



ASSAM
down town
UNIVERSITY

NAAC A+ Accredited & UGC 12(B) Status Holder

Assam down town University

Established Vide The Assam Act. No. VIII of 2010, Gazette No. LGL.9/2010/11

Promoted by: **Cdown town**
Charity Trust

Memo No: AdtU/R/2026-27/Oct/01/002

Date: 01/10/2026

Circular

Faculty grade, salary structure, and criteria for upgrading and maintaining the grade for Assistant Professor, Associate Professor, and Professor of AdtU

This is for the information of all concerned that the “Faculty grade and salary structure for Assistant Professor, Associate Professor, and Professor of AdtU” and the “criteria for upgrading and maintaining the grade for Assistant Professor, Associate Professor, and Professor of AdtU during the Assessment Academic Year/Period” were notified vide Circular Memo No: AdtU/DRA-II/2025-26/175, dated 24/03/2026, and that its addendum (if any) is partially modified. The faculty grade and salary structure for Assistant Professor(s), Associate Professor (s), and Professor (s) of AdtU is as follows:

SI No	Faculty cadre/grade	Pay/Salary (Rs)
1	Assistant Professor (A)	37400
2	Assistant Professor -Grade 1	46440
3	Assistant Professor -Grade 2	57700
4	Assistant Professor -Grade 3	68900
5	Assistant Professor -Grade 4	79800
6	Assistant Professor -Grade 5	89800
7	Associate Professor -Grade 1	99800
8	Associate Professor -Grade 2	109800
9	Associate Professor -Grade 3	119800
10	Associate Professor-Grade 4	131400
11	Professor-Grade 1	144200
12	Professor-Grade 2	159200
13	Senior Professor	182200

The criteria outlined below constitute the minimum requirements for consideration of promotion/grade upgradation and for the continued retention of such grades across all Faculties of AdtU. **These criteria are in addition to the minimum prescribed eligibility criteria prescribed by the UGC.**

This policy shall be applicable to all faculty members of the University, including those serving under the CDOE and any other, whose salaries are governed by the applicable academic grade.



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Eligible faculty members may apply to the Hon'ble Vice Chancellor through the University ERP system at: https://academic.adtu.in/academic_appraisal_ver2.php (Path: Faculty Information > IQAC Faculty Report > Faculty Appraisal), following the proper channel, upon fulfilling the prescribed criteria. Applications must be submitted on or before 31st July of the respective assessment year. Faculty members are required to upload all relevant supporting documents, which will be verified through the ERP for due consideration.

All faculty members are advised to carefully review the requirements of their current grade and ensure compliance with the stipulated criteria to continue availing benefits accrued in the existing grade. The performance of all faculty members, irrespective of grade, shall be reviewed periodically to this effect.

In case of any ambiguity, the decision of the Hon'ble Vice Chancellor will be final.

This shall come into force from 1st August 2026 and be applicable from the Academic year 2026-27.

Issued with due approval of the competent authority.

(Dr. Ruhit Jyoti Konwar)
Additional Registrar
(Academic & Technical Governance),
Assam down town University.

Copy for favour of their information to:

1. Executive Secretary to Chancellor, AdtU
2. Asst. Manager, Office of Vice Chancellor, AdtU
3. P.A. to Pro-Vice Chancellor, AdtU
4. P.S. to Dean of Studies, AdtU
5. P.A. to Managing Trustee, dtCT
6. P.A. to Resident Trustee, dtCT
7. Chairperson/Dean/Director/Associate Dean/ HoD (For circulation)
8. Office of the Controller of Examinations, AdtU
9. All Officers (Admin/Academic/IT/Accounts/Admission/Marketing/Legal/ Placement/Library/IQAC)
10. HR Office
11. Notice Boards/Message Desk (For display)
12. Office file (for record)

