



Excellence In Higher Education

AKSHAYA

COLLEGE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, Recognized by UGC and Affiliated to Anna University)

Accredited by NAAC | Accredited by NBA : UG programmes of CSE, ECE & CIVIL

Kinathukadavu, Coimbatore-642109. www.acetcbe.edu.in



Submitted To Managing Trustee/Chairman

Sir,

The career advancement eligibility applicable to the members of faculty is revised and presented herewith for your kind perusal. It is requested to consider the recommendation and grant approval for implementation with effect from the academic year 2023-2024.

Proposal for Career Advancement /Eligibility for Career Advancement

(a) Engineering & Technology – Revised

CADRE	Qualification	Minimum Experience
Assistant Professor	B.E./ B.Tech./ B.S. and M.E./ M.Tech./M.S. or integrated M.Tech. in relevant branch with First class or equivalent in any one of the degree.	Experience not mandatory.
Assistant Professor (Senior Grade)	Same as Assistant Professor.	Ph.D., (Without Experience) or 5 years of Service with Postgraduate qualification. • Successful completion of Probationary Period at ACET. • Satisfactory Faculty Performance Appraisal Reports (FPARs). • Completion of mandatory FDPs. • Good teaching performance with no disciplinary proceedings.
Assistant Professor (Selection Grade)	Same as Assistant Professor.	Ph.D., with one year experience or more than 10 years of professional experience as Assistant Professor. • Consistently good FPAR. • Fulfilment of institutional API/Performance Scorecard. • Evidence of patent filing/publication, FDP participation, student mentoring, NBA/NAAC/IQAC contribution, examination duties and industry collaboration.
Associate Professor	Ph.D. degree in relevant field and First class or equivalent at either Bachelor' s or Master' s level in the relevant branch. AND	• Successful completion of Probationary period at ACET. • Minimum of 8 years of experience in teaching/research/industry out of which at least 2 years shall be Post Ph. D. experience.



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	At least total 6 research publications in UGC/SCI/SCIE/AICTE approved list of Journals..	
Professor	Ph.D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.	• Successful completion of Probationary period at ACET • Minimum of 10 years of experience in teaching/research/ industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.
	AND	
	At least 6 research publications at the level of Associate Professor in SCI/SCIE/UGC/AICTE approved list of journals and at least 2 successful Ph. D. guided as Supervisor/Co-supervisor till the date of eligibility of promotion.	
	OR	
	At least 10 research Publications at the level of Associate Professor in SCI/SCIE/UGC/AICTE approved list of journals till the date of eligibility of promotion.	

(b) Humanities and Science

CADRE	Qualification	Minimum Experience
Assistant Professor	• At least 55% of marks (or) an equivalent CGPA at the Master's degree level in the relevant subject. • Besides, fulfilling the above qualification, candidate should have cleared the NET conducted by the UGC or the CSIR or similar tests accredited by the UGC, like SLET/NET. • Ph. D. Candidate shall be exempted from the requirement of SLET/NET.	Experience not mandatory.
Assistant Professor (Senior Grade)	Assistant Professor	Successful completion of Probationary Period at ACET. • Minimum 4 years of service with Ph.D., or 5 years with M.Phil./equivalent qualification, or 6 years without these qualifications, as applicable under UGC CAS. • Satisfactory Faculty Performance Appraisal Reports (FPARs). • Completion of mandatory Faculty Development Programmes (FDPs).



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		• Good teaching performance with no disciplinary proceedings
Assistant Professor (Selection Grade)	Same as Assistant Professor (Senior Grade).	Successful completion of 5 years of service in Assistant Professor (Senior Grade) or more than 10 years of teaching/professional experience as Assistant Professor. • Consistently good Faculty Performance Appraisal Reports (FPARs). • Fulfilment of institutional Academic Performance Indicators (API)/Performance Scorecard. • Evidence of FDP participation, student mentoring, NBA/NAAC/IQAC contribution, examination duties and academic/industry collaboration.
Associate Professor	At least 55% of marks (or) an equivalent CGPA at the Master's degree level and Ph.D. degree in the relevant subject.	• Successful completion of Probationary period at ACET. • Minimum of 8 years of experience in teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry.
	AND • Minimum of 7 publications in the peer-reviewed or UGC-listed Journals.	
Professor	Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed Journals.	• Successful completion of Probationary period at ACET • Minimum of 10 years of teaching experience in university/college as Assistant Professor/ Associate Professor/ Professor, and/or research experience at equivalent level at the university/National Level Institutions with evidence of having successfully guided doctoral candidate.
	OR Ph.D. degree in the relevant/allied/applied disciplines, from any academic, from any academic institutions/industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years of experience.	

For AKSHAYA COLLEGE OF ENGINEERING AND TECHNOLOGY

Chairman