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उन्नत प्रौद्योगिकी रक्षा संस्थान  
(सम विश्वविद्यालय), गिरिनगर, पुणे - 411025  
**Defence Institute of Advanced Technology**  
(Deemed University), **Girinagar, Pune-25**  
(रक्षा अनुसंधान एवं विकास संगठन से पूर्णवित्तीय पोषित  
स्वायत्त संस्थान, रक्षा मंत्रालय)  
(An Autonomous Organisation fully funded by  
Dept of Defence R&D, Ministry of Defence)

No. DIAT/F/ADM/42<sup>nd</sup> BoM/2026

Dated: 20<sup>th</sup> April 2026

**All Members of the Board of Management  
Defence Institute of Advanced Technology  
(Deemed to be University), Pune**

**Subject: Minutes of the 42<sup>nd</sup> meeting of the Board of Management held on  
25/03/2026**

Dear Sir / Madam,

The Minutes of the 42<sup>nd</sup> BoM meeting held on 25/03/2026, approved by the Chairman, BoM is attached herewith for your perusal and comments please.

2. It is requested that comments, if any, on these minutes may please be communicated to the undersigned by email ([registrar@diat.ac.in](mailto:registrar@diat.ac.in)) within one week. If no comments are received, it would be presumed that minutes as recorded are in order and further action on the implementation of the decision shall be taken accordingly.

Thanking you.

Yours faithfully,

Encl: As above.

  
(Kamal Kumar Bajre)  
Registrar & Secretary-BoM  
Ph: 020-24604408

To,

**DRDO Members**

1. Prof. Prateek Kishore, DS & Director General (ACE), ARDE Campus, Dr. Homi Bhabha Road, Armament Post, Pune, Pune 411 021
2. Dr. Mayank Dwivedi, OS & DG (HR), DRDO, DRDO Bhawan, Rajaji Marg, New Delhi 110011, Telephone - 011-23016163, Fax: 011-23016127
3. Dr. Ishita Ganguli Tripathy, Additional FA (R&D) & JS - DRDO, DRDO Bhawan, Rajaji Marg, New Delhi -110011, Telephone: 011-23010159, Fax: 011-23013944

**External Members**

1. Prof. B. S. Murthy, Director, Indian Institute of Technology, Hyderabad, Kandi, Sangareddy, Telangana - 502284, Email:- [office.director@iiith.ac.in](mailto:office.director@iiith.ac.in), [director@iiith.ac.in](mailto:director@iiith.ac.in)
2. Prof. Madhavan Mukund, Director, Chennai Mathematical Institute, Siruseri, Kelambakkam, Tamilnadu - 603103, Email:- [madhavan@cmi.ac.in](mailto:madhavan@cmi.ac.in)

3. Prof. Devang Khakkar, Former Director & Professor, Department of Chemical Engg, Indian Institute of Technology Bombay, Powai, Mumbai - 400076, Email:- [khakhar@iitb.ac.in](mailto:khakhar@iitb.ac.in)

### **Internal Members**

1. Prof. Balasubramanian K, Dean (Academics), DIAT
2. Prof. Sangeeta Kale, Dean (Sponsored Research), DIAT
3. Dr. Shaibal Banerjee, Professor, Department of Applied Chemistry, Energy and Environment, DIAT
4. Dr. Ganapati Joshi, Associate Prof & HoD, Department of Aerospace Engineering and Autonomous Systems, DIAT

### **Copy to:**

VC Sectt. DIAT (DU) Pune - for info pls.

प्रबंधन बोर्ड की बयालीसवी बैठक का कार्यवृत्त

**MINUTES OF THE 42<sup>nd</sup> MEETING OF THE  
BOARD OF MANAGEMENT**

**25<sup>th</sup> MARCH 2026**



**उन्त प्रौद्योगिकी रक्षा संस्थान  
(सम-विश्वविद्यालय)  
गिरीनगर, पुणे - 411025**

**Defence Institute of Advanced Technology  
(Deemed to be University)  
Girinagar, Pune- 411025**

**DEFENCE INSTITUTE OF ADVANCED TECHNOLOGY**  
DEEMED TO BE UNIVERSITY PUNE – 411025



**MINUTES OF THE 42<sup>nd</sup> MEETING OF THE BOARD OF MANAGEMENT**  
**WEDNESDAY, MARCH 25, 2026**

| ITEM NO. | AGENDA ITEMS   | Remarks          |
|----------|--|------------------|
| 42.1     | Opening Remarks by Vice Chancellor & Chairman, Board of Management   | VC               |
| 42.2     | Action taken report on the decisions taken during the 41 <sup>st</sup> Meeting of BoM held on 31/12/2025   | Registrar        |
| 42.3     | Confirmation of the Minutes of the 41 <sup>st</sup> Meeting of BoM   |                  |
| 42.4     | <b><u>REPORTING ITEMS</u></b>  |                  |
| 42.5     | <b><u>AGENDA ITEMS FOR DISCUSSION</u></b>  |                  |
| 42.5.1   | Recruitment Rules for Teaching Staff of the Institute  | Registrar        |
| 42.5.2   | Provision for payment of Honorarium to Chief Invigilators & Invigilators during Assessment Tests & Exams.  | CoE              |
| 42.5.3   | Two-Year Extended Post-Induction Training Programme for newly recruited DRDO Scientists by offering an M. Tech in Defence Technology from AY 2026.   | Director, SDT&TM |
| 42.5.4   | To consider and approve Budget Estimates for the year 2026-27 and Review of the Actual Expenditure (GIA) and Internal Resource Generation of DIAT (DU) for the FY 2025-26 (upto 28/02/2026). | FO               |
| 42.5.5   | To consider and approve appointment of Statutory Auditors for DIAT (DU) for the financial year 2025-26 to 2027-28.   |                  |
| 42.6     | <b>Any other item with the permission of the Chair.</b>  |                  |

**DEFENCE INSTITUTE OF ADVANCED TECHNOLOGY**

Minutes of 42<sup>nd</sup> Meeting of the Board of Management held on 25<sup>th</sup> March 2026 from 1100 hrs in the 4<sup>th</sup> Floor Conference Room, DIAT, Pune.

The following were present:

|    |   |             |
|----|---|-------------|
| 1  | Dr. B. H. V. S. Narayana Murthy<br>Chairperson, BoM, DIAT (DU)  | Chairperson |
| 2  | Dr. Mayank Dwivedi<br>DG (HR), DRDO HQ                          | Member      |
| 3  | Dr. Ishita Ganguli Tripathy<br>Addl. FA (R&D) & JS, DRDO        | Member      |
| 4  | Prof. Devang Khakkar<br>Former Director & Professor, IIT Bombay | Member      |
| 5  | Prof. B. S. Murty<br>Director, IIT Hyderabad                    | Member      |
| 6  | Prof. Madhavan Mukund<br>Director, CMI, Siruseri                | Member      |
| 7  | Prof. Balasubramanian K,<br>Dean (Academics), DIAT              | Member      |
| 8  | Prof. Sangeeta Kale,<br>Dean (Sponsored Research), DIAT         | Member      |
| 9  | Prof. Shaibal Banerjee<br>Professor, ACE&E, DIAT                | Member      |
| 10 | Dr. Ganapati Joshi,<br>HoD, Dept. of AE & AS, DIAT              | Member      |
| 11 | Shri Kamal Kumar Bajre<br>Registrar, DIAT                       | Secretary   |

Leave of absence was granted to Prof. Prateek Kishore, DS & DG (ACE) who could not attend the meeting due to his pre-occupation.

The Chairperson welcomed all present at the meeting.

**Item No. 42.1: Opening Remarks by Vice Chancellor & Chairman, Board of Management.**

At the outset, the Chairman, BoM welcomed all the members and invitees.

Thereafter, the agenda items were taken up as follows:

**Item No. 42.2****Action taken on the decisions taken during the 41<sup>st</sup> Meeting of BoM held on 31/12/2025.**

| Agenda item | Agenda items discussed   | Decision   | Progress / Action taken                           |
|-------------|--|--|---|
| 41.5.1      | Contingency Grant – Extension of policy on financial assistance to DGQA & DPSU sponsored students and usage of contingency grant | The BoM appreciated the proposal and <b>RESOLVED</b> to approve extension the financial assistance to DGQA, DPSU and working professional sponsored students for usage of contingency grant.             | Implemented                                       |
| 41.5.2      | Establishment of Chair Professor at DIAT   | The BoM appreciated the proposal and <b>RESOLVED</b> to approve the appointment of Shri V. G. Gujarathi As 'Padmashri Dr. Arun Firodia Distinguished Chair Professor' at DIAT, for a period of one year. | Shri V. G. Gujarathi has joined w.e.f. 19/02/2026 |

**Item No. 42.3****To confirm the minutes of the 41<sup>st</sup> meeting of the Board of Management held on 31/12/2025**

It was noted that the minutes of 41<sup>st</sup> meeting of the Board of Management (BoM) held on 31/12/2025 have been circulated and no comments have been received. Therefore, the minutes of 41<sup>st</sup> meeting of the Board of Management (BoM) meeting held on 31/12/2025 was **confirmed**, as circulated.

**Item No.42.4:****Reporting Items:**

Following reporting items were presented before the BoM:

**I. APPOINTMENTS / PROMOTIONS / CONTRACT EXTENSION ETC.****➤ APPOINTMENTS**

| Sr. | Name  | Designation                    | Date of Appn | Dept/ School | Remarks                |
|-----|---|--------------------------------|--------------|--------------|------------------------|
| 1.  | Dr. Manu Korulla, Sc.H(Retd), Ex-DG(R&M)/DRDO | Distinguish Visiting Professor | 25/11/25     | AE&AS        |                        |
| 2.  | Dr. SC Bhattacharya, Dir, DIA-CoE             | Adjunct Faculty                | 02/12/25     | ACE&E        | For a period of 1 year |

|    |                                     |                               |            |                  |                        |
|----|-------------------------------------|-------------------------------|------------|------------------|------------------------|
| 3. | Dr. SB Taneja, Sc. G Dir, ISSA/DRDO | Adjunct Faculty               | 15/12/2025 | AM               |                        |
| 4. | Sh. Krishna Kumar Kapse             | Superintendent                | 31/12/2025 | Registrar Office | Regular                |
| 5. | Sh. Palkar Dattatray B              | Consultant                    | 02/01/2026 | O/o Dean ITP     | For 6 months           |
| 6. | Mr. VG Gujrathi, KCL Pune           | Distinguished Chair Professor | 19/02/2026 | EE               | For a period of 1 year |
| 7. | Dr. P. Anil Kumar, Sc. G; RCI, Hyd  | Sc. G on Deputation           | 26/02/2026 | AE&AS            | 5 years                |
| 8. | Dr. Shishir B. Sahay                | Visiting Faculty              | 03/03/2026 | EE               | For a period of 1 year |
| 9. | Dr. Suresh Kumar N, Sc-G NPOL       | Adjunct Faculty               | 05/03/2026 | EE               | For a period of 1 year |