			7. Consultancy projects at least ₹10 lakh per year from various agencies/bodies as PI. or 8. AdtU Best Teacher Award winner during the appraisal/ assessment year or 9. AdtU Faculty of the Month at least 3 times during the appraisal/ assessment year or 10. A minimum of fifty (50) Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year or 11. Establishment of a DPIIT-registered startup incubated under dtVL, with a maximum of two (2) faculty members as Directors. (Co-founder may also opt). or 12. Creation of an <u>AdtU-approved</u> documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 50,000 views on the faculty member's own platform. or 13. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹0.5 lakh generated for the University. or 14. Acquisition of external funding of a minimum of ₹2 lakh from Government bodies/agencies, in the capacity of Organizing Secretary, for organizing seminars, conferences, workshops, FDPs, or similar academic events.	10. Fellowship from various National/International Agencies 11. Financial support from various National/International Agencies 12. International research collaboration in terms of research paper Publications, and collaborative research projects 13. Outcome of role in Student motivation and participation in placement-related activities 14. Academic/ Research Awards from National or international reputed bodies 15. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 16. Registered startup led by faculty member incubated under dtVL, AdtU. 17. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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				or 15. Publication of ten (10) articles/columns in national newspapers or fifteen (15) articles/columns in approved national/regional newspapers, or an equivalent combination thereof, with each article/column comprising a minimum of 1,000 words, during an academic year.	
4	Assistant Professor-Grade 3	68900	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as AP Grade 2 or cumulative service at AdtU of four (4) years 3. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 4. Two (2) research publications during the assessment year. or 5. Publication of four (4) books or four (4) book chapters, each having an individual ISBN. or 6. Publication 02 or grant of 01 utility patent or 7. Extramural fund for research, cumulative at least ₹20 lakh per year from various agencies/bodies as PI. or 8. Consultancy projects at least ₹10 lakh per year from various agencies/bodies as PI. or	1. Additional Research Publications 2. Additional Publications of books/chapter 3. Organization of externally funded seminar/conference/workshop/FDP , etc 4. AdtU seed-money project 5. Development of e-content for the Institutional LMS. 6. Develop E-content for E-pathashala, SWAYAM, other MOOC platforms 7. Publications/grant of utility patent 8. Successfully conduct of at least 1 outreach or extension activity 9. Offer at least one value-added course (certificate course) 10. Fellowship support from various National/International Agencies 11. Financial support from various National/International Agencies

			9. AdtU Best Teacher Award winner during the appraisal/ assessment year or 10. AdtU Faculty of the Month at least 3 times during the appraisal/ assessment year or 11. A minimum of fifty (50) Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year or 12. Generation of a minimum revenue of ₹10 lakh through the DPIIT-registered startup, incubated under dtVL, during the prescribed assessment period. or 13. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 50,000 views on the faculty member's own platform. or 14. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹1 lakh generated for the University. or 15. Acquisition of external funding of a minimum of ₹2 lakh from Government bodies/agencies, in the capacity of Organizing Secretary, for organizing seminars, conferences, workshops, FDPs, or similar academic events. or	12. International research collaboration in terms of research paper Publications, and collaborative research projects 13. Outcome of role in Student motivation and participation in placement-related activities 14. Academic/ Research Awards from National or international reputed bodies 15. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 16. Registered startup led by faculty member incubated under dtVL, AdtU. 17. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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				16. Publication of ten (10) articles/columns in national newspapers or fifteen (15) articles/columns in approved national/regional newspapers, or an equivalent combination thereof, with each article/column comprising a minimum of 1,000 words, during an academic year.	
5	Assistant Professor - Grade 4	79800	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as AP Grade 3 or cumulative service at AdtU of six (6) years 3. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 4. Research Publications 03 per assessment year or 5. Publication of five (5) books or five (5) book chapters, each having an individual ISBN. or 6. Publication 03 or grant of 02 utility patents or 7. Extramural fund for research, cumulative at least ₹20 lakh per year from various agencies/bodies as PI. or 8. Consultancy projects at least ₹10 lakh per year from various agencies/bodies as PI. or	1. Additional Research Publications 2. Additional Publications of books/chapter 3. Organization of externally funded seminar/conference/workshop/FDP , etc 4. AdtU seed-money project 5. Development of e-content for the Institutional LMS. 6. Develop E-content for E-pathashala, SWAYAM, other MOOC platforms 7. Publications/grant of utility patent 8. Successful conduct of at least one (1) outreach or extension activity. 9. Offer at least one value-added course (certificate course) 10. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 11. Fellowship support from various National/International Agencies

