

Guidelines for the Promotion of Faculty at Dhirubhai Ambani University (DAU)

(Effective from January 1, 2025)

1. Promotion from Assistant Professor to Associate Professor

Eligibility Criteria

The candidate should fulfil one of the following criteria A or B or C in order to participate in the selection process:

A. He/she must have completed at least four years of post-PhD service in academics, R&D organization or industry of which three years should be as an Assistant Professor at DAU;

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has at least four publications in the peer-reviewed journals/conferences in Q1, Q2/ A*, A, B category¹. In lieu of journals/conferences publications, publication of books/monographs² by reputed international publishers will be considered.

B. He/she has served at least eight years as Assistant Professor at DAU;

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has published at least two articles in peer-reviewed journals/conferences in of Q1, Q2/ A*, A, B category or a book/monograph as defined above;

C. He/she has served at least ten years as Assistant Professor at DAU and contributed significantly in teaching/services.

Note: Apart from teaching and service to academic administration, external funding and PhD student supervision will be given due consideration as research output during the selection process. Also, long leaves from the institute during the service will not be considered as part of the service to the institute.

¹ Q1, Q2 journal categories are as per Scimago journal rank, the conference category A*, A and B ranks are as per core.edu or Aminer rankers, or DAU-approved list.

² A book/monograph published by a reputed international publisher as an author will be considered as equivalent to two journal/conference publications in Q1, Q2/ A*, A, B category.

2. Promotion from Associate Professor to Professor

Eligibility Criteria

The candidates should fulfil one of the following criteria A or B in order to participate in the selection process:

- A. He/she must have completed at least eight years of post-PhD service in academics, R&D organization or industry of which four years should be as an Associate Professor at DAU;

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has at least four publications in the peer-reviewed journals/conferences in Q1, Q2/ A*, A, B category during his/her tenure as Associate Professor. In lieu of journals/conferences publications, publication of books/monographs by reputed international publishers will be considered³;

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either

has worked as principal investigator in at least one externally funded project with JRF support during his/her tenure as an Associate Professor;

OR

has supervised (as primary advisor) at least one Ph.D. student.⁴

- B. He/she has served at least fifteen years as an Associate Professor at DAU and contributed significantly in teaching/services.

Note: Apart from teaching and service to academic administration, external funding and PhD student supervision will be given due consideration as research output during the selection process. Also, long leaves from the institute during the service will not be considered as part of the service to the institute.

³ Regarding journal/conference/book/monograph publication the definition remains the same as above.

⁴ The student should graduate during his/her tenure as Associate Professor.

Application Process

Applications will be invited from faculty members for promotion to the position of Associate Professor/Professor who satisfies the eligibility criteria as stated above. Eligibility to apply for a promotion does not mean automatic promotion. Typically, the faculty promotion process will take place every two years and will be announced by the administration.

Selection Process

- (i) The Faculty Development and Evaluation Committee (FDEC) will review all applications submitted according to the eligibility criteria mentioned above.
- (ii) Candidates recommended by the FDEC will be invited to give a presentation either on research or innovation in teaching pedagogy as applicable and engage with a selection panel. This panel, formed by the Director, will include the Director, the Dean (Faculty), two external subject matter experts, and two members of the FDEC.
- (iii) The panel will engage with the candidates and assess their contributions to teaching, research, and service in academic administration. The Director will act on the panel's final recommendation, which will then be presented to the Board of Governors for approval.

DAU

31 December 2024