➤ **EXTENSION OF CONTRACTS**

| Sr. No | Name contractual Staff                               | Extension Granted |          |
|--------|--|-------------------|----------|
|        |  | From              | To       |
| 1.     | Shri Madhav Kuber, Sc. 'G' (Retd) (Visiting Faculty) | 13/11/25          | 12/11/26 |
| 2.     | Dr. Dhruba J. Biswas, (Adjunct Faculty)              | 30/12/25          | 29/12/26 |
| 3.     | Dr. S.E. Talole, Sc. 'H' (Adjunct Faculty)           | 13/12/25          | 12/12/26 |
| 4.     | Dr. Sonali Ingole, DNB OBGY (Gynecologist)           | 15/02/26          | 14/02/27 |
| 5.     | Ms. Priya Majgude, Pt Time GDA                       | 03/03/26          | 02/02/27 |
| 6.     | Vice Admiral K O Thakare, (DVP)                      | 27/12/25          | 26/12/26 |
| 7.     | Dr. Sumit Goswami, (Adjunct Faculty)                 | 27/12/25          | 26/12/26 |
| 8.     | Dr. J John Rozario Jegaraj, (Adjunct Faculty)        | 29/12/25          | 28/12/26 |

**II. OTHERS**

**a) Investment of DIAT Fund in Term Deposit-**

DIAT has invested the surplus funds in Term Deposit amounting to Rs. 19.75 Crores as per details mentioned below. Considering the urgency Vice Chancellor has taken the decision to invest the funds on behalf of BoM.

(Amount In Crore)

| Date of Investment | Name of the Bank    | Amount       | Period (Days) | Rate of Interest (%) (per annum) |
|--------------------|---------------------|--------------|---------------|----------------------------------|
| 04/02/2026         | ICICI Bank          | 3.50         | 267           | 5.50                             |
| 04/02/2026         | State Bank of India | 3.50         | 205           | 5.60                             |
| 04/02/2026         | HDFC Bank           | 3.50         | 237           | 5.75                             |
| 04/02/2026         | YES Bank            | 3.50         | 298           | 6.25                             |
| 04/02/2026         | YES Bank            | 1.75         | 548           | 7.00                             |
| 24/02/2026         | ICICI Bank          | 2.00         | 540           | 6.30                             |
| 24/02/2026         | State Bank of India | 2.00         | 444           | 6.45                             |
|                    | <b>TOTAL</b>        | <b>19.75</b> |               |                                  |

**b) Investment of HMC (Hostel) Fund in Term Deposit-**

DIAT has invested the surplus funds of the Hostels in Term Deposit amounting to Rs. 6.00 Crores as per details mentioned below. Considering the urgency Vice Chancellor has taken the decision to invest the funds on behalf of BoM.

| Date of Investment | Name of the Bank | Amount      | Period (Days) | Rate of Interest (%) (per annum) |
|--------------------|------------------|-------------|---------------|----------------------------------|
| 24/02/2026         | YES Bank         | 2.00        | 541           | 7.00                             |
| 24/02/2026         | YES Bank         | 2.00        | 541           | 7.00                             |
| 24/02/2026         | HDFC Bank        | 2.00        | 540           | 6.40                             |
|                    | <b>TOTAL</b>     | <b>6.00</b> |               |                                  |

- c) The Department of Applied Chemistry, Energy & Environment has successfully conducted prototype demonstration of the use of safe hydrogen (a non-flammable hydrogen gas with a key additive to replace helium) in an LTA Vehicle (typical aerostat & airships) from 3 Feb to 5 Feb at Sheopur MP. The Product was approved by the DRDO Management Council (DMC 2021) and funded by ERIPR. The investigation into this technology was initiated by PI Prof. Prashant S. Kulkarni at DIAT from May 2015 and completed with prototype demonstration in the presence of PAC in Feb 2026 (TRL 7) under 3 projects (2 minor and 1 major).

**42.5 Agenda items for discussion:****42.5.1 Recruitment Rules for Teaching Staff of the Institute**

The Registrar and Secretary -BOM presented the item No. 42.5.1 before the BoM including the salient features of the revised recruitment Rules, including general aspects and recommendations of the committee. He informed the members that the current Recruitment Rules for Teaching Staff were framed in the year 2009, continued to be in operation. In view of evolving UGC regulations and growing academic and research requirements of DIAT, a need was felt to comprehensively revise the existing Recruitment Rules. The committee constituted for the purpose comprehensively reviewed the recruitment rules for regular and other teaching staff by holding detailed discussion and deliberation from time to time. The draft was also circulated with all faculty members for their suggestion. The committee reviewed the feedback received from the faculty members and recommended to incorporate acceptable changes in the draft recruitment rules.

The BoM **appreciated** the proposal and advised the following:

- a) For promotion under CAS, the criteria about publication / policy / project / start-up / ToT etc. may be on the lines of practise being followed at IITs, within broad framework of UGC.
- b) For fresh recruitment, teaching ability in classroom environment may be assessed.

After detailed deliberation, the BoM **RESOLVED** to recommend the revised Recruitment Rules for Regular and Other Teaching Staff as per **Annexure – 42.5.1** of DIAT for further processing.

[Action: Registrar]

#### **42.5.2 Provision of Payment of Honorarium to Chief Invigilators & Invigilators during Assessment Tests & Exams**

The CoE presented the proposal before the BoM. He stated that the office of the CoE has proposed following payment of honorarium to Chief Invigilators and Invigilators during assessment tests and exams to encourage employees of the Institute for their active participate in exam process:

**For End Semester Exams:**

|                       |                     |
|-----------------------|---------------------|
| i) Chief Invigilators | : Rs. 750/- per day |
| ii) Invigilators      | : Rs. 500/- per day |

**For Assessment Tests:**

|                       |                     |
|-----------------------|---------------------|
| i) Chief Invigilators | : Rs. 400/- per day |
| ii) Invigilators      | : Rs. 200/- per day |

The BoM **RESOLVED** to approve the proposal, as above w.e.f next Assessment / Semester exam.

[Action: CoE]

#### **42.5.3 Two-Year extended Post-Induction Training Programme for newly recruited DRDO Scientists by offering an M. Tech in Defence Technology from AY 2026**

Prof. Shaibal Banerjee, HoD, SoDT&M made a brief presentation before the BoM of the item No. 42.5.3. He informed that the School of Defence Technology and Management will launch a two-year extended Post-Induction Training Programme for newly recruited DRDO Scientists by offering M.Tech in Defence Technology from AY 2026. This programme comprises 4 semesters i.e. Semester-I (common for all specializations), Semester-II (Nine Specializations including Naval Technology and Advanced Materials as separate specialization as discussed in the BoM) and Semester-III & IV including M.Tech dissertation work at DRDO Laboratories. He stated that the Academic Council in it's meeting held on 23/03/2026 considered the proposal and recommended to the BoM for approval.

The BoM after detailed deliberation **RESOLVED** to approve two-year extended Post-Induction Training Programme for newly recruited DRDO Scientists by offering M.Tech in Defence Technology from Academic Year 2026-27.

[Action: HoD, SoDT&M]

**42.5.4 To consider and approve Budget Estimates for the year 2026-27 and Review of the Actual Expenditure (GIA) and Internal Resource Generation of DIAT (DU) for the FY 2025-26 (upto 28/02/2026)**

The Budget Estimates of Rs.89.75 Cr for the F.Y. 2026-27 was presented by the Finance Officer, DIAT, amounting 89.75 Cr, including Internal Resource Generation of DIAT for the F.Y. 2025-26. The Finance Officer further presented detailed review of the actual expenditure of DIAT for the F.Y. (upto 28.02.2026) and Internal Resource generation of DIAT as per the details given at Annexure – 42.5.4

After brief discussion, the BoM reviewed the Actual Expenditure (GIA) & Internal Resource generation of DIAT (DU) for the FY 2025-26 (upto 28.02.2026) and further **RESOLVED** to approve the budget of Rs. 89.75 crore for the financial year 2026-27 and **as per Annexure – 42.5.4.**

[Action: Finance Officer]

**42.5.4 To consider and approve appointment of Statutory Auditors for DIAT (DU) for the financial year 2025-26 to 2027**

The appointment of Statutory Auditors for DIAT for the FY 2025-26 to 2027 presented by the Finance Officer wherein the FO was briefed the due procedure followed for the appointment. The BoM was informed that out of 05 (Five) CA firms, M/s D.V. Jayade & Co., Chartered Accountants, Pune has quoted following lowest rates and found to be L1 with GST (at applicable rates) and out of pocket expenses extra at actuals.

- i) Rs. 1,10,000 for FY 2025-26
- ii) Rs. 1,20,000 for FY 2026-27
- iii) Rs. 1,30,000 for FY 2027-28

The BoM **RESOLVED** to approve the appointment of M/s D. V. Jayade & Co., Chartered Accountants, Pune as a Statutory Auditors for DIAT for the Financial Year 2025-26, 2026-27 and 2027-28.

[Action: Finance Officer]

**41.6 Any other item with the permission of the Chair.**

**41.6.1 Amendment in DRC Rules on PhD Admission**

The Dean (Acad) presented the proposal before the BoM for the admission to PhD, the following sessions will be as per the new policy:

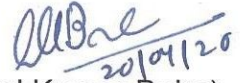
- i) A candidate with Non-GATE / NET having M.E / M.Tech degree (recognized by the institute) with atleast a CGPA of 7.5/10 or 70% of marks. A relaxation of 5% marks or equivalent grade may be allowed for those belonging to SC / ST / Differentially Abled candidates as per UGC.
- ii) Admission procedure (i.e. written test & interview) will be the same for all categories (GATE/ NET / Non-GATE / Non-NET etc.).

- iii) The fellowship, contingency and all other rules and regulations for selected "Institute Fellow" with Non-GATE will be at par with GATE / NET qualified students.
- iv) A Non-GATE / NET / JRF / Project Staff with M.E / M.Tech, if he / she qualifies for any national exam, he / she may be eligible for the DIAT Fellowship at par with GATE / NET qualified students.

The BoM **RESOLVED** to approve the amendment in DRC Rules on PhD Admission.

[Action: Dean (Acad)]

There being no other agenda items, the Secretary- BoM extended vote of thanks to members of Board for their active participation and attending the meeting. The meeting concluded with thanks to the Chair.