			9. AdtU Best Teacher Award winner during the appraisal/ assessment year or 10. AdtU Faculty of the Month at least 3 times during the appraisal/ assessment year or 11. A minimum of fifty (50) Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year Or 12. Generation of a minimum revenue of ₹30 lakh through the DPIIT-registered startup, incubated under dtVL, during the prescribed assessment period. Or 13. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 50,000 views on the faculty member's own platform. Or 14. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹2 lakh generated for the University. Or 15. Acquisition of external funding of a minimum of ₹3 lakh from Government bodies/agencies, in the capacity of Organizing Secretary, for organizing seminars, conferences, workshops, FDPs, or similar academic events. Or	12. Financial support from various National/International Agencies 13. International research collaboration in terms of research paper Publications, and collaborative research projects 14. Outcome of role in Student motivation and participation in placement-related activities 15. Academic/ Research Awards from National or international reputed bodies 16. Registered startup led by faculty member incubated under dtVL, AdtU. 17. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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				16. Publication of ten (10) articles/columns in national newspapers or fifteen (15) articles/columns in approved national/regional newspapers, or an equivalent combination thereof, with each article/column comprising a minimum of 1,000 words, during an academic year.	
6	Assistant Professor - Grade 5	89800	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as AP Grade 4 or cumulative service at AdtU of seven (7) years 3. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 4. A minimum of fifteen (15) research publications with AdtU affiliation. or 5. Extramural fund for research, cumulative at least ₹40 lakh for the last three (3) years from various agencies/bodies as PI. or 1. Publications of 15 numbers of books or 25 book chapters each having an individual ISBN with AdtU affiliation or 6. Publication of six (6) or grant of three (3) utility patents during the assessment period. or 7. Consultancy projects at least ₹20 lakh per year from various agencies/bodies as PI. or	1. Additional Research Publications 2. Additional Publications of books/chapter 3. Organization of externally funded seminar/conference/ workshop/FDP etc 4. Publications/grant of utility patent 5. Successful conduct of at least one (1) outreach or extension activity. 6. Offer at least one value-added course (certificate course) 7. Fellowship support from various National/International Agencies 8. Financial support from various National/International Agencies 9. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 10. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 11. Participation in at least one (1) national/international seminar/workshop 12. AdtU seed-money project or extramural project

			8. AdtU Best Teacher Award winner during the appraisal/ assessment year or 9. A minimum of fifty (50) Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year or 10. Generation of a minimum revenue of ₹50 lakh through the DPIIT-registered startup, incubated under dtVL, during the prescribed assessment period. or 11. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 1 lakh views on the faculty member's own platform. or 12. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹3 lakh generated for the University. or 13. Acquisition of external funding of a minimum of ₹4 lakh from Government bodies/agencies, in the capacity of Organizing Secretary, for organizing seminars, conferences, workshops, FDPs, or similar academic events. or 14. Publication of ten (10) articles/columns in national newspapers or fifteen (15) articles/columns in approved national/regional newspapers, or an equivalent combination thereof, with each	13. International research collaboration in terms of research paper Publications, and collaborative research projects 14. Outcome of role in Student motivation and participation in placement-related activities 15. Academic/ Research Awards from National or international reputed bodies 16. Registered startup led by faculty member incubated under dtVL, AdtU. 17. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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				article/column comprising a minimum of 1,000 words, during an academic year.	
7	Associate Professor Grade 1	99800	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as AP -Grade 5 or cumulative service at AdtU of eight (8) years or a minimum of 8 years of cumulative service, irrespective of the institute/university 3. Fulfillment of the minimum required API as per UGC norms. 4. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 5. Minimum 100 Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year 6. A minimum of sixteen (16) research publications with AdtU affiliation. or 7. Extramural funds for research, cumulative at least ₹50 lakh for the last three (3) years from various agencies/bodies as PI. or 8. Publication of sixteen (16) books or thirty (30) book chapters each having an individual ISBN with AdtU affiliation or 9. Publication of seven (7) or grant of three (3) or commercialization of two (2) granted utility patents during the assessment period or 10. Consultancy projects at least ₹20 lakh during the last three (3) years from various agencies/bodies as PI.	1. Additional Research , books/chapter Publications 2. Organization of externally funded seminar/conference/workshop/FDP 3. Publications/grant of utility patent 4. Successful conduct of at least one (1) outreach or extension activity. 5. Offer at least one value-added course (certificate course) 6. Fellowship support from various National/International Agencies 7. Financial support from various National/International Agencies 8. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 9. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 10. Participation in at least one (1) national/international seminar/workshop 11. AdtU seed-money project or extramural project 12. International research collaboration in terms of research paper Publications, and collaborative research projects

