG)	Course Code	Course Name	Program	No. of students	Contact Hours			Equivalent Load*	Result (Pass Percentage) [§]
					L	T	P		
TOTAL LOAD									

*For Equivalent Load please note that Theory Load = No. of contact hours, Tutorial Load = No. of contact hours and for Practical = No. of contact hours x 0.5

§Concerned HAU will verify the result with the copy sent by the Examination Cell

Mangalayatan University
Beswan, Aligarh

Faculty Appraisal Form



In the following tables please bear in mind the following points:

- Multiply the Number with the points given in parentheses to award points to yourself, e.g., If the No. of research papers published in UGC CARE list = 2, then points to be awarded are $2 \times 10 = 20$
- Include a proof for each claim that you make.
- HAUs have to verify all claims made by faculty members.

APPRAISAL CRITERIA	NUMBER	POINTS
No. of UG/PG Projects / Dissertations guided of one semester duration (10)		
LMS videos recorded (5)		
New original learning content developed (lab manual, instructional software, curriculum study material) (10)		
Short Term Courses developed (minimum 30 hours) (10)		
MOOCs developed (in line with SWAYAM/ NPTEL) (20)		

Part 2: ACADEMIC RESEARCH & EXTENSION ACTIVITIES

APPRAISAL CRITERIA	NUMBER	POINTS
Number of PhDs awarded during the assessment period (10)		
No. of Research Paper(s) published	Peer reviewed (5)	
	in UGC Care list (10)	
	Scopus/ SCI indexed (15)	
Conference Proceedings	(Full paper with ISBN No.) (5)	
	(Full paper without ISBN No.) (10)	
No. of Books Published with reputed* publishers	As First author (20)	
	As second/ other author (15)	
No. of Books Published with other publisher	As First author (15)	
	As second/ other author (10)	
No. of Book Chapters published with reputed* publishers	As First author (15)	
	As second/ other author (10)	
No. of Book Chapters Published with other publishers	As First author (10)	
	As second/ other author (5)	
Invited lectures/ Paper Presentation	In Indian College (5)	
	In Indian University (10)	
	Outside India (20)	
MOOCs completed	SWAYAM/ NPTEL (10)	
	NPTEL (10)	
FDP Attended	3 days (5)	
	5 days (10)	
Awards/ distinctions/ honours received	Professional body (10)	
	State Govt (15)	
	Central Govt (25)	

*Mcgraw Hill/ Pearson/ PHI/ Springer/ CBS/S. Chand/ Sultan Chand/ Oxford/ Orient Longman/ Jaico Publishing House/ Macmillan India/ Cambridge University Press/ Harper Collins/ Penguin/ Lexis Nexis/ Allahabad Law Agency/ Sage/ Taxman/ Excel Books/ Eastern Book Company/ Bentham Publications/ Elsevier

Faculty Appraisal Form



Part 3: SPONSORED RESEARCH

APPRAISAL CRITERIA		NUMBER	POINTS
Sponsored Research Projects	≥ 20 lacs Rs. (30)		
	10 to <20 lacs (25)		
	5 to <10 lacs (20)		
	Up to 5 lacs (10)		
Consultancy projects mobilized	5 to <10 lacs (20)		
	1 to <5 lacs (15)		
	Up to 1 lac (10)		
External Funding for attending R&D Activities (Conferences/ Seminars/ Short Term Training Programs/ Faculty Development Program)	10 to <20 lacs (20)		
	20000 to < 50000 Rs. (15)		
	10000 to <20000 Rs. (10)		
Patents	Published in India (10)		
	Granted in India (22)		
	Published/ Granted outside India (30)		

Part 4: ADMINISTRATIVE RESPONSIBILITIES

APPRAISAL CRITERIA		Description	Remarks from HAU regarding performance	POINTS (to be given by HAU)
Student centric activity organized	Department level (5)			
	University level (10)			
	Inter-university level (20)			
Department level administrative responsibility	Coordinator (10)			
	Member (5)			
University level administrative responsibility	Coordinator (20)			
	Member (10)			
Admission related	Counselling (2)			
	Travelling for admissions (5)			
	Direct admission (10)			

Date:


 Registrar
 Mangalayan University
 Aligarh

Faculty Appraisal Form



Section 2 (To be filled by HAU)

Assessment by the HAU/ Reporting Authority

(Please rate on a scale of 1-5; where 1=poor, 2=Below average, 3=average, 4=above average, 5=high)

PART A: TEACHING & CLASS MANAGEMENT

No.	Key Result Areas and Projects	Rating
1	Good teaching practices adopted	
3	Regularity and punctuality	
4	Class management including discipline and inclusion	
5	Interaction with, and support to, diverse learners	
6	Curriculum enrichment initiatives	
7	Timeliness in evaluation	

PART B: RESEARCH AND INNOVATION

No.	Key Result Areas and Projects	Rating
8	Research as evidenced by participation in minor or major projects	
9	Research as evidenced by publication in national and international journals	
10	Research as evidenced by patents filed/awarded	
11	Presentations at national/international conferences	

PART C: OTHER ACTIVITIES

No.	Key Result Areas and Projects	Rating
12	Handling of responsibilities in Department/ University management	
13	Organizing and managing events at the Department/ University level	
14	Contributing significantly to learner recruitment	
TOTAL		

Additional Comments (if any) by HAU/ Reporting Authority :

1	
2	
3	
4	

Date:

Signature of HAU/ Reporting Authority

Registrar
Mangalayatan University
Beswan, Aligarh

Faculty Appraisal Form



Section 3 (To be compiled by HR)

FINAL POINTS TABLE

S. No.	Appraisal Criteria	Factor Weightage (Faculty)	Factor Weightage	Cumulative Score	Factor Weights Score
1.	Teaching Learning & Evaluation	0.35	0.15		
2.	Academic Research & Extension Activities	0.20	0.20		
3.	Sponsored Research	0.15	0.15		
4.	Administrative Responsibilities	0.15	0.35		
5.	HAU Rating	0.15	0.15		
FINAL POINTS					

Summary from HR Department

Section 3 (To be compiled by HR)

FINAL POINTS TABLE

S. No.	Appraisal Criteria	Factor Weightage (Faculty)	Factor Weightage	Cumulative Score	Factor Weights Score
1.	Teaching Learning & Evaluation	0.35	0.15		
2.	Academic Research & Extension Activities	0.20	0.20		
3.	Sponsored Research	0.15	0.15		
4.	Administrative Responsibilities	0.15	0.35		
5.	HAU Rating	0.15	0.15		
FINAL POINTS					

Signature of HR Manager

Recommendation of Vice Chancellor:

Date:

Signature of Vice Chancellor

Registrar 14/03/27
Mangalayatan University
Beswan, Aligarh