(Kamal Kumar Bajre)  
Registrar & Secretary-BoM

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**RECRUITMENT RULES  
FOR REGULAR AND OTHER TEACHING STAFF  
2026**



**DEFENCE INSTITUTE OF ADVANCED  
TECHNOLOGY  
Girinagar, Pune - 411 025**

**FINAL DRAFT VERSION - 2**

As on 18/03/2026

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| 39   | Amendments of Rules               |                 |
| <b>Recruitment Rules for Teaching Posts (SCHEDULE-I)</b> |                                   |                 |
| <b>Strength of Teaching Staff</b>                        |                                   |                 |
| <b>Core Faculty</b>                                      |                                   |                 |
| 1  | Assistant Professor               |                 |
| 2  | Associate Professor               |                 |
| 3  | Professor                         |                 |
| <b>Deputation</b>  |                                   |                 |
| 1  | Scientist E / F / G or equivalent |                 |
| <b>Other Teaching Staff</b>                              |                                   |                 |
| 1  | Adjunct Faculty                   |                 |
| 2  | Visiting Faculty                  |                 |
| 3  | Distinguished Visiting Faculty    |                 |
| 4  | Professor of Practice             |                 |
| 5  | Guest Faculty                     |                 |

**RECRUITMENT RULES FOR REGULAR AND OTHER TEACHING STAFF 2025****GENERAL RULES**

In supersession of the Recruitment Rules for the Teaching Faculty specified in Appendix B of 'DIAT Rules & regulations governing service conditions 2009', the following rules for regulating the recruitment to the regular and other Teaching Posts in DIAT Pune are framed.

**1. SHORT TITLE AND COMMENCEMENT:**

- 1.1 These Rules shall be called Recruitment Rules for Regular and other Teaching Staff - 2026 of 'DIAT'.
- 1.2 These Rules shall have prospective effect and shall come into force with effect from the date of approval by the competent authority.

**2. DEFINITIONS:**

In these Rules, unless the context otherwise requires:

- 2.1 'Appointing Authority' in relation to any post in the Institute shall imply the authority competent to make appointment to that post under the Statute / Rules & Regulations of the Institute as amended from time to time;
- 2.2 'Institute' shall mean the Defence Institute of Advanced Technology (DIAT);
- 2.3 'Career Advancement Scheme' (CAS) means a scheme for granting personal promotion to individuals, from one academic level to a higher academic level, holding a substantive sanctioned post in the Institute;
- 2.4 'Credit' means the number of hours of instruction required per week over a semester as defined in the National Credit Framework (NCrF);
- 2.5 'Grade' means a numerical weight allotted to each letter grade on a 10-point scale;
- 2.6 'Direct Recruitment' shall mean the recruitment made other than by CAS / promotion / deputation or absorption;
- 2.7 'External Subject Expert' means a renowned expert not below the academic level 14 in the subject who is not an employee or retiree from DIAT;
- 2.8 'Faculty' shall mean teaching staff of the Institute;
- 2.9 'Government' shall mean the Government of India;
- 2.10 'Orientation Course' means a course to create awareness among young faculty members about the profession and their institution;
- 2.11 'Peer review' means evaluation of scientific, academic, or professional work by experts in the same field;
- 2.12 'Higher Education Institution (HEI)' means a University or Institution covered under the definition of HEI in the MoE / UGC Act;
- 2.13 'Qualification' means a certificate, diploma, or degree awarded by a recognized HEI on successful completion of a particular higher education programme after due assessment and evaluation;
- 2.14 'Quorum' means the minimum number of members of a body that is required to be present at a given meeting;
- 2.15 Relevant / Allied subject means a subject that may be related to the main subject under consideration, either as a single discipline or, multidiscipline, or inter-discipline;
- 2.16 'Recruitment' means an overall process of identifying, screening, shortlisting, and interacting with candidates for positions in DIAT;

- 2.17 'Refresher Course' means a course that reviews and updates a topic to keep the faculty members abreast of developments in the subject;
- 2.18 'Regular Service' shall mean the service rendered by an employee on regular basis and shall not include the service on contract/daily wage/temporary/ad-hoc basis;
- 2.19 'Schedule' shall mean the Schedule(s) appended to these Rules;
- 2.20 'Screening Committee' shall mean the committee constituted by the competent authority of the Institute to screen applications received for teaching positions;
- 2.21 'Selection Committee' means a committee entrusted with the responsibility of selecting candidates for a specific position or role in the Institute as defined in the Schedule-I (A to E)
- 2.22 'Statutes' and 'Rules & Regulations' shall mean, respectively, the 'Statute' and 'Rules & Regulations' of the Institute for the time being in force and as amended from time to time.
- 2.23 'SC' shall mean Scheduled Caste, 'ST' shall mean Scheduled Tribe, 'OBC' shall mean Other Backward Class, 'PwBD' shall mean Persons with Benchmark Disability, 'EWS' shall mean Economically Weaker Sections;
- 2.24 'On Probation' with relation to a person shall mean a person appointed to any post on probation as specified in these rules;
- 2.25 'Substantive appointment' shall mean appointment on a substantive post on regular basis including on probation followed by confirmation;
- 2.26 'Competent Authority' shall mean the authority competent to exercise different powers and functions under these Rules;
- 2.27 UGC Regulations, 2018 – means University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018
- 2.28 All other words and expressions, used herein, but not defined in these Rules, unless the context otherwise requires, shall have the same meaning as they have been assigned in the Statutes, Rules & Regulations of DIAT or in the relevant rules framed by the Government of India as amended from time to time.

### **3. EXTENT OF APPLICATION:**

- 3.1 These Rules shall apply to all appointments of teaching posts on regular / deputation and other teaching staff of the Institute as the case may be.
- 3.2 Instructions issued by the UGC / MoE / Govt. of India regarding appointment, conditions of service and admissible emoluments etc. of the teaching employees from time to time shall apply mutatis mutandis on approval of Executive Council / Board of Management

### **4. CLASSIFICATION OF POSTS:**

#### **4.1 Core Faculty**

- i) Assistant Professor (Academic Pay Level-10 \*)
- ii) Associate Professor (Academic Pay Level-13A\*)
- iii) Professor (Academic Pay Level-14\*)

\*As per CCS (RP) Rules, 2016. To be revised from time to time as prescribed by UGC.

#### **4.2 Deputation**

Scientist E / F / G or equivalent

#### **4.3 Other Teaching Staff**

- i) Adjunct Faculty
- ii) Visiting Faculty
- iii) Distinguished Visiting Faculty
- iv) Professor of Practice (PoP)
- v) Guest Faculty
- vi) Any other category of teaching staff in accordance with UGC rules & regulations as amended from time to time

#### **5. APPOINTING AUTHORITY:**

The Appointing Authority in respect of regular and other teaching posts at DIAT shall be Executive Council / Board of Management (BoM):

#### **6. METHODS OF RECRUITMENT**

The recruitment to various teaching posts shall be made by the Appointing Authority by the following methods:

- i) Direct Recruitment
- ii) Deputation
- iii) Re-employment
- iv) On Contract

#### **7. AUTHORISED SANCTIONED STRENGTH OF POSTS:**

7.1 The authorized sanctioned strength of the posts under each category of posts as on the date of approval of these Rules, with classification, Pay-Matrix, details of qualification, experience, method of recruitment, age limit, number of career advancement grades etc. for various faculty posts and any other information relevant to these posts are specified under **Schedule-I**.

7.2 After approval of these rules, any new post sanctioned from time to time shall be added to the authorized sanctioned strength of posts under respective categories, with approval of the Executive Council / Board of Management of the Institute.

#### **8. FUTURE MAINTENANCE OF THE POSTS:**

8.1 All the appointments made through the method of recruitment, mentioned under Rule-6 above, in the Institute after approval of these rules, shall be made only in accordance with the provisions of these rules. The Executive Council / Board of Management shall add / abolish any post or convert / utilize it for a different sanctioned post in equivalent pay scale.

8.2 The seniority of the teaching staff borne in each post specified in these rules shall be maintained by the Registrar of the Institute and/or other officer authorized for the purpose by the Competent Authority.

#### **9. INITIAL CONSTITUTION:**

The teaching employees holding the posts on regular basis in accordance with the prevailing rules i.e., prior to the commencement of these rules shall be deemed to

have been appointed in accordance with the provisions of these rules. The regular continuous service of such employees shall count for the purpose of completion of probation period, confirmation, service for promotion under CAS etc. under these rules.

## **10. PROCEDURE TO BE ADOPTED FOR RECRUITMENT:**

### 10.1 ISSUE OF AN ADVERTISEMENT:

The vacant posts of core faculty, shall be advertised at appropriate time, giving at least one insertion in any of the national dailies and displayed on the Institute website. Candidate may fill up the prescribed application forms to be prescribed by the institute and submit the application duly completed in all respects along with the prescribed application fee, if any, within the stipulated time. Vacant positions of Deputation for DRDO scientist if any, may be circulated within DRDO only.

In order to attract best talents, the institute may make rolling advertisements whereby eligible candidates can submit their application for different faculty positions throughout the year.

Note: In order to reduce the cost of advertisement, only essential details of the recruitment including the closing date of the application shall be indicated in the advertisement, along with URL where all details shall be made available.

### 10.2 TIME LIMIT FOR RECRUITMENT PROCESS:

The Institute may ensure that the entire recruitment process including and starting from advertisement holding the interview and declaration of names of selected candidates may be completed within six months.

Provided that, if in the opinion of the Vice-Chancellor, the circumstances so warrant, the time limit may be extended by a maximum period of six months.

### 10.3 MODE OF APPLICATION:

- (a) Applications for teaching positions shall be invited either online or offline, as specified in the advertisement / website. Interested applicants must apply only in the prescribed mode of application available on the Institute's official website. Applications submitted in any other mode shall be summarily rejected. The candidate has to ensure correct mode of application as per the instructions issued by DIAT.
- (b) The schedule of charges for the application form and the prescribed fee shall be determined by the EC/BoM, from time to time. Concessions in application/processing fee, wherever provided, shall be as per Govt. of India norms.
- (c) Receipt of applications after the closing date:
  - i) The closing date for receipt of applications shall ordinarily be 30 days from the date of release of advertisement on the Institute website. However, the Vice Chancellor, at his discretion, may decide the extension of the closing

- date for receipt of applications, keeping in view the exigency of the situation before the closing date is over.
- ii) Incomplete applications and the applications received after the due date, are liable to be rejected.
  - iii) In the case of receipt of applications offline, if closing date is a holiday, the next working day shall be treated as the closing date.
  - iv) Incomplete applications and applications not submitted in the prescribed format, not with the prescribed fee, self-certified enclosures, etc. shall be summarily rejected.
- (e) Offline application in case be called then the application should be addressed to 'The Registrar, Defence Institute of Advanced Technology (Deemed to be University), Girinagar, Pune – 411 025' in a sealed cover / envelope superscribing 'Application for the post of .....'.

### **11. APPOINTMENTS ON CONTRACT BASIS:**

The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the basic pay of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and may be renewed after review for another academic session.