			or 11. Generation of employment through a DPIIT-registered startup, incubated under dtVL, by creating a minimum of Ten (10) full-time employment opportunities. or 12. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 1 lakh views on the faculty member's own platform. or 13. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹4 lakh generated for the University.	13. Outcome of role in Student motivation and participation in placement-related activities 14. Academic/ Research Awards from National or internationally reputed bodies 15. Registered startup led by faculty member incubated under dtVL, AdtU. 16. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
8	Associate Professor Grade 2	109800	PhD 1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as Associate Grade 1 or cumulative service at AdtU of eight (8) years or a minimum of 8 years of cumulative service, irrespective of the institute/university. 3. Fulfillment of the minimum required API as per UGC norms. 4. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 5. Minimum 200 Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year 6. A minimum of sixteen (16) research publications with AdtU affiliation. or	1. Additional Research/books/chapter Publications 2. Organization of externally funded seminar/conference/workshop/FDP etc 3. Publications/grant of utility patent or commercialization of granted patents 4. Successfully conduct of at least 1 outreach or extension activity 5. Offer at least one value-added course (certificate course) 6. Fellowship support from various National/International Agencies 7. Financial support from various National/International Agencies

			7. Extramural funds for research, cumulative at least ₹60 lakh for the last three (3) years from various agencies/bodies as PI. or 8. Publications of 16 numbers of books or 32 book chapters, each having an individual ISBN with AdtU affiliation or 9. Publication of eight (8) or grant of five (5) or commercialization of two (2) granted utility patents during the assessment period or 10. Consultancy projects at least ₹25 lakh during the last three (3) years from various agencies/bodies as PI. or 11. Generation of employment through a DPIIT-registered startup, incubated under dtVL, by creating a minimum of fifteen (15) full-time employment opportunities. or 12. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 1.5 lakh views on the faculty member's own platform. or 13. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹5 lakh generated for the University.	8. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 9. Served as Chairperson/Convenor/ Member Secretary in the AdtU clubs 10. Participation in at least one (1) national/international seminar/workshop 11. AdtU seed-money project or extramural project 12. International research collaboration in terms of research paper Publications, and collaborative research projects 13. Outcome of role in Student motivation and participation in placement-related activities 14. Academic/ Research Awards from National or internationally reputed bodies 15. Registered startup led by faculty member incubated under dtVL, AdtU. 16. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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9	Associate Professor Grade 3	119800	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as Associate Grade 2 or cumulative service at AdtU of eight (8) years or a minimum of 8 years of cumulative service, irrespective of the institute/university. 3. Fulfillment of the minimum required API as per UGC norms. 4. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 5. Minimum 225 Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year 6. A minimum of eighteen (18) research publications with AdtU affiliation. or 7. Extramural fund for research, cumulative at least ₹80 lakh for the last three (3) years from various agencies/bodies as PI. or 8. Publication of eighteen (18) books or thirty-six (36) book chapters each having an individual ISBN with AdtU affiliation or 9. Publication of ten (10) or grant of six (6) or commercialization of three (3) granted utility patents during the assessment period or 10. Consultancy projects of at least ₹30 lakh during the last three (3) years from various agencies/bodies as PI. or	1. Additional Research/ books/chapters Publications 2. Organization of externally funded seminar/conference/workshop/FDP 3. Publications/grant of utility patent or commercialization of granted patents 4. Successfully conduct of at least 1 outreach or extension activity 5. Offer at least one value-added course (certificate course) 6. Served as Chairperson/ Member Secretary in the AdtU clubs 7. Fellowship support from various National/International Agencies 8. Financial support from various National/International Agencies 9. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 10. International research collaboration in terms of research paper Publications, and collaborative research projects 11. Outcome of role in Student motivation and participation in placement-related activities 12. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR.
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				11. Generation of employment through a DPIIT-registered startup, incubated under dtVL, by creating a minimum of twenty (20) full-time employment opportunities. or 12. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 1 lakh views on the faculty member's own platform. or 13. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹6 lakh generated for the University.	13. All other desirable parameters mentioned in Sl. No 8 for Associate Professor-2.
10	Associate Professor-4	131400	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean. 2. Minimum two (2) years of service at AdtU as Associate Grade 3 or cumulative service at AdtU of eight (8) years or a minimum of 8 years of cumulative service, irrespective of the institute/university. 3. Fulfillment of the minimum required API as per UGC norms. 4. Participation in at least one (1) FDP/MDP of one-week duration or an international faculty exchange programme. 5. Minimum 250 Scopus citations for the previously published research paper (s) with AdtU affiliation in an academic year 6. A minimum of twenty (20) research publications with AdtU affiliation. or	1. Fellowship support from various National/International Agencies 2. Financial support from various National/International Agencies 3. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 4. Served as Chairperson/ Member Secretary in the AdtU clubs 5. Participation in at least one (1) national/international seminar/workshop 6. AdtU seed-money project or extramural project 7. Listing in Top 2% of scientists as per Stanford University and Elsevier

