



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043, Telangana

Date: 01 January, 2015

Policies for implementation of AICTE VI scale of pay, fixation, career advancement, promotion, annual increments and merit incentives with effect from 01 January, 2015.

The newly formulated policies and guidelines are drawn to promote the motivation amongst our staff. It is advised to implement the newly formulated policies and guidelines to the eligible teaching faculties with effect from 01 January, 2015. These guidelines have been formulated keeping in mind promotion of research and development, academic excellence and better work culture in the Institution.

It is expected from all faculty members to take interest in the overall development of the Institution through their dedicated teaching - learning process, research and development coupled with Industry-Institution interaction to make our student more employable in the competitive world. It is imperative that faculty members should involve themselves in academic / R & D / Institutional activities, with full discipline and dedication.

PRINCIPAL

Copy to:

HOD's of Freshmen, CSE, IT, ECE, EEE, ME, AE, CE and MBA
Dean – IQAC, R & D, Academic, PG Studies, Student Affairs
Mr Sharma, AO, College Office and Library

Encl: Newly formulated policies.



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ELIGIBILITY CRITERIA FOR SELECTION OF FACULTY TO HIGHER POSTS

Date: 01 January, 2015

ELIGIBILITY CRITERIA:

- All promotions are by SELECTION only.
- Eligible candidates shall be considered for promotion on the recommendation of the selection committee.
- Number of posts at various levels in each discipline shall be as deemed necessary by the college Authorities.

1. POLICIES FOR FRESH APPOINTMENT

S. No	Present Designation	To the position aspired	Eligibility criteria	Basic scale fixation as on date	Remarks / suggestions
1	Asst. Professor AGP Rs. 6000	Fresh appointment	BE/B.Tech with First class and ME/M.Tech/M.Phil first class	15600-39100 with AGP Rs 6000	Deserving candidates are entitled for two non compounded increments at entry level
			BE/B.Tech with First class; ME/M.Tech/M.Phil First class and obtained Ph.D degree recognized by UGC* in relevant discipline	15600-39100 with AGP Rs 6000	Entitled to five non compound increments at entry level
2	Asst. Professor AGP Rs 6000	Asst Professor with AGP of Rs 7000	Completed 5 years of service as Asst. Prof. with BE/B.Tech with First class and ME / M.Tech / M.Phil First class qualifications at entry	15600-39100 with AGP Rs 7000	Should have attended minimum Three weeks of FDP / STTP during Asst Professor with AGP of Rs. 6000
			Completed 4 years of service as Asst. Prof. with BE/B.Tech with First Class; ME / M.Tech / M.Phil First class and obtained Ph.D degree recognized by UGC* in relevant discipline qualifications at entry	15600-39100 with AGP Rs 7000	Should have attended minimum Two weeks of FDP / STTP during Asst Professor with AGP of Rs 6000+minimum one research paper in peer reviewed journal

3	Asst. Professor with AGP of Rs 7000	Associate Professor	Should possess Ph.D degree recognized by UGC + Minimum of five years of teaching experience of which two years of post Ph.D experience is essential	37400-67000 + AGP Rs 9000	Should be guiding minimum one Ph.D student and possess minimum one post Ph.D publication in international journal of repute in the relevant field
4	Associate Professor	Professor AGP Rs 10000	Qualifications as required of the post of Associate Professor + Minimum of 10 years teaching experience of which at least 5 years should be at the level of Associate Professor	37400-67000 + AGP Rs 10000	Should be guiding minimum one Ph.D student and possess minimum one post Ph.D publication in International Journal of repute in the relevant field during last one year.
5	Professor AGP Rs 10000	Professor AGP Rs 12000	Qualifications as required for the post of Professor + at least 10 years of teaching as Professor and post-doctoral work of a high standard + publications in peer reviewed / referred Research Journals	37400-67000+AGP Rs 12000	Should be guiding minimum one Ph.D student and possess minimum one post Ph.D publication in International Journal of repute in the relevant field during last one year

* UGC Norms: Process of registration, Course Work & External Evaluation.