### **12. COMPOSITION AND FUNCTIONS OF SELECTION COMMITTEE:**

- 12.1 The Composition of Selection Committee shall be as prescribed in the **Schedule-I (A)** to **Schedule-I (E)** of these Rules. Selection Committee shall make recommendations to the appointing authority for appointment to any of the posts being filled by method of recruitment specified under para 6. Selection Committee shall also make recommendation regarding upgradations under CAS.
- 12.2 The recommendation of Selection Committee shall be submitted to the Appointing Authority for approval.
- 12.3 If two or more candidates are recommended by the Selection Committee, the recommendations shall be made in order of merit.
- 12.4 No recommendation shall be made by the selection committee with any condition attached to it.

## 13. GENERAL CONDITIONS: RECRUITMENT AND PROMOTION

### 13.1 DIRECT RECRUITMENT

For direct recruitment to teaching positions, the minimum qualifications shall be as in accordance with the UGC Regulations, as amended from time to time. However, DIAT may prescribe higher or additional eligibility criteria to maintain higher academic standards.

- 13.1.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor shall be based on merit through an all-India advertisement, followed by selection by a duly constituted Selection Committee as per the provisions made under these Rules.
- 13.1.2 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D., the candidate can be considered eligible for appointment as Assistant Professor, Associate Professor or Professor, in the discipline/subject in which a candidate obtained Ph.D also.
- 13.1.3 A relaxation of 5% marks shall be allowed at the undergraduate (NCrF level 5.5/6) or at the postgraduate (NCrF level 6.5/7) level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (Non-creamy Layer)/EWS/Persons with Disabilities category.
- 13.1.4 Publication of book chapters and books in Indian languages may be encouraged.
- 13.1.5 The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these rules.
- 13.1.6 The Ph.D. Degree shall be a mandatory qualification for promotion to Assistant Professor (Academic Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in the Institute.
- 13.1.7 No person shall be appointed to the post of teacher in the Institute if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in these rules
- 13.1.8 The Selection Committee, in case of Direct Recruitment may recommend upto 05 Nos of advance increments at its desecration, in case of exceptional performance of the candidate and having adequate experience in teaching and research.
- 13.1.9 Notable contributions to be considered by the selection committee for recruitment of university teachers are:
  - i) Innovative Teaching Contribution;
  - ii) Research and Teaching Lab Development;

- iii) Consultancy / Sponsored Research funding as a Principal Investigator or Co-Principal Investigator;
- iv) Student Internship / Project Supervision;
- v) Digital Content Creation for MOOCs in Defence Technology / Science and Technology;
- vi) Start-up, as per the intellectual property policies of the HEI, registered with the Registrar of Companies (ROC) as a founding promoter, successfully raising funding through government, angel or venture funds to support the start-up;
- vii) Intellectual Property on Defence or Science and Technology;
- viii) Teaching and Research in the Indian Knowledge System;
- ix) Expert panel member on DRDO or any other scientific / educational organization
- x) Trade marks, designs, copy rights on defence / research.

## 13.2. CAREER ADVANCEMENT SCHEME (CAS) FOR CORE FACULTY

### GENERAL CONDITIONS:

Faculty members selected through direct recruitment in the Institute may be eligible for promotion under the Career Advancement Scheme (CAS) as per the provisions given in these rules. "Promotions under the Career Advancement Scheme (CAS) from one Academic Grade Pay (AGP) to the next higher AGP, shall be considered by a Selection Committee. The composition of the Selection Committee shall be as prescribed in Schedule-I(B) & (C) under these Rules. Further, the Vice-Chancellor may constitute any sub-committee, as deemed appropriate, for evaluation of the API scores submitted by the faculty".

- a) To avail of promotion under the CAS, the applicant should be a regular faculty of the Institute on the date of consideration by the Selection Committee or the date of application.
- b) For the purpose of assessment, all periods spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, and Deputation, shall be counted subject to the condition that such leave/deputation is undertaken with the prior approval of the competent authority following the due procedure prescribed under applicable leaves rules for faculty of the Institute and / or government norms.
- c) The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, the said post shall revert back to its original level on vacation of the post.
- d) If a candidate fulfils the minimum eligibility criteria for promotion, he/she may submit an application to the Institute at any time during the year.
- e) A meeting of the Selection Committee under CAS cases may be scheduled in twice a year preferably in December and June.
- f) 'Service or Experience' wherever prescribed under these rules for promotion shall mean a condition for promotion to any higher post, shall include the period which the person has continuously worked on such lower post on regular basis;
- g) The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of promotion as prescribed in these Rules. UGC guidelines / Government of India rules and regulations shall apply for all other matters of seniority.
- h) Grant of Academic Level 15 to Professors at Academic Level 14 should be limited to 10% of sanctioned faculty strength.
- i) The seniority level among professors at Academic Level 15 is strictly assigned by the date of promotion to professor (Academic level 14) rather than the date of grant of professor (Academic level 15).
- j) For consideration of promotions under the Career Advancement Scheme (CAS), the minimum eligibility qualifications and requirements shall be as prescribed under the UGC Regulations, 2018, as amended from time to time. However, DIAT shall prescribe higher or additional assessment parameters, including benchmarks relating to performance, research output, and academic contributions to maintain higher academic standards, which shall be applied uniformly".

### 13.2.1 Eligibility / Minimum Qualifications, Experience, and Accomplishments for 'Career Advancement Scheme' (CAS)

### 13.2.2 Assistant Professor (Academic Level 10 to Academic Level 11):

An Assistant Professor who has completed

- (a) four years of service with a Ph.D. degree (NCrF - Level 8) and
  - (i) Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
  - (ii) Notable contributions in at least four areas out of the ten given at 13.1.9 during the assessment period.
  - (iii) Contributions such as one research publication in peer-reviewed journals or publication of a book chapter or publication of a book as an author or two books as a co-author by a reputed publisher or one granted patents, during the assessment period.

### **13.2.3 Assistant Professor (Academic Level 11 to Academic Level 12):**

- (a) An Assistant Professor who has completed five years of service in Academic Level 11.
- (b) A Ph.D. Degree in the relevant/allied discipline.
- (c) Completed any of the following: one Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- (d) Notable contributions in at least four areas out of the ten given at 13.1.9 during the assessment period.
- (e) Contributions such as three research publications in peer-reviewed journals or publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

**Note:** A combination of research publications, book chapters and granted patents totalling three can also be considered.

### **13.2.4 Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A):**

- (a) An Assistant Professor who has completed three years of service in Academic Level 12.
- (b) A Ph.D. Degree in the relevant/allied discipline.
- (c) Completed any of the following: a Refresher Course or Faculty Development Programme recognized by the regulatory bodies (UGC, AICTE, etc.).
- (d) Notable contributions in at least four areas out of the ten given at 13.1.9 during the assessment period.
- (e) Contributions such as three research publications in peer-reviewed journals or, publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

**Note:** A combination of research publications, book chapters and granted patents totalling three can also be considered.

- (f) As a sole supervisor, at least one doctoral candidate registered for a Ph.D. degree, or as a co-supervisor, two doctoral candidates registered for Ph.D. degrees.

### 13.2.5 Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

- (a) An Associate Professor who has completed three years of service in Academic Level 13A.
- (b) A Ph.D. degree in the relevant/allied discipline.
- (c) Notable contributions in at least four areas out of the ten given at 13.1.9 during the assessment period.
- (d) Contributions such as three research publications in peer-reviewed journals or publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.  
**Note:** A combination of research publications, book chapters and granted patents totalling three can also be considered.
- (e) As a sole supervisor at least one doctoral candidate awarded Ph.D. degree or as a co-supervisor, two doctoral candidates awarded Ph.D. degrees.

### 13.2.6 Professor (Academic Level 14) to Professor (Academic Level 15)

- (a) A Professor who has completed ten years of service in Academic Level 14 on fulfilment of the following eligibility criteria:
- (b) Notable contributions in at least four areas out of the ten given at 13.1.9 during the assessment period.
- (c) Contributions such as ten research publications in peer-reviewed journals or publication of ten book chapters or publication of three books as an author or six books as a co-author by a reputed publisher or ten granted patents.
- (d) As a sole supervisor, at least five doctoral candidates were awarded Ph.D. degrees, or as a co-supervisor, ten doctoral candidates were awarded Ph.D. degrees.
- (e) Favourable reviews from three eminent subject experts, out of the panel of names approved by the relevant statutory bodies of the university, who are not below the rank of a Professor (Academic Level 15).

**14. DATE OF ELIGIBILITY FOR PROMOTION:**

- 14.1 If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- 14.2 If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as specified in Rule 13.2.1 of these Rules, at a later date, and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- 14.3 The candidate who does not succeed in the first assessment, he/she shall be re-assessed only one year after the rejection. If the candidate succeeds in such assessment held after one year of his initial rejection, his/her date of promotion shall be one year from the date on which the candidate originally fulfilled the eligibility criteria in the desired stage under CAS. For each unsuccessful assessment, subsequent re-assessment will be held one year further from the date of initial rejection. If the candidate is successful in the eventual re-assessment, the date of promotion will be correspondingly advanced by one year, for each unsuccessful assessment.

**Note:** (1) For all selection committees specified in these rules, the Head of Department should be higher rank / position than the rank / position for which the interview is to be held. (2) The selection of candidates to a higher position shall be based on the credentials and interaction with the selection committee. (3) The recommendations of the Selection Committee shall be placed before the Executive Council / Board of Management of DIAT for approval.

**15. QUALIFICATION AND EXPERIENCE:**

The qualification (essential and desirable) and experience required shall be as indicated in the Schedule-I of these rules. The essential qualification prescribed in the schedule for each of the post shall be the minimum qualification.

**16. AGE LIMIT:**

The upper age limit for appointment to various posts shall be as specified in the Schedule. The crucial date for determining the age shall be the closing date of the application.

**17. RESERVATION OF POSTS:**

- 17.1 The Institute shall follow the instructions of the Government of India in respect of reservation / relaxation / concessions to SC / ST / OBC / EWS / PwBD in recruitment / promotions, etc., pertaining to age, qualifying marks, experience/fees, etc. as amended from time to time. A candidate belonging to the reserved categories shall enclose self-attested copies of the caste/class certificate and/or medical certificate (pertaining to the determination of degrees of disability in case of PwBD candidates) from the competent authority in the format prescribed by the Government of India (subject to verification at a later date), failing which the application shall be rejected.

17.2 A candidate belonging to SC/ST/OBC who has been selected on the same standard as applied to the General candidates and who appears in the general merit list is to be treated as own merit candidate. Such candidate will be adjusted against unreserved point of the reservation roster.

**Note:** Nothing in these Rules shall affect the reservations, relaxation of age limit and other concessions required to be provided to the Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the instructions issued by the Central Government from time to time.

17.3 Payment of TA: A candidate shall attend the interview at the designated place and time at his own expenses. However, the outstation candidates belonging to the SC & ST categories shall be reimbursed to and fro rail fare (sleeper class) for self only by the shortest route. In case any station is not connected by rail, ordinary bus fare shall be paid by the shortest route on production of ticket. The above-mentioned concessions shall not be admissible to those SC/ST candidates who are already in Central / State Government Service / or holding any other employment under PSUs / Local Governments / Panchayats.