				7. Extramural funds for research, cumulative at least ₹1 crore for the last three (3) years from various agencies/bodies as PI. or 8. Publication of twenty (20) books or forty (40) book chapters each having an individual ISBN with AdtU affiliation or 9. Publication of twelve (12) or grant of eight (8) or commercialization of four (4) granted utility patents during the assessment period or 10. Consultancy projects of at least ₹50 lakh for the last three (3) years from various agencies/bodies as PI. or 11. Generation of employment through a DPIIT-registered startup, incubated under dtVL, by creating a minimum of twenty-five (25) full-time employment opportunities. or 12. Creation of an AdtU-approved documentary, promotional video, or Indian Knowledge Systems (IKS) documentation by the faculty member, achieving a minimum of 1.5 lakh views on the faculty member's own platform. or 13. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹7 lakh generated for the University.	8. Having more than 3000 Scopus citations 9. Having Scopus H index 30 10. I10 index 50 11. Having earned externally funded research/consultancy/CSR projects with a value of at least ₹50 lakh from various agencies/bodies as PI during the assessment year. 12. International research collaboration in terms of research paper Publications, and collaborative research projects 13. Outcome of role in Student motivation and participation in placement-related activities 14. Served as a member, assessor, or inspector in committees constituted by statutory/ regulatory bodies or councils such as PCI, INC, or ICAR. 15. All other desirable parameters <i>mentioned in Sl. No 9 for Associate Professor-3.</i>
11	Professor-1	144200	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcome (CO), and active participation in regular work assigned by the concerned Dean.	1. Additional Research or books/chapters Publications 2. Publications/grant of utility patent or commercialization of granted patents

