



Promotion System in Place that Recognizes Interdisciplinary Research Amongst Science Discipline

- Human Resource (HR) Policy of Amity University Maharashtra follows the Promotion guideline of the University Grant Commissions (UGC) for the Career Advancement Schemes (CAS) from the Assistant Professor-1 to Assistant Professor-2, and Assistant Professor-2 to Assistant Professor-3. Similarly, the promotion from the Associate Professor to Professor Position requires the quality research publications in the reputed peer reviewed and Scopus or WOS indexed Journals.
- The original research articles published having interdisciplinary Science, Technology, Engineering, and Mathematics (STEM) are highly recommended for the further career progression and advancements in the academic grade payment.
- Incentives are given to the faculty members having the high impact factor publications which also include the interdisciplinary research outcomes in terms of the research papers, Intellectual Property Rights, and formulation of the policy documents.
- The university provides financial support for the Travel, Accommodation expenses to attend the Conferences, Meetings, and bring the research collaborations, if the researcher has convinced as high potential outcomes of the proposed research work.
- The Promotion and tenure decisions are given based on the collaboration in the field of Inter-disciplinary Science and Engineering research. Recent collaboration of AUM with Indian Space Research Organization (ISRO) has launched the astro-biology based spinach callus growth monitoring in the space. This interdisciplinary research is supported and the team working on this project is financially supported by the university administration.
- The target given to each faculty to publish four high quality Scopus; Web of Science indexed research papers in an academic year. These targets of the research paper publication, IPRs, are mapped with the annual appraisal system of the faculty member and the researcher at the university.
- The innovation and novelty in the IPRs are highly dependent on interdisciplinary science research, at AUM. This includes fundamental research on material science to



create sensors, and also nanoparticle and nanofiber-based product development. The physical characteristics and material properties research conducted by the basic and applied science faculties are highly encouraged and promoted to higher academic grades pays.

- Faculty members contributing to the research, innovation and contribution to introduce the new interdisciplinary science related courses are awarded with the best faculty award and further considered for the promotion.
- Every Faculty member appointed in Amity University assessed for his/her performance based on the Academic Performance Indicator (API) score obtained in various Categories of Performance Based Appraisal System (PBAS) proforma. The PBAS proforma has been evolved as per guidelines stipulated in “UGC Regulations on Minimum Qualifications for Appointment of Teachers in Universities and Measures for the Maintenance of Standards in Higher Education.
- The API scores as endorsed and verified in the PBAS Proforma will be the primary means of assessing a faculty member for the purposes of promotion under Career Advancement Scheme (CAS), increments and other awards/Incentives including key appointments/assignments and deputations.