## **18. CONSTITUTION AND ROLE OF SCREENING COMMITTEE:**

18.1 The Vice-Chancellor may constitute a Screening Committee with a Member-Secretary. It shall be the duty of the Member-Secretary to place the relevant documents / rules / guidelines, etc., relating to the selection before the Screening Committee.

18.2 The Screening Committee shall screen the applications and shortlist the candidates in accordance with the eligibility criteria, prescribed in the advertisement and as per recruitment rules. Where number of applications received in response to the advertisement is large, it may not be convenient or possible to interview all the eligible candidates. The screening committee, at its discretion, may restrict the number of candidates to be called for interview to a reasonable limit, on the basis of qualifications and experience higher than that of the minimum prescribed in the advertisement.

## **19. APPOINTMENT OF FACULTY THROUGH DEPUTATION**

19.1 Appointment of DRDS scientists shall be carried out in accordance with the rules and regulations / SOP issued by DRDO HQ, as amended, from time to time.

19.2 Vacancies for recruitment of faculty on deputation will be first offered to DRDO HQ for appointment of DRDS scientists on deputation. In case of any shortfall in recruitment on deputation from DRDS, applications for recruitment on deputation may be invited from other scientific or higher educational institutions to fill the gap. However, the strength of faculty on deputation from other recognized scientific or higher educational institutions shall not exceed 40% of the total deputation posts, at any given point of time.

19.3 Composition of selection committee for appointment on deputation is given in **Schedule-I (D)** of these rules.

**20. APPOINTMENT ON RE-EMPLOYMENT OF FACULTY AT DIAT**

The superannuation of faculty member usually happens in the middle of the academic semester. This affects the academic activities like teaching, evaluation and guidance to research scholars. Therefore, their continuation till the end of the semester is desirable to ensure completion of teaching assignments, evaluation and guidance of research scholars. Therefore, a faculty member due for superannuation in the middle of semester may be re-employed till the end of the semester i.e. either 30<sup>th</sup> June or 31<sup>st</sup> December, as the case may be on following conditions:

- a) Under no circumstances such member shall be re-employed for any purposes other than those of teaching and guiding the research scholars.
- b) No administrative duties shall be assigned during such re-employment.
- c) Re-appointment of faculty shall be considered by a committee consisting all Deans, concerned HoD as member and Vice-Chancellor as Chair.

Remuneration in such cases shall be regulated as per Department of Expenditure OMs / Govt. of India guidelines issued from time to time about the regularization of remuneration for re-employed pensioners on superannuation.

**21. APPOINTMENT OF OTHER TEACHING STAFF**

As mentioned in Para 4.3 of these rules, following categories of other teaching staff shall be appointed in accordance with UGC rules as amended from time to time:

| Sr. | Other Teaching staff           | Details annexed at |
|-----|--------------------------------|--------------------|
| 1   | Visiting Faculty               | Schedule I         |
| 2   | Adjunct Faculty                |                    |
| 3   | Distinguished Visiting Faculty |                    |
| 4   | Professor of Practice (PoP)    |                    |
| 5   | Guest Faculty                  |                    |

**22. CONSTITUTION OF SELECTION COMMITTEES**

- 22.1 The Constitution of the Selection Committees and Promotion Committees under CAS including Confirmation Committees are specified in the Schedule-I (A) to (E). The Vice-Chancellor, at his discretion, may include any other member in these Selection Committees at the time of selection / promotion / confirmation to any post in the Institute.
- 22.2 Head of Department should be higher rank / position than the rank / position for which the interview is to be held.
- 22.3 A person shall be disqualified for sitting as a member of any Selection Committee or Confirmation Committee and from taking part in the above committee process under these Rules, if he is related to any candidate or there would be any conflict of interest in case of his association with the selection process. For this purpose, the Institute shall obtain an undertaking to this effect from the member concerned prior to the commencement of the selection process.

**23. QUORUM:**

Two-thirds of the members shall form the quorum for the meeting of a Selection Committee, which shall include the Chairperson, at least one external expert out of the two experts or at least two external experts out of three experts and one representative from the respective prescribed reservation category as per GOI norms.

**24. DIRECT RECRUITMENT BY OPEN SELECTION:**

24.1 The Chairman shall be entitled to vote at the Selection Committee meeting and, in case of a tie, shall have a casting vote.

24.2 The recommendation of the Selection Committee shall be placed before the Executive Committee / Board of Management for consideration and approval. The power to reject the recommendations of the Selection Committee shall rest with the Executive Council / BoM and the decision of the Executive Council / BoM shall be final.

**25. SENIORITY:**

The seniority of each selected candidate in the respective selection shall be determined on the basis of the position in the merit list recommended by the Selection Committee and in accordance with the relevant rules of the Govt. of India as amended from time to time.

**26. APPOINTMENT AND JOINING TIME:**

26.1 The appointment of a candidate shall be subject to the verification of character & antecedents, educational qualifications, experience and medical fitness.

26.2 An offer of appointment issued by the Institute should clearly specify the period (which shall not normally exceed one month) after which the offer would lapse automatically if the candidate did not join within the specified period.

26.3 If, however, within the specified period, a request is received from the candidate for extension of time, it may be considered by the Institute but extension beyond three months shall not be ordinarily granted. It may however be granted by the competent authority only as an exception where facts and circumstances so warrant. In any case extension may be given only up to a maximum of six months from the date of issue of the original offer of appointment. An offer of appointment would lapse automatically after expiry of six months from the date of issue of the original offer of appointment. The candidate who joins within the above-mentioned period of six months shall have his seniority fixed under the seniority rules applicable to the service/post concerned to which he/she is appointed, without any depression of seniority.

**27. GENERAL TERMS AND CONDITIONS OF RECRUITMENT:**

27.1 Candidates who are already in service shall submit application through proper channel along with vigilance clearance certificate from the competent authority. However, they may send an advance copy of their application. In case the

application is not forwarded through proper channel due to whatever reasons the candidate should produce a 'No Objection Certificate along with the Vigilance Clearance Certificate' from the employer.

- 27.2 The application for appointment on deputation shall be forwarded by the employer along with the Annual Performance Appraisal Reports (APARs)/ACR for the preceding five years and Vigilance Clearance Certificate, duly certified by the Competent Authority.
- 27.3 It shall be the responsibility of the candidate to ascertain their own eligibility for the post for which they are applying in accordance with the prescribed qualifications, experience etc., and submit application duly filled-in, along with the desired information and documents as per the advertisement. Suppression of factual information, supply of fake documents, providing false or misleading information or canvassing in any manner on the part of the candidates shall lead to disqualification. In case, it is detected at any point of time in future, even after appointment, that the candidate was not eligible, the appointment shall be liable for termination forthwith.
- 27.4 Acceptance of documents submitted by an applicant shall be subject to verification by the competent authority at any point of time even after joining the employment. If any document is found to be false/fake/incorrect either before or after appointment, the candidature shall be summarily rejected and due action may be initiated against the candidate including for termination of appointment.
- 27.5 Appointment against any post shall be governed by the Statutes / Rules & regulations of the Institute and also the CCS (Conduct) Rules, 1964, CCS (CCA) Rule, 1965 or any other rules of the Government of India, as amended from time to time and any other rule/resolution prescribed specifically for maintaining the conduct of the employees by the Executive Council / Board of Management of the Institute.
- 27.6 The appointment of a candidate shall be subject to verification of character and antecedents by the competent authority. Until the verification of character and antecedents' reports are received, the appointment shall be treated as provisional. In case the report/s with regard to conduct, character, antecedents, etc., is found to be unsatisfactory, the appointment shall be cancelled/terminated forthwith.
- 27.7 Canvassing in any form on behalf of any candidate shall be treated as a disqualification which shall lead to cancellation of the candidature.
- 27.8 The selected candidate shall produce a medical fitness certificate issued by a Govt. Hospital or Institute MI Room prior to joining or at the time of joining.
- 27.9 The terms and conditions of appointment shall be communicated to the candidate in the form of 'Offer of Appointment' to the selected candidates. If the candidate does not accept the terms and conditions mentioned in the offer of appointment within the stipulated time, the offer shall be treated as withdrawn.
- 27.10 The selected candidates' service and conduct shall be governed by the Act, Statute and the Ordinance of DIAT in conjunction with UGC and as amended from time to time. The candidate shall perform teaching, research and any other duties as assigned by DIAT authorities viz. VC / Dean / HoD / or any authority as deemed

fit. The Institute shall be free to assign any duty as per the exigency of the situation at any time even during non-working hours / holidays which the employee shall have to perform without fail. Failure to follow orders of the competent authority shall be liable for disciplinary action.

- 27.11 The candidate shall bring all original certificates related to age, qualifications, experience, etc. at the time of test or interview wherever applicable. In case the candidate fails to submit the original documents for verification of the photocopies of the enclosures to the application, the candidate may not be allowed to appear in the tests/interview and the candidature may be treated as cancelled without any further communication in this regard.
- 27.12 The details of the vacancies shall be indicated in the advertisement. The Institute may also include the details with regard to anticipated vacancies arising due to retirement, voluntary retirement or resignation for which the employee has served notice prior to the issue of advertisement in the advertisement. The Institute reserves the right to fill or not to fill up the posts advertised for any reasons whatsoever.
- 27.13 The Institute reserves the right to withdraw an advertisement, either partly or wholly, at any time without assigning any reason.
- 27.14 If any advertisement for any post is withdrawn by the Institute, the application fee collected from the candidates shall be refunded within a reasonable period of time.
- 27.15 In case of any ambiguity pertaining to the eligibility criteria for any post, the decision of the Executive Council / Board of Management shall be final.

## **28 PANEL**

The Institute may draw a reserved panel to fill up a post. In case a candidate on higher merit regrets to join within a period of six months or resigns/dies after joining, within a period of one year, the offer shall be made to the next candidate in the merit list, (if otherwise in order), to reduce the delay in filling up of the vacancies. Such a vacancy should not be treated as fresh vacancy.

## **29 PROBATION**

- 29.1 In case of direct recruitment, the selected candidate shall be kept on probation for a period as specified in these rules. The date from which confirmation should be given effect is the date following the date of satisfactory completion of the prescribed period of probation or the extended period of probation, as the case may be.
- 29.2 Probation should not be extended for more than a year and, in no circumstances, an employee should be kept on probation for more than double the normal prescribed period of probation. The employee will be deemed to have successfully completed the probation period if no order confirmation, discharging or reverting the employee is issued within two weeks after expiry of double the normal period of prescribed probation.
- 29.3 On completion of the probation period or any extension thereof, employees shall, if considered fit for permanent appointment, be retained in the appointments on

regular basis and be confirmed against the available substantive vacancies as the case may be. In case there is no perceivable improvement despite all this, his/her services shall be discharged by giving him/her one month's notice in advance or on payment of one month's salary in lieu of notice. The employee concerned may also exercise his/her option to resign by giving one month's notice.