2. **REVISED PAY FIXATION FOR IN-SERVICE FACULTY (FOR EXISTING FACULTIES ON ROLL AS ON 01-01-2015)**

S. No	Present Designation	Designation under Sixth pay-scale	Eligibility criteria	Revised pay-band in sixth pay scale	Remarks / suggestions
1	Lecturer	Asst. Professor	BE / B.Tech and ME / M.Tech / M.Phil with first class at UG / PG	15600-39100 with AGP Rs 6000	
2	Lecturer (Sr. Grade)	Asst. Professor (Sr. Grade)	BE / B.Tech and ME / M.Tech / M.Phil with First Class at UG / PG	15600-39100 with AGP Rs 7000	
3	Lecturer (Selection Grade) / Asst. Professor (Less than three years)	Asst. Professor	BE / B.Tech and ME / M.Tech / M.Phil with First Class at UG / PG	15600-39100 with AGP Rs 8000	
4	Lecturer (Selection Grade) / Asst. Professor (More than three years)	Associate Professor + AGP Rs 9000/-	BE / B.Tech and ME / M.Tech / M.Phil with First Class at UG / PG + should have minimum three years of experience in the cadre of Lecturer (Selection Grade) / Asst. Professor + confirmed registration of Ph.D degree recognized by UGC	37400-67000 + AGP Rs 9000	

5	Professor	Professor + AGP Rs 10000	BE / B.Tech with First class ME / M.Tech / M.Phil First Class and obtained Ph.D Degree recognized by UGC* in relevant discipline	37400-67000 + AGP Rs 10000	
6	Senior Professor (Minimum 10 years of Services)	Professor AGP Rs 12000	Qualification as required for the post of Professors + at least 10 years of teaching as Professor and post-doctoral work of a high standard + publications in peer reviewed / referred Research Journals	37400-67000 + AGP Rs 12000	Should be guiding minimum two PhD student and possess minimum one post PhD publication in International Journal of repute in the relevant field during last one year

* UGC Norms: Process of registration, Course Work & External Evaluation.

3. POLICIES FOR CAREER ADVANCEMENT

S. No	Present Designation	Designation under Sixth pay-scale	Eligibility criteria	Pay-band in sixth pay AICTE scale	Remarks / suggestions
1	Asst. Professor AGP Rs 6000	Asst. Professor AGP Rs 7000	BE / B.Tech and ME / M.Tech / MPhil with First class at UG/PG + should have 3 years of teaching experience as Lecture/Asst. Professor AGP Rs 6000	15600-39100 with AGP Rs 7000	Should have attended minimum three weeks of FDP/STTP during Asst Professor with AGP of Rs 6000 + minimum one research paper in peer reviewed journal/ international conference of repute.
2	Asst. Professor AGP Rs 7000	Asst. Professor AGP Rs 8000	(Qualification as required for the post of Asst professor AGP Rs 6000 + should have 3 years of teaching experience as Lecturer (Senior scale)/ Asst. Professor AGP Rs 7000) OR (3 years of teaching experience as Lecturer (Senior Scale)/ Asst. Professor AGP Rs 7000 and confirmed PhD registration in relevant field)	15600-39100 with AGP Rs 8000	Should have attended minimum Two weeks of FDP/STTP during Asst. Professor with AGP of Rs 7000+ minimum two research paper in peer reviewed journal/ international conference of repute.
3	Asst. Professor AGP Rs 8000	Associate Professor + AGP Rs 9000	Qualifications are required for the post of Asst Professor AGP Rs 6000+ Should have 3 years of teaching experience as Lecturer (selection grade) / Asst Professor AGP Rs 8000 and PhD in relevant field	37400-67000 + AGP Rs 9000	Should be guiding minimum one PhD student and possess minimum two post PhD publication in international journals of repute in the relevant field

4	Associate Professor + AGP Rs 9000	Professor AGP Rs.10000	BE / B.Tech and ME / M.Tech with first class at UG/PG and obtained PhD Degree recognized by UGC*in relevant discipline+ Minimum of 10 years teaching experience of which at least 5 years should be as Lecturer (Selection grade) / Asst. Professor (5 th AICTE pay Scale) / Asst . Professor AGP Rs 8000/-	37400-67000 + AGP Rs 10000	Should be guiding minimum two PhD students and possess minimum one post PhD publication in international journal of repute in the relevant field during last one year
5	Professor AGP Rs 10000	Senior Professor AGP Rs 12000	Qualification as required for the post of Professor + at least 10 years of teaching as Professor and post – doctoral work of a high standard + publications in peer reviewed / referred research journals	37400-67000 + AGP Rs 12000	Should be guiding minimum two PhD students and possess minimum one post PhD publication in international journals of repute in the relevant field during last one year

* UGC Norms: Process of registration, Course Work & External Evaluation.