			2. Minimum of 10 years of cumulative service irrespective of the institute/university, and out of which 3 years must be at the Associate Professor level upon fulfillment of the criteria mentioned. 3. Fulfillment of the minimum required API as per UGC norms 4. Publications of a minimum of 25 research/review papers with AdtU affiliation. or 14. Extramural fund for research cumulative at least ₹1 crore for the last three (3) years from various agencies/bodies as PI. or 15. Publication of twenty-five (25) books or forty-two (42) book chapters, each having an individual ISBN with AdtU affiliation or 15. Publication of twenty (20) or grant of nine (9) or commercialization of five (5) granted utility patents during the assessment period or 16. Consultancy projects at least ₹55 lakh for the last three (3) years from various agencies/bodies as PI. or 17. Generation of employment through a DPIIT-registered startup, incubated under dtVL, by creating a minimum of thirty (30) full-time employment opportunities. or 18. Conducting corporate training programmes by the faculty member for external organizations/industries, with a minimum annual training revenue of ₹8 lakh generated for the University.	3. Offer at least one value-added course (certificate course) 4. Fellowship support from various National/International Agencies 5. Financial support from various National/International Agencies 6. Develop E-content for (E-pathashala, SWAYAM, other MOOC platforms) 7. Listing in Top 2% of scientists as per Stanford University and Elsevier 8. Having more than 3000 Scopus citations 9. Having Scopus H index 30 10. I10 index 50 11. All other desirable parameters <i>mentioned in Sl. No 10 for Associate Professor-4.</i>
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12	Professor-2	159200	PhD	1. All parameters <i>mentioned in Sl. No 11 for Professor 1</i> 2. Must serve AdtU for 5 years at the level of Professor 1.	All other desirable parameters <i>mentioned in Sl. No 11 for Professor 1.</i>
13	Senior Professor	182200	PhD	1. Regular performance of academic activities, including conducting regular classes, mentoring students, examinations, revision of syllabus, achievement of course outcomes (CO), and active participation in regular work assigned by the concerned Dean. 2. Must serve AdtU for 5 years at the Professor-2 level. 3. Publications of a minimum of 30 nos of research/review papers with AdtU affiliation.	1. Listing in Top 2% of scientists as per Stanford University and Elsevier 2. Having more than 3000 Scopus citations 3. Having Scopus H index 30 4. I10 index 50 5. All other desirable parameters <i>mentioned in Sl. No 12 for Professor 1 and 2.</i>

Note:

1. At any given point of assessment, a minimum of 02 years of service at any given Grade or cumulative service at AdtU, as mentioned.
2. This policy shall be applicable to all faculty members of the University, including those serving under the CDOE and any other academic centres of AdtU, whose salaries are governed by the applicable academic grade.
3. IQAC-approved national/international publishers will only be accepted Books/book chapters. (One ISBN no. shall be counted once, either for the book or book chapters)
4. Research papers will be considered as per the guidelines mentioned in “Policy for Reward and Other Financial Benefits for Research Publications/Patents by Faculty and Staff Members of AdtU (Version 3.2)” **and its subsequent modification or addendum. Research publication includes original research or a review paper published in Scopus-indexed journals.**
- 5.
6. Each research paper, book, or patent shall be counted against a unique ERP ID only. One single paper shall be counted only once, either for 1st or the corresponding author or co-author, for any kind of benefits. i.e., one paper/book/patent cannot be counted by two or multiple authors/inventors.
7. Research papers/books bearing incorrect AdtU affiliation shall not be considered for evaluation.

8. A patent published by a faculty member shall be considered only if the patent application identifies “AdtU” as the applicant.
9. Management case studies published through journals, online platforms, or direct dissemination through organizations may be considered equivalent to journal publications for applicable benefits, particularly for the Faculty of Commerce and Management, subject to verification of authenticity and approval by the Competent Authority.
10. The grade of a candidate holding a degree from an IIT, NIT, TISS, or a QS Top 500 university, or having served at a well-recognized national or international institution/university and possessing outstanding academic and/or research credentials, may be considered for appropriate grade based on the recommendation of a duly constituted committee and subject to the approval of the Hon’ble Vice Chancellor.
11. The performance of all faculty members at every grade shall be reviewed periodically. If performance is found unsatisfactory, the faculty member’s current grade may be downgraded. However, the concerned faculty member may appeal for further verification citing his/her credentials.
12. Any conflict of interest involving a faculty member shall be referred to the Hon’ble Vice Chancellor for appropriate consideration and decision.
13. Any exception to these criteria may be considered strictly with the approval of the Hon’ble Vice Chancellor.