29.4 As regards other matters relating to probation, the employee will be governed by the instructions issued by the Government of India in this regard from time to time.

**Note:**

- i) If an employee who has been recruited to any post, avail himself of leave on a piecemeal basis, or at a time for a period of two months or more during the period of probation, the probation shall be extended proportionately, i.e., equal to the total period of leave availed by the employee concerned.
- ii) In order to avoid any anomalous situation, all cases of probation of the officials should be reviewed every six months. In case, the result of review of performance of an official is found to be unsatisfactory, or not up to the mark the candidate shall be apprised of the consequences of unsatisfactory performance during the period of probation. Such an appraisal should be issued in advance after which the performance of the official concerned should be continuously kept under observation.
- iii) Notwithstanding anything contained in the above-mentioned provision, if an employee on probation is placed under suspension during the period of probation, the period of probation may be extended till such period as the appointing authority deems fit in the circumstances.
- iv) Forwarding of application for outside employment: Employees on probation, as a matter of rule, may be asked to resign from the institute at the time of release from the Institute. An undertaking to the effect that he/she will resign from the Institute, in the event of his/her selection and appointment to the post applied for, may be taken from him/her at the time of forwarding the application. This procedure is to be followed even in case of temporary employees applying as a direct recruit for a post in the Institute.
- v) An employee of the Institute shall be confirmed through a duly constituted Committee by the competent authority.
- vi) There shall be no probation in the case of an employee appointed to a post on deputation, tenure.

**30. APPLICATION OF GOVT. OF INDIA RULES:**

30.1 If any particular provision concerning the qualifications for recruitment and promotion or seniority under these Rules is silent, the corresponding rules operating in the Govt. of India, or the qualifications prescribed by the Govt. of India shall be applied.

30.2 Further, the Pay Matrix contained in the Schedules for various posts shall be revised as per the GOI guidelines as amended from time to time with approval of the competent authority.

**31. POWER TO RELAX:**

Wherever, it is considered necessary or expedient to do so, the Executive Council/ Board of Management, may by order, for reasons to be recorded in

writing, relax any of the provisions of these rules in respect of any class or category of persons / post.

### **32. DISQUALIFICATION:**

The following categories of persons shall not be eligible to apply for any position in the Institute:

- i) Who has been convicted by any Court of Law or any criminal proceedings are pending against him;
- ii) Who is a person of unsound mind and questionable conduct or not medically fit;
- iii) Who has entered into or contracted a marriage with a person having a living spouse;  
Provided that the Competent Authority of the Institute may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for doing so, exempt any person from the operation of these rules;
- iv) Who is not a citizen of India; and
- v) Any other category of person disqualified for appointment by the Govt. of India from time to time.

### **33. VIGILANCE CLEARANCE:**

- i) Candidate who is already in service shall submit the Vigilance Clearance Certificate from the employer or his authorised officer, to the effect that no disciplinary/criminal proceedings are pending or contemplated against him. It shall be directly sent by the parent department or be handed over to the employee concerned in sealed cover at the time of written/skill test/interview as applicable or along with the application.
- ii) Wilful suppression of factual information or any document relating to the eligibility or otherwise as a candidate, followed by supply of fake documents or misleading statement or information in the application or tampering with the documents or providing such information relating to the achievements, caste, educational qualifications, experience or domicile, etc., the Vigilance Officer of the Institute shall have the powers to investigate/inquire into the matter and submit report to the Vice-Chancellor for further action at any stage of recruitment process or employment. If any of these acts is found to be true, the candidate shall be disqualified for appointment to the post or if already appointed, his/her services shall be liable to be terminated, with immediate effect.

### **34. REMOVAL OF DIFFICULTIES:**

If any difficulty arises in the implementation or operation of any of the provisions of these rules, the Vice-Chancellor may, from time-to-time issue with the approval of the Board of Management / Executive Council, such general or specific directions but not inconsistent with the provisions of the Statutes, Rules and Regulations of the Institute, directives of the Government of India and Ministry of Defence, which appear to be appropriate for the purpose of removing such difficulty.

### **35. INTERPRETATION:**

Any ambiguity or lack of clarity with regard to any clause of the Rules, the matter may be referred to the Executive Council / Board of Management for clarification.

**36. RESIDUARY MATTERS:**

In regard to the matters not specified or referred to in these rules, the corresponding provisions as prescribed by the Govt. of India relating to its employees, as amended from time to time, shall be followed.

**37. TERRITORIAL JURISDICTION:**

In case of any dispute, the territorial jurisdiction for adjudication shall be Courts located in Pune / Maharashtra.

**38. REPEAL:**

All the existing rules and orders in relation to the matters covered under these rules shall stand repealed but any action already taken pursuant to such existing rules and orders shall be deemed to have been taken under these rules.

**39. AMENDMENTS:**

The recruitment rules may be reviewed from time to time by the Institute. Amendment, modification, changes, withdrawal and suspension of any or all provisions of these Rules shall be done with prior approval of the Executive Council / Board of Management and will be subject to change of guidelines and instructions issued by the Govt. of India from time to time.

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**Schedule-I**

**STRENGTH OF TEACHING STAFF**

| Sr. No.                      | Post                              | Authorized Strength | Method of Recruitment   | Scale of Pay            |                                |
|------------------------------|-----------------------------------|---------------------|---|-------------------------|--------------------------------|
| <b>Core Faculty</b>          |                                   |                     |   |                         |                                |
| 1                            | Assistant Professor               | 48                  | Direct Recruitment  | Academic Pay Level 10   |                                |
| 2                            | Associate Professor               | 15                  |   | Academic Pay Level 13A  |                                |
| 3                            | Professor                         | 02                  |   | Academic Pay Level 14   |                                |
| <b>DRDS Faculty</b>          |                                   |                     |   |                         |                                |
| 1                            | Scientist E / F / G or equivalent | 05                  | Deputation from DRDO / Other Scientific Research or higher educational institutions | Pay Level 13 / 13A / 14 | Other allowances as admissible |
|                              | <b>TOTAL</b>                      | <b>70</b>           |   |                         |                                |
| <b>*Other Teaching Staff</b> |                                   |                     |   |                         |                                |
| 1                            | Adjunct Faculty                   | <b>18</b>           | *As per the UGC / RRs of the Institute  |                         |                                |
| 2                            | Visiting Faculty                  | <b>12</b>           |   |                         |                                |
| 3                            | Distinguished Visiting faculty    |                     |   |                         |                                |
| 4                            | Professor of Practice (PoP)       | <b>07</b>           |   |                         |                                |
| 5                            | Guest Faculty                     | As per requirement  |   |                         |                                |

## Schedule-I continued...

**RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR**

|   |   |  |
|---|---|--|
| 1 | Name of Post  | Assistant Professor  |
| 2 | Number of Post  | 48   |
| 3 | Classification  | Group 'A'  |
| 4 | Scale of Pay (as per 7 <sup>th</sup> CPC pay matrix)              | Academic Pay Level 10  |
| 5 | Age Limit for Direct Recruits                                     | Preferably below 35 years  |
| 6 | Educational and other qualifications required for direct recruits | <b>Essential:</b><br><br>Ph.D. with first class or equivalent at the preceding degree in an appropriate branch with a good academic record throughout. |
| 7 | Period of probation, if any                                       | One Year   |
| 8 | Method of recruitment   | Direct recruitment   |
| 9 | Composition of Selection Committee                                | <b><u>Schedule-I (A)</u></b>   |

**RECRUITMENT RULES FOR THE POST OF ASSOCIATE PROFESSOR**

|   |   |  |
|---|---|--|
| 1 | Name of Post  | Associate Professor  |
| 2 | Number of Post  | 15   |
| 3 | Classification  | Group 'A'  |
| 4 | Scale of Pay (as per 7 <sup>th</sup> CPC pay matrix)              | Academic Level 13A   |
| 5 | Age Limit for Direct Recruits                                     | Preferably below 45 years  |
| 6 | Educational and other qualifications required for direct recruits | <p>Essential:</p> <p>i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).</p> <p>ii) A minimum of eight years teaching and/or research experience in a University / College or a minimum of eight years' experience in teaching and/or research in a position equivalent to that of an Assistant Professor/Associate Professor in a research institution or any Indian or foreign institutions of comparable standards. The research experience shall be counted as per the UGC regulations.</p> <p>iii) A minimum of eight research publications in peer-reviewed journals or publication of eight book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or eight granted patents. A combination of research publications, book chapters and granted patents totalling eight may be considered.</p> <p>iv) Notable contributions in at least four areas out of the ten given in Rule 13.1.9 of these Rules</p> <p>Desirable:<br/>To be determine by the Department, if any.</p> |
| 7 | Period of probation, if any                                       | One Year   |
| 8 | Method of recruitment   | Direct recruitment   |
| 9 | Composition of Selection Committee                                | <b><u>Schedule I(A)</u></b>  |

**RECRUITMENT RULES FOR THE POST OF PROFESSOR**

|   |   |  |
|---|---|--|
| 1 | Name of Post  | Professor  |
| 2 | Number of Post  | 02   |
| 3 | Classification  | Group 'A'  |
| 4 | Scale of Pay (as per 7 <sup>th</sup> CPC pay matrix)              | Academic Level 14  |
| 5 | Age Limit for Direct Recruits                                     | Preferably below 50 years  |
| 6 | Educational and other qualifications required for direct recruits | <p>Essential:</p> <p>i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).</p> <p>ii) A minimum of ten years of teaching and/or research experience at the level of Assistant Professor/Associate Professor in a University / College / Indian or Foreign Research Institutions of comparable standards, of which at least three years should be at the level of an Associate Professor or equivalent. The research experience shall be counted as per UGC Regulations.</p> <p>iii) A minimum of ten research publications in peer-reviewed journals or publication of ten book chapters or publication of four books as an author or eight books as a co-author by a reputed publisher or ten granted patents. A combination of research publications, books, book chapters and granted patents totalling ten, may be considered.</p> <p>iv) As a sole supervisor, one doctoral candidate should awarded a Ph.D. degree, or as a co-supervisor, two doctoral candidates should be awarded Ph.D. degrees.</p> <p>v) Notable contributions in at least four areas out of the ten given in Rule 13.1.9 of these Rules</p> <p>Desirable:<br/>To be determine by the Department, if any.</p> |
| 7 | Period of probation, if any                                       | One Year   |
| 8 | Method of recruitment   | Direct recruitment   |
| 9 | Composition of Selection Committee                                | <b><u>Schedule I(A)</u></b>  |

