

**NATIONAL INSTITUTE OF FASHION TECHNOLOGY
ESTABLISHMENT DEPARTMENT-II
HEAD OFFICE, NEW DELHI**

1235(2)/NIFT/HO/Estt-II/Amend.to RRs-Promotion as Associate Professor and Professor/2018 12.11.18

OFFICE MEMORANDUM

**Subject: Qualifications for the promotion to the post of Associate Professor and Professor
- NIFT – Amendment to Recruitment Rules.**

In the Recruitment Rules of NIFT in force till 2016, one of the provisions regarding qualifications for the posts of Associate Professor and Professor, had stated that

“ All candidates who do not possess PhD degree shall be required to obtain the same within 5 years from the date of appointment to be eligible for next promotion.”


2. The Board of Governors in its meeting dated 08.02.2016 decided that PhD should be made mandatory for promotion to the post of Professor. It was however decided to give candidates time to acquire the qualifications. Therefore vide order no. 1222(22)/NIFT/HO/E-II/SCN/2009 dated 04.04.2016 it was notified that as per the decision of the BOG in its meeting held on 08.02.2016, the qualification of PhD be made compulsory for appointment in the post of Associate Professor and Professor and that the time period of 04 years w.e.f. 01.01.2016 be given to all Associate Professors and Professors who had been conditionally promoted / appointed for completion of the PhD so that the concerned faculty could get themselves enrolled for and complete PhD within the extended time.

3. All recruitments and promotions had been put on hold pending completion of the HR study of NIFT commissioned in pursuance of the direction of the Board. The recommendations of the HR study were discussed in the NIFT Senate held on 8/12/2017, the Establishment committee of the BoG held on 8/01/2018 and in the BoG, on the basis of which important decisions were taken by the Board in its meeting on 15.02.2018 regarding the eligibility and nature of appointment and promotions to various posts. Further to this, the BOG in its meeting held on 19.09.2018 considered additional aspects in the light of its previous decision in 08.02.2016 viz.,

- i. the time limit granted to Associate Professors for enrolling and completing PhD is not over as yet (01.01.2016 +4 = 01.01.2020).
- ii. some of the faculty members are at different stages of PhD while others have successfully completed PhD
- iii. the date of applicability of the decision in 15.2.2018 to modify RRs making PhD compulsory in the current scenario to be determined.

4. Considering the matter in totality, the Board of Governors of NIFT have thus determined to modify the Recruitment Rules for faculty of NIFT as follows:

- a. The ratio of “Professors : Associate Professors : Assistant Professors” shall be 1:1:2 and the numbers for each cadre may be worked out accordingly.
- b. There shall be a provision to have faculty –(a) Practice Track Faculty – upto 10%; (b) Technical Cadre -15% and (c) faculty on deputation – upto 15% for which details including eligibility conditions shall be notified separately.


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- c. The process of direct recruitment of faculty will only be at the entry level of Assistant Professor and that too on long term contract. Faculty continuing on long term contract would be regularised after 5 years of such service on the basis of a prescribed regularisation process (to be notified separately) to assess the assimilation of the spirit of the Institution and the quality of academic deliverance, failing which the Institution shall have the right to terminate their services.
- d. The period of service rendered as faculty under long term contract would be counted for all subsequent promotions. This would also apply to long term contractual recruitment already done at the level of Associate Professor and Professor.
- e. All appointment to the post of Associate Professor other than that of practice track faculty, technical cadre and faculty on deputation/visiting faculty/faculty on loan/adjunct faculty would be through promotion from the level of regular Assistant Professor of NIFT.
- f. All appointment to the post of Professor other than that of Practice Track Faculty, Technical cadre and faculty on deputation/visiting faculty/faculty on loan/adjunct faculty would be through promotion from the level of regular Associate Professor of NIFT.
- g. Assistant Professors with 07 years of service shall be eligible for promotion to the post of Associate professor subject to having the educational qualification of PG or equivalent.
- h. Associate Professors with 07 years of service shall be eligible for promotion subject to having educational qualification of PhD or equivalent.
- i. Those Associate Professors with cumulative service of 14 years or more in NIFT as faculty, including period spent as Assistant Professor and who possess Ph.D., shall also be eligible for promotion to the post of Professor. (This would be subject to the condition that inter se seniority shall be maintained and vacancies are available for consideration). The period of service as guest faculty or as ad hoc faculty will not be considered for determining years of service.

5. The Board also determined as follows:

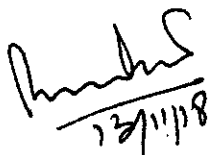
The RRs for the post of Professor whereby PhD was made compulsory shall be effective from **04.04.2016** allowing those candidates who had enrolled for PhD prior to 04.04.2016 or who are likely to successfully complete PhD (i.e. submit their final thesis) before 01.01.2020 to be given a one time dispensation to complete their PhD by 01.01.2020 failing which they would automatically stand demoted.

6. A Committee was constituted for determining equivalence of qualification for PhD. It reported that it was not possible to determine equivalence for PhD. and recommended that currently, with institutions/universities offering PhD in design and multi – disciplinary subjects (including NIFT), it is not difficult for faculty to enrol for PhD. This observation has been considered by the Board in its meeting held on 19.9.2018.

7. Thus, in view of the decision of the BOG the following Associate Professors of NIFT who have 7 years of experience as Associate Professor or 14 years cumulative experience as faculty of NIFT shall be eligible for promotion to the post of Professor:

- a) if they have successfully completed their PhD or
- b) if they have enrolled for PhD prior to 04.04.2016 or are likely to complete their PhD (i.e. submit their final thesis) before 01.01.2020 after according a one time dispensation to complete their PhD by 01.01.2020 failing which they would automatically stand demoted.

8. Accordingly, Associate Professors with prescribed years of experience as per paragraph 7 above who fall in category a) or b) are eligible for promotion to the post of Professor of NIFT. In the



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case of those Associate Professors who having registered for PhD (as on the date of this order), are in the course of acquiring the same, promotion shall be provisional and they shall be reverted in case of non acquisition of PhD by 1.1.2020.

The concerned faculty members covered under the scope of provisional promotion, shall have to undertake that they would stand reverted without any further communication in case of non acquisition of PhD on or before 1.1.2020. The format for the undertaking is attached herewith.

9. The Recruitment Rules to the posts of Professor and Associate Professors shall stand modified accordingly.


(Simesh Verma)
Registrar & Board Secretary
22/11/18

Copy to:-

1. CVO
2. Dean(A)
3. Director (Admin.)
4. Director(F&A)
5. Director (NRC)-----OM may be placed on NIFT website.
6. All Campus Directors, NIFT -----Undertaking from Associate Professors in the
7. Joint Director/COE, Head Office | format be forwarded on establishment2@nift.ac.in
8. All Heads | before 22/11/2018.
9. PS to DG NIFT for information
10. Guard file

To
The Director General
NIFT

DECLARATION/UNDERTAKING

I -----(name of the faculty member), S/O....., R/O.....working in the National Institute of fashion Technology as do hereby affirm and declare that that I have registered for Ph.D. on ----- and I shall acquire the PhD Degree on or before 1.1.2020 . I am fully aware that my promotion to the post of Professor is provisional and if I fail to acquire Ph.D degree on or before 01.01.2020, I shall automatically stand reverted to the post of Associate Professor without further communication.

(Signature)

Name in Capital Letters

Designation

Place

Date

AS
14/11/20