



Appendix III: Amity Guidelines for Career Advancement - Existing Faculty/Direct Selection (Prof/Asso Prof)

S No.	Cadre Designation	Ph.D (Mandatory)	NET/SLET/Ph.D	Experience	Performance Scores/Research Requirement	Featured Designation	Remark
A	Associate Professor to PROFESSOR	Yes**	Ph.D (as per UGC Regulation 2009). OR NET/SLET/M.Phil (where NET is exempted) & Ph.D	15yrs (Teaching---Higher Education), Out of which 5yrs should be at the level of Asso Prof.	Last 3yrs of API Scores. Review should be done as per UGC Promotion of teachers under Career Advancement Scheme (CAS). Document attached.	PROFESSOR	
	PROFESSOR (Direct Selection) (For candidates from Academics/Academic Research-Post Ph.D. Research in Academic Institute)	Yes**		12yrs Teaching---Higher Education, out of which 5yrs should be at the level of Asso Prof. For candidates involved in Academic Research, 5yrs should be at the level of Asso Prof or its equivalent in Research in an Academic Institute & 7yrs at the level of Asst Prof or its equivalent in Research in an Academic Institute. In addition a min of 5 yrs. of full time Teaching experience can be considered.	The candidate should actively engaged in research with evidence of published work with minimum of 10 publications as books and/or research/policy paper. Candidate should possess 10 years of Research/Corporate/Teaching experience post Ph.d.		
	PROFESSOR (Direct Selection) (For candidates from Industry/Corporate/Research Org.)			17yrs (Industry and/or post doctoral Research), Out of which 5yrs should be at the level of Asso Prof or its equivalent in Industry/Research Org & 12yrs at the level of Asst Prof (Lecturer) or its equivalent in Industry/Research Org.			
B	AP3 to ASSOCIATE PROFESSOR	Yes**	Ph.D (as per UGC Regulation 2009). OR NET/SLET/M.Phil (where NET is exempted) & Ph.D	12yrs (Teaching---Higher Education), Out of which 3yrs should be at the level of AP3.	Last 3yrs of API Scores. Review should be done as per UGC Promotion of teachers under Career Advancement Scheme (CAS). Document attached.	ASSOCIATE PROFESSOR	Refer Policy Guidelines for Performance Assessment of Faculty & Promotion/Increments
	ASSOCIATE PROFESSOR (Direct Selection) (For candidates from Academics/Academic Research-Post Ph.D. Research in Academic Institute)	Yes**		10yrs Teaching---Higher Education, out of which 3yrs should be at the level of AP3. For candidates involved in Academic Research, 3yrs should be at the level of AP3or its equivalent in Research in an Academic Institute & 7yrs at the level of AP1/AP2 or its equivalent in Research in an Academic Institute. In addition a min of 3 yrs. of full time Teaching experience can be considered.	The candidate should actively engaged in research with evidence of published work with minimum of 5 publications as books and/or research/policy paper. Candidate should possess 8 years of Research/Corporate/Teaching experience post Ph.d.		
	ASSOCIATE PROFESSOR (Direct Selection) (For candidates from Industry/Corporate/Research Org.)			12yrs (Industry and/or post doctoral Research), Out of which 3yrs should be at the level of AP3 or its equivalent in Industry/Research Org & 9yrs at the level of AP2/AP1 or its equivalent in Industry/Research Org			
C	AP2 to AP3	No	NET/SLET/ M.Phil (where NET is exempted) or Ph.D (as per UGC Regulation 2009)	If NET/SLET or Ph.D (as per regulation 2009) -9yrs or if M.Phil (if NET is exempted) -10yrs	Last 5yrs of API Scores. Review should be as per UGC Promotion Guidelines. Review should be done as per UGC Promotion of teachers under Career Advancement Scheme (CAS). Document attached.	AP3	Refer Policy Guidelines for Performance Assessment of Faculty & Promotion/Increments
		No	PG Degree in technical Courses where NET/SLET is not compulsory as per UGC Guidelines	11yrs			
D	AP1 to AP2	No	NET/SLET/ M.Phil (where NET is exempted) or Ph.D (as per UGC Regulation 2009)	If NET/SLET or Ph.D (as per regulation 2009) 4yrs or M.Phil (if NET is exempted) 5yrs	Last 4yrs of API Scores. Review should be as per UGC Promotion Guidelines. Review should be done as per UGC Promotion of teachers under Career Advancement Scheme (CAS). Document attached.	AP2	Refer Policy Guidelines for Performance Assessment of Faculty & Promotion/Increments
		No	PG Degree in technical Courses where NET/SLET is not compulsory as per UGC Guidelines	6yrs			
E	AP1/AP2/AP3 to ASSOCIATE PROFESSOR/PROFESSOR		Faculty having relevant Research (post doctoral) experience or industry experience, working as AP1, AP2, AP3 can be considered for the post of Associate Professor/Professor based on criteria laid down for Asso Prof (Direct Selection)/Prof (Direct Selection).				
F	Removal of Star (*)		If any faculty/candidate qualifies norms of UGC and years of experience are as per Amity Norms (total years on post held/last post) then star (*) may be removed and cases may be send with clear remarks by campus head for approval of C---VI. Document of Cadre Review is attached for reference.			Career Advancement Scheme(CAS).pdf Cadre Review, 1May2014.doc	

** For Architecture discipline, Ph.D. is not mandatory, however it is desirable.

Note: Internal candidates who are very bright can apply for Direct Selection to Asso Prof/Prof as and when the position is advertised/open and their candidature shall be processed along with other external candidates as per the above guidelines.