**RECRUITMENT RULES FOR THE POST OF SCIENTIST- E /F/ G OR EQUIVALENT**

|   |   |   |
|---|---|---|
| 1 | Name of Post  | SCIENTIST- E / F / G / EQUIVALENT   |
| 2 | Number of Post  | 05  |
| 3 | Classification  | Group 'A'   |
| 4 | Scale of Pay (as per 7 <sup>th</sup> CPC pay matrix)                        | <p>Scientist E: - Level 13 and admissible allowances on deputation<br/>                     Scientist F: - Level 13A and admissible allowances on deputation<br/>                     Scientist G:- Level 14 and admissible allowances on deputation</p>  |
| 5 | Age Limit for appointment on Deputation                                     | Not exceeding 56 years.   |
| 6 | Educational and other qualifications required for appointment on Deputation | <p><b><u>Essential: - Scientist – E</u></b><br/>                     i) First Class Master's Degree in appropriate branch of Engineering &amp; Technology.<br/>                     ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering / Technology.<br/>                     iii) <b>Experience:</b> - 5 years of research experience and should be working as Sci-E as on the date of application .</p> <p><b><u>Essential: - Scientist – F</u></b><br/>                     i) First Class Master's Degree in appropriate branch of Engineering &amp; Technology.<br/>                     ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering / Technology<br/>                     iii) <b>Experience:</b> - 5 years of research experience and should be working as Sci-F as on the date of application</p> <p><b><u>Essential: - Scientist - G</u></b><br/>                     i) First Class Master's Degree in appropriate branch of Engineering &amp; Technology.<br/>                     ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering / Technology and experience of 10 years, out of which at least 5 years in a position equivalent to Associate Professor (Academic Pay Level 13A)<br/>                     iii) <b>Experience:</b> - Industrial / Professional experience of 10 years, out of which at least 5 years of research experience and should be working as Sci-G as on the date of application.</p> |
| 7 | Method of recruitment   | Deputation as described under this rule   |
| 8 | Composition of Selection Committee  | <b>As per Schedule-I (D)</b>  |

**APPOINTMENT OR ENGAGEMENT OF OTHER TEACHING STAFF**

|      |  |  |
|------|--|--|
| i)   | Name of Post                           | <b>Adjunct Faculty</b>   |
| ii)  | Number of Post                         | The strength of Adjunct faculty shall not exceed 25% the sanctioned strength of faculty at any time. (At present not exceeding more than 18 Nos)   |
| iii) | Remuneration and other facilities      | <p>a) Adjunct faculty will be provided an honorarium @ per lecture as decided by the BoM.</p> <p>b) Adjunct faculty will be provided travel cost, as per entitlement, from his/her institutional/place of stay and back, maximum six (06) times per academic year. No reimbursement for hiring accommodation will be permissible. However, she/he may be provided free lodging and boarding in the Guest House / Hostel.</p>   |
| iv)  | Age Limit                              | Not more than 70 yrs.  |
| v)   | Engagement modalities / Qualification: | <p>a) Should have the minimum qualifications as prescribed in the regulations framed by UGC/ respective statutory councils from time-to-time OR</p> <p>b) A person of eminence with or without a postgraduate or Ph.D qualifications. OR</p> <p>c) Should be an accomplished professional / expert in his chosen field of discipline / domain and may not necessarily possess qualifications prescribed under UGC regulations. OR</p> <p>d) Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role.</p> <p>e) They are also expected to have an understanding of industry requirements, National Occupational Standards (NOSs) and Assessment and Certification for skills.</p> <p>f) In addition to the above, it is expected that the Adjunct Faculty in both the above streams would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.</p> |

|       |   |   |
|-------|---|---|
| vi)   | Selection Criteria and procedure for appointment of Adjunct Faculty | <p>a) An individual can apply and or DIAT may seek specific experts as Adjunct Faculty from time to time.</p> <p>b) Adjunct Faculty appointment can be made to a specific area, department or at the institute level. The concerned Head of Department for which the appointment is considered should identify specific teaching needs and responsibilities of the appointee. For appointment at Institute level, Dean (Academics) shall identify teaching, tasks and responsibilities of the appointee.</p> <p>c) Period of empanelment will vary from 06 months to 03 years as decided by the Institution on mutually agreed terms and conditions.</p> <p>d) For appointment to an area or department, the recommendation from the concerned HOD shall be included as an input for the evaluation process. If the department recommends a case for adjunct faculty, the same should be examined by a committee.</p> |
| vii)  | Method of recruitment   | As per UGC guidelines   |
| viii) | Composition of Selection Committee                                  | <b>As per Schedule-I (E)</b>  |

**APPOINTMENT OR ENGAGEMENT FOR THE POST OF VISITING FACULTY**

|      |  |  |
|------|--|--|
| i)   | Name of Post                           | Visiting Faculty   |
| ii)  | Number of Post                         | The number of Visiting Faculty shall not exceed 10% of the sanctioned strength of faculty at any time (i.e. not more than 07 Nos at present)   |
| iii) | Remuneration and other facilities      | <p>a) Shall be entitled to a fixed monthly remuneration, on a case-to-case basis, depending on the background and expertise, within the overall ceiling as decided by the BoM.</p> <p>b) The remuneration payable shall be over and above the pensionary benefits, if any, to which they may be entitled to. (for retirees)</p> <p>c) Lodging and boarding in the Guest House / Hostel on payment basis.</p> <p>d) Medical facility as available in the Institute (MI Room)</p> <p>e) TA/DA for movements within the country as applicable to equivalent core faculty, for attending National/International seminars, Technical discussion, Project facility etc.</p> <p>f) Visiting Faculty who are settled in Pune will be paid Rs. 6000/- per month towards local transportation over and above their normal compensation. They will not be provided DIAT transportation during their period of engagement.</p> |
| v)   | Age Limit                              | Not exceeding 65 years   |
| vi)  | Engagement Modalities / Qualification: | <p>a) The senior academicians, senior Government officers, senior industry personnel and eminent personalities who have made significant contribution to the knowledge in the concerned / allied / relevant / applied disciplines are eligible to be invited as Visiting Faculty.</p> <p>b) Visiting Faculty shall be from outside the concerned University.</p> <p>c) Appointment can be made to a specific area, department or at the institute level. The concerned Head of Department for which the appointment is considered should identify specific teaching/research needs and responsibilities of the appointee. For appointment at institute level, Dean</p>   |

|       |                                    |  |
|-------|------------------------------------|--|
|       |                                    | (Academics) shall identify teaching, tasks and responsibilities of the appointee.<br>d) DIAT can also invite eminent academicians and researchers as Visiting Professors based on specific needs of departments. |
| vii)  | Engagement period, if any          | Period of appointment may be for a period of one year extendable one more year after review. Overall period shall not be exceeding 2 years   |
| viii) | Method of recruitment              | As per UGC guidelines  |
| ix)   | Composition of Selection Committee | <b>As per Schedule-I (E)</b>   |

**APPOINTMENT OR ENGAGEMENT FOR THE POST OF DISTINGUISHED VISITING FACULTY**

**DISTINGUISHED VISITING FACULTY**

|      |  |  |
|------|--|--|
| i)   | Name of Post                           | Distinguished Visiting Faculty   |
| ii)  | Number of Post                         | 10% of the sanctioned strength of faculty  |
| iii) | Remuneration and other facilities      | <p>An Honorarium of Rs. 5000/- per lecture of one-hour duration may be paid to the Distinguished Visiting Faculty but not exceeding Rs. 1,00,000/- per month. (The engagement may be in hybrid mode). As reviewed by the BoM / EC time to time</p> <p>a) Lodging and boarding in the Guest House / Hostel on payment basis.<br/> b) Medical facility as available in the Institute (MI Room)<br/> c) TA/DA for movements within the country as applicable to a Professor in the core faculty, for attending National/International seminars, Technical discussion, Project facility etc.<br/> d) Distinguished Visiting Faculty who are settled in places other than Pune will be provided economy air travel support (Cost of travel) between the base station (normal place of residence) to Pune and back once a month, DIAT shall procure cheapest fare tickets for such travels.</p> <p>e) Distinguished Visiting Faculty who are settled in Pune will be paid Rs. 6000/- per month towards local transportation over and above their normal compensation. They will not be provided DIAT transportation during their period of engagement.</p> |
| v)   | Age Limit                              | Not exceeding 75 years   |
| vi)  | Engagement Modalities / Qualification: | <p>a) The senior academicians, senior Government officers, senior industry personnel and eminent personalities who have made significant contribution to the knowledge in the concerned / allied / relevant / applied disciplines are eligible to be invited as Visiting Faculty.<br/> b) Visiting Faculty shall be from outside the concerned University.<br/> c) Appointment can be made to a specific area, department or at the institute level. The concerned Head of Department for which the appointment is considered should identify</p>  |

|       |                                    |  |
|-------|------------------------------------|--|
|       |                                    | <p>specific teaching/research needs and responsibilities of the appointee. For appointment at institute level, Dean (Academics) shall identify teaching, tasks and responsibilities of the appointee.</p> <p>d) DIAT can also invite eminent academicians and researchers as Visiting Professors based on specific needs of departments.</p> |
| vii)  | Engagement period, if any          | <p>Period of appointment may be for a period of one year extendable one more year after review.<br/>Overall period shall not be exceeding 2 years</p>  |
| viii) | Method of recruitment              | As per UGC guidelines  |
| ix)   | Composition of Selection Committee | <b>As per Schedule-I (E)</b>   |

**ENGAGEMENT OR APPOINTMENT OF PROFESSOR OF PRACTICE (POP)**

|      |                             |   |
|------|-----------------------------|---|
| i)   | Name of Post                | Professor of Practice (PoP)   |
| ii)  | Categories of Engagement    | <ul style="list-style-type: none"> <li>i) Professor of Practice funded by Industries</li> <li>ii) Professor of Practice funded by the DIAT</li> <li>iii) Professor of Practice on Honorary basis.</li> </ul>  |
| iii) | Number of Post              | The strength of Professor of Practice shall not exceed 10% of the sanctioned strength of faculty at any time (i.e. not more than 07 Nos)  |
| iv)  | Remuneration                | Rs. 1.5 Lakh to Rs. 2.00 Lakh per month depending upon the expertise level  |
| v)   | Age Limit                   | Not exceeding 70 years  |
| vi)  | Eligibility criteria:       | <p>Distinguished experts who have made remarkable contributions in their professions from various field such as health care industry, engineering, science and technology including entrepreneurship. Those who have proven expertise in their specific profession or role with at least 15 years of service/experience, preferably at a senior level, shall be eligible for Professor of Practice.</p> <p>A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, they should possess the skills to carry out the duties and responsibilities specified in the following section.</p> |
| vii) | Procedure for selecting PoP | <ul style="list-style-type: none"> <li>a) The Vice Chancellor may invite nominations from eminent experts for Professor of Practice positions.</li> <li>b) The experts willing to serve may also be nominated or they can send their nomination to the Vice Chancellor with detailed biodata and a brief write-up about their potential contribution to DIAT.</li> <li>c) Such nominations may be considered by a selection committee consisting of Vice Chancellor as Chairman, two senior professors from DIAT, Pune and three eminent external members. Based on the recommendations of this committee, the</li> </ul>   |

|       |                                    |  |
|-------|------------------------------------|--|
|       |                                    | Academic Council and the Board of Management of DIAT will decide on the engagement / empanelment.  |
| viii) | Tenure                             | <p>The engagement may be initially for up to one year. At the end of the initial engagement or subsequent extension, DIAT will make an assessment and take the decision about extension. The DIAT will devise assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice.</p> <p>The maximum duration of service of Professor of Practice at DIAT shall not exceed three years and is extendable by one year in exceptional cases and the total service should not exceed four years under any circumstances.</p> |
| ix)   | Method of recruitment              | As indicated above para (vi)   |
| x)    | Composition of Selection Committee | <b>As per Schedule-I (E)</b>   |