4. OTHER CRITERIA

1. M.E / M.Tech / M.Phil and Ph.D degree from IITs / NITs and reputed institution is desirable.
2. Annual increment (for teaching faculty)

For the grant of Annual increment the following are the essential conditions to be satisfied.

- a. Each faculty member should present a research paper in an International Conference (in India in abroad) and publication in peer reviewed journals (National / International) indexed in SCOPUS / SCI during that year.

In addition to above following activities are essential

- b. Guiding a student project is must for every faculty.
- c. Significant contribution to the development of Department / Institution.
- d. Acquiring expertise in any of the relevant software / course / laboratory.
- e. Development of digital course material.

Other factors that are considered while granting Annual increment.

- f. Academic results and student feedback.
- g. Workshops / seminars / Faculty development programs / STTPs attended.
- h. Workshops / seminars / Faculty development programs / STTPs organized.

The eligibility of the faculty member for Annual Increment will be decided by a committee constituted for the purpose.

5. MERIT INCENTIVES

The policy of merit incentive to faculty is amended and it reads as follows.

The faculty is honored with an incentive in the form of cash for various distinguished merit activities in the field of academics and research. The details are as follows.

a) Merit Incentive to faculty for Research Projects from Funding agencies:

The policy of merit incentive to faculty for getting Research Projects from DST, AICTE, UGC, DRDO etc. or any other research organizations like OTRE, ELRDE, ISRO & DB, etc. is proposed. The breakup of the merit incentive in the form of cash is as follows:

Principal Investigator	<p>a. 7.0% of the sanctioned fund for the first five projects in each department of engineering. (First two projects in each department of science).</p> <p>b. 5.5% of the sanctioned fund for the next five projects in each department of engineering. (First two projects in each department of science).</p> <p>c. 5.0% of the sanctioned fund for the subsequent projects in each department of engineering and science.</p>
Supporting office staff including Principal	0.5% of the sanctioned fund.

Note:

- The principal investigator receives his share of merit incentive as and when the sanctioned amount is received by the Institute from the funding agencies with undertaking to complete the research work in stipulated period.
- The supporting staff receive their share, distributed annually depending upon the progress of the project as per the directions of the Principal investigator.

b) Other merit activities:

01	For each Full Book / Monogram published with reputed publisher	Rs 10000
02	For each Book / Monogram (with chapter or partial contribution) published with reputed publisher	Rs 10000
03	For each patent	Rs 50000
04	For organizing each National Workshop / Seminar / refresher course (Organizing coordinator and team)	Rs 10000

All the policies of merit incentives will be decided by expert committee.

c) Publications:

S. No	Field of activity	Amount Rs.
01	For each paper published in peer reviewed National/International Journal with Impact factor and indexed in SCOPUS/ SCI (All authors of the Institute)	20000.00

The Institute will not bear the publication charges of papers published in **PAID JOURNALS**. Institute does not encourage the faculty to publish their research work in such Journals (National / International).

d) Presentation of papers in Conferences:

Faculties are encouraged to present papers in peer reviewed International Conferences. The faculties are supported for various categories of these activities as detailed below:

Type of Conference	Nature of Support	Frequency
For presenting papers in International Conferences organized in India, indexed by SCOPUS / Google scholar	TA, DA and Registration fee	Max. of TWO in an academic year
For presenting papers in International Conferences organized outside India	Maximum of Rs 30000	Once in two years

NOTE:

All faculties can avail the facility of merit incentive as per revised policy for their publications published from 01-05-2016 onwards.

The Merit Incentive policies from serial number c to d shall be continued up to 01-01-2017 and all merit incentive policies reviewed thereafter.

PRINCIPAL