



GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT (GITAM)

(Deemed to be University)

Visakhapatnam | Hyderabad | Bengaluru

Extension of services of best performing faculty/researchers after their superannuation

GITAM Research Policy encourages retention of the faculty with exceptional track record, even after superannuation. Nominations from HoDs/Deans/Distinguished Professors are invited atleast 1 year prior to the date of superannuation of the faculty. Such nominations should be endorsed by the respective Boards of Studies(BoS) and Deans before their consideration by the Institute Research Council (IRC).

Proposal:

The senior faculty/researchers will be assessed on the following parameters, to be considered for (i) extension of their services **and/or** (ii) suitable placement at proper levels after superannuation.

Provisions to be made for the retiring senior faculty members:

1. The faculty will be paid salary (as per the last drawn pay while in the regular service) and other emoluments like the regular faculty.
2. The faculty will be eligible to supervise PhD scholars during the extension period.
3. They can retain lab and other space required for their research projects and work.
4. They will be eligible to apply for extramural research projects.

Expected outcomes:

1. Development of specific research teams by senior researchers with the faculty of the designated thrust areas.
2. High impact publications by the junior researchers under the guidance and expertise of the senior researchers.
3. Securing a good number of research projects by the faculty from the external funding agencies with the senior researchers' guidance and expertise.
4. Assisting faculty in filing patents and research grants.
5. Developing external collaborations that can help in enhancing the research ecosystem at the university.

Process:

1. The extension should be proposed by the HoD at least 1 year prior to the superannuation of the senior faculty.
2. The extension should be presented to the IRC and shall seek the approval.
3. The recommendations from IRC should be forwarded to the Registrar for further process.
4. The extension is for a period of 3 years intially and after reviewing the performance it can be extended further for 2 years.
5. The faculty will be designated as “Senior Professor” or “Distinguished Professor” based on the recommendation of the external expert panel.

Nomination for the extension of services of superannuating faculty

1	Name of the Faculty & Designation	
2	Name of the Proposer	
3	Employee ID of the Faculty	
4	Department/ School/ Campus	
5	Area of Specialization	
6	Research contribution in the entire career (Max 500 words)	
7	Number of Extramural Grants Sanctioned/ Completed during last 5 years	
8	Publications in the last 5 years	
9	H-Index, i-10 index (WoS/Scopus)	
10	Number of Research Scholars Supervised/Awarded during last 5 years	
11	Number of Consultancy projects Sanctioned/ Completed during last 5 years	
12	Number of Patents Filed / Granted/ Commercialised	
13	Proposed contribution to GITAM, if services are extended (Max. 500 words):	

Recommendations of the Proposer

Recommendations of the BoS

Recommendations of the Dean

Recommendations of Pro- Vice Chancellor