

PROMOTION POLICY

1. Policy Objective

The purpose of this Policy is to establish a transparent, merit-driven and development-oriented framework for promotion of Academic Employees of GAT.

The policy aims to:

- recognize sustained academic excellence;
- encourage research, innovation and institutional contribution;
- promote teaching effectiveness and student success;
- create predictable career progression pathways;
- retain high-performing faculty;
- align promotions with GAT growth and accreditation goals.

2. Scope

This Policy shall apply to all Academic Employees including:

- Teaching Assistants
- Assistant Professors
- Associate Professors
- Professors
- Professors of Practice
- Heads of Departments
- Deans
- Academic Leaders
- Faculty appointed under regular or long-term contract arrangements

This policy shall not automatically apply to visiting, adjunct, outsourced or guest faculty unless approved.

3. Promotion Philosophy

Promotion at GAT shall:

Not be automatic

- Completion of minimum years of service or obtaining higher qualification alone shall not create entitlement.

Be opportunity-based

- Employees shall have the right to fair consideration.

Be merit-led and evidence-backed

- Promotion decisions shall be based on documented performance.

Reward GAT contribution

- Leadership, student outcomes and Institutional-building shall carry weight equal to publications.

Current Role	Eligible Promotion
Teaching Assistant	Assistant Professor
Assistant Professor	Associate Professor
Associate Professor	Professor
Professor	Dean / Academic Leadership
HOD	Dean / Institutional Leadership

GAT may introduce specialist tracks:

- Teaching Excellence Track
- Research Excellence Track
- Academic Administration Track
- Industry Practice Track

4. Minimum Eligibility Conditions

Employee shall satisfy all conditions:

Service

- Minimum prescribed experience in present role.

Performance

- Minimum of last **3 appraisal cycles rated "Meets Expectations" or above.**

Discipline

- No major disciplinary proceedings pending.

Compliance

- Completion of mandatory GAT trainings.

Academic Standing

- Required regulatory qualifications (AICTE/UGC/University norms).

5. Promotion Categories

5.1 Normal Promotion

Annual cycle based on vacancy and eligibility.

5.2 Accelerated Promotion

For exceptional performers.

Eligibility examples:

- Outstanding research
- Major grants
- National recognition
- Exceptional student outcomes
- Strategic Institutional impact
- Minimum one appraisal cycle may be waived.

5.3 Leadership Promotion

Movement into:

- HOD
- Dean
- Academic Director
- Strategic Academic Roles

Leadership assessment mandatory.

6. Promotion Committee (Academic Promotion Committee – APC)

Composition

Chairperson – Management Representative

Member - Principal

Member – Associate Dean Academics

Member – Concerned Dept Head

Member – Dean IQAC

7. Promotion Process

Stage 1 – Consolidation of nominations from Heads of Dept for Promotion.

Stage 2 – Initial Screening against evaluation parameters by HR Dept

Stage 3 – Dossier Review by Promotion Committee

Including:

- Appraisals
- Student outcomes
- Research
- Compliance

Stage 4- Approvals by Principal & Management Representative

Stage 5 – Release of Promotion Order

8. Promotion Outcomes

Promotion may result in:

- Grade advancement
- Salary revision
- Title change
- Expanded responsibilities
- Leadership allowances or benefits
- Rewards or Special Recognitions

GAT may approve:

- Promotion without Increments or Salary Revision.
- Acting promotion.
- Deferred promotion.

9. Deferral / non-promotion

Promotion may be deferred due to:

- inadequate performance.
- disciplinary proceedings.
- attendance concerns.
- compliance failures.
- insufficient Institutional need.
- Employees shall receive developmental feedback.

10. Annual Promotion Cycle

- Coincides with PERFORMANCE MANAGEMENT CYCLE
- Evaluation: December of the Year
- Approval: January of the Year
- Effective Date: 1st JAN
- Special cycle may be approved.

11. Exceptional Clause

Management reserves the right to:

- create special positions,
- fast-track strategic talent,
- appoint distinguished academics laterally, provided reasons are recorded.