

Faculty Promotion Policy

Ramaiah Institute of Management recruits faculty and adopts the 6th Pay Commission provisions in the academic pay structure and the pay band. The qualifications are as per AICTE guidelines. The following is the Cadre structure of Faculty

Position	Minimum duration	Pay Band Start Point	AGP
Assistant Professor (Basic)	5 Years teaching experience	15600	6000
Assistant Professor (Senior)	5 years as Assistant Professor (Basic)	18600	7000
Assistant Professor (Selection Grade)	5 Years as Assistant Professor (Senior)	22320	8000
Associate Professor	5 Years as Asst. Professor (Selection Grade)	37400	9000
Professor	5 Years as Associate Professor	40890	10000

The faculty will be evaluated on four dimensions namely teaching Learning, Research Publications, Consultancy and contribution to Institutional Development. The evaluation is contacted annually (1st July to 30th June every year). The promotions will come into effect from 1st January each year. A faculty development Index is calculated each year and the scores of the faculty are normalized and the faculty are categorized as follows:

Category A	Less than 5
Category B	5-7.5
Category C	7.5-10

Those faculty who fall in the category B and Category C are eligible for increase in grade pay and Promotions.



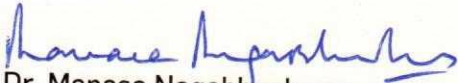


RAMAIAH
Institute of Management

The following are the stipulated publications required for promotions

1. All faculty are eligible for annual increments.
2. From 2021-22, it is made mandatory to publish one Scopus/Web of Science Paper for qualifying for increase in grade pay at the Assistant Professor Level.
3. For Promotion as Associate Professor, post PhD experience of 5 years is mandatory. Faculty have to publish minimum of 2 papers in SCI/Scopus/Web of Science/Ugc care list journals for consecutively two years.
4. For Promotion as Professor, Associate Professors should have post PhD experience of 8 Years. They have to publish minimum of 2 Papers in SCI/Scopus/Web of Science/Ugc care list journals for consecutively two years and guide doctoral candidates.

In case of faculty working in the institute for more than 20 years, relaxation may be provided on a case to case basis.


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