**ENGAGEMENT FOR THE POST OF GUEST FACULTY**

| Sr. No | Name of Post                       | Guest Faculty  |
|--------|------------------------------------|--|
| ii)    | Number of Post                     | The Guest Faculty be appointed only against sanctioned post. However, to meet special needs where the sanctioned posts are not adequate as per the teaching working load, the number of Guest Faculty to be appointed can be up to 100% over and above the sanctioned posts.   |
| iii)   | Remuneration                       | As per the institute norms and revised by EC / by BoM from time to time  |
| iv)    | Age Limit                          | Not exceeding 70 years   |
| v)     | Eligibility:                       | The qualification for Guest Faculty shall be the same as those prescribed for the regular Assistant Professors of University in UGC Regulations  |
| vi)    | Selection Criteria and procedure   | The Selection procedure for appointing Guest Faculty shall be the same as those of regularly appointed Assistant Professors.   |
| vii)   | Tenure                             | <p>The engagement may be initially for up to one year. At the end of the initial engagement or subsequent extension, DIAT will make an assessment and take the decision about extension.</p> <p>The DIAT will devise assessment procedure for extension based on the contribution and requirement.</p> <p>The maximum duration of engagement shall not exceed three years.</p>               |
| viii)  | Method of recruitment              | <p>The Vice Chancellor may invite nominations from Guest Faculty on the recommendations of Head of Academics departments.</p> <p>The experts willing to serve may also be nominated or they can send their nomination to HoD with detailed biodata and a brief write-up about their expertise.</p> <p>Such nominations may be considered by a selection committee as stated in the rule.</p> |
| ix)    | Composition of Selection Committee | Department Level   |

**SELECTION COMMITTEES**

Following shall be the Composition of Selection Committee for **Direct Recruitment** to the post of **Assistant Professor (Academic Level-10)**, **Associate Professor (Academic Level 13A)** and **Professor (Academic Level-14)**

|      |  |             |
|------|--|-------------|
| i)   | Vice-Chancellor  | Chairperson |
| ii)  | #Chancellor's Nominee  | Member      |
| iii) | A teacher (not a member of either the academic or the administrative bodies of the Institute) not below the rank of Professor to be nominated by the Vice Chancellor | Member      |
| iv)  | <b>Three external</b> subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the Executive Council / BoM bodies of the Institute.   | Member      |
| v)   | Dean (Academics)   | Member      |
| vi)  | *Head of the Department / Director of the School   | Member      |

**NOTE:**

- i) Five members, including at least two external subject experts, shall constitute the quorum,
- ii) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities may be nominated by the Vice-Chancellor
  - a) if any of the candidates belonging to any of these categories is the applicant and
  - b) if any of the members of the selection committee does not belong to these categories.
- iii) The recommendations of the Selection Committee shall be placed before the Executive Council /Board of Management.
- iv) \*Head of the Department concerned if the post for which selection is being made is lower is status than that occupied by the Head of the Department.
- v) # For position Associate Professor and above.
- vi) The Selection Committee may also act as Confirmation Committee. However, the Chancellor Nominee and three external subject experts will not form part of the Confirmation Committee

**Schedule -I (B)**

Following shall be the Composition of **Selection Committee** for promotion through Career Advancement Scheme (CAS) of Core Faculty for advancement in **Assistant Professor (Academic Level-10) to Assistant Professor (Academic Level-11) and Assistant Professor (Academic Level-11) to Assistant Professor (Academic Level-12)**

|      |  |             |
|------|--|-------------|
| i)   | Vice-Chancellor  | Chairperson |
| ii)  | #Chancellor's Nominee  | Member      |
| iii) | A teacher (not a member of either the academic or the administrative bodies of the Institute) not below the rank of Professor to be nominated by the Vice Chancellor | Member      |
| iv)  | <b>Two external</b> subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the Institute.          | Member      |
| v)   | Dean (Academics)   | Member      |
| vi)  | *Head of the Department / Director of the School   | Member      |

**NOTE:**

- i) Four members, including at least two external subject experts, shall constitute the quorum,
- ii) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities may be nominated by the Vice-Chancellor
  - a) if any of the candidates belonging to any of these categories is the applicant and
  - b) if any of the members of the selection committee does not belong to these categories.
- iii) The recommendations of the Selection Committee shall be placed before the Executive Council /Board of Management / Governing Body or equivalent statutory body of the Institute for appropriate decision.
- iv) \*Head of the Department concerned if the post for which selection is being made is lower is status than that occupied by the Head of the Department.
- v) # For position Associate Professor and above.

**Schedule -I (C)**

Following shall be the Composition of **Selection Committee** for promotion through Career Advancement Scheme (CAS) of Core Faculty advancement in **Assistant Professor (Academic Level-12) to Associate Professor (Academic Level-13A) and Associate Professor (Academic Level-13A) to Professor (Academic Level-14) and Professor (Academic Level-14) to Sr. Professor (Academic Level-15)**

|      |  |             |
|------|--|-------------|
| i)   | Vice-Chancellor  | Chairperson |
| ii)  | Chancellor Nominee   | Member      |
| iii) | A teacher (not a member of either the academic or the administrative bodies of the Institute) not below the rank of Professor to be nominated by the Vice Chancellor | Member      |
| iv)  | <b>Three external</b> subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the Institute.        | Member      |
| v)   | Dean (Academics)   | Member      |
| vi)  | *Head of the Department / Director of the School   | Member      |

**NOTE:**

- i) Four members, including at least two external subject experts, shall constitute the quorum,
- ii) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities may be nominated by the Vice-Chancellor
  - a) if any of the candidates belonging to any of these categories is the applicant and
  - b) if any of the members of the selection committee does not belong to these categories.
- iii) The recommendations of the Selection Committee shall be placed before the Executive Council /Board of Management / Governing Body or equivalent statutory body of the Institute for appropriate decision.
- iv) \*Head of the Department concerned if the post for which selection is being made is lower in status than that occupied by the Head of the Department.

**Schedule -I (D)**

Following shall be the Composition of Selection Committee for applicants to be appointed on deputation

|      |  |             |
|------|--|-------------|
| i)   | Vice-Chancellor  | Chairperson |
| ii)  | A teacher (not a member of either the academic or the administrative bodies of the Institute) not below the rank of Professor to be nominated by the Vice Chancellor | Member      |
| iii) | DG-HR, DRDO HQ   | Member      |
| iv)  | <b>Three external</b> subject experts nominated by the Vice-Chancellor   | Member      |
| v)   | Dean (Academics)   | Member      |
| vi)  | *Head of the Department / Director of the School   | Member      |

**NOTE:**

- i) Four members, including at least one external subject expert, shall constitute the quorum,
- ii) \*Head of the Department concerned if the post for which selection is being made is lower in status than that occupied by the Head of the Department.

**Schedule -I (E)**

Following shall be the Composition of Selection Committee for appointment of other than regular faculty

**I.Adjunct Faculty**

|      |  |             |
|------|--|-------------|
| i)   | Vice Chancellor                                      | Chairperson |
| ii)  | Dean (Academic / Faculty)                            | Member      |
| iii) | Head of the concerned Department                     | Member      |
| iv)  | One external expert nominated by the Vice Chancellor | Member      |
| v)   | Registrar or his representative                      | Convenor    |

**II.Visiting Faculty**

|      |   |             |
|------|---|-------------|
| i)   | Vice-Chancellor   | Chairperson |
| ii)  | Dean (Academics / Faculty)                                    | Member      |
| iii) | Two external subject experts nominated by the Vice-Chancellor | Member      |
| iv)  | Head of the Dept. /Director of the School                     | Member      |
| v)   | Registrar or his representative                               | Convenor    |

**III.Distinguished Visiting Faculty**

|      |   |             |
|------|---|-------------|
| i)   | Vice-Chancellor   | Chairperson |
| ii)  | Dean (Academics / Faculty)                                    | Member      |
| iii) | Two external subject experts nominated by the Vice-Chancellor | Member      |
| iv)  | Head of the Dept. /Director of the School                     | Member      |
| v)   | Registrar or his representative                               | Convenor    |

**IV.Professor of Practice (PoP)**

|      |   |             |
|------|---|-------------|
| i)   | Vice-Chancellor   | Chairperson |
| ii)  | Chancellor Nominee / DG-HR                                    | Member      |
| ii)  | Dean (Academics / Faculty)                                    | Member      |
| iii) | Two external subject experts nominated by the Vice-Chancellor | Member      |
| iv)  | Head of the Dept. /Director of the School                     | Member      |
| v)   | Registrar or his representative                               | Convenor    |

Recommendations of the Committee:

- i) The committee noted that as per existing authorized strength, there are 06 posts of Professor and 11 posts of Associate Professor, for direct recruitment. It was noted that enough qualified and experienced faculty members were available to fill up the position of Professor through promotion under CAS. Therefore, the authorized strength of posts in the grade of Professor for direct recruitment may be reduced to 02 posts. Accordingly, the strength in the grade of Associate Professor may be increased correspondingly to 15 posts.
- ii) The UGC Regulations prescribe only the minimum eligibility criteria; however, the present Recruitment Rules are framed to maintain higher academic standards of DIAT.
- iii) The Committee recommended that though present Recruitment Rules are aligned with the draft UGC Regulations, 2025, yet to be notified. However, the Recruitment Rules may be reviewed and revised, if necessary, in the event of any material changes notified by the UGC.
- iv) The Committee further recommended that increase in strength of faculty may be determined in accordance with the final recommendations of Road Map Committee of DIAT on this acceptance approval by the competent authority.

**REVIEW OF EXPENDITURE FOR F.Y. 2025-26 AND FBE 2026-27**

(Amt. in Crores)

| Particulars   | BE<br>2025-26<br>(Proposed<br>) | BE<br>2025-26<br>(Sanctioned) | Actual<br>Expendit<br>ure till<br>28.02.202<br>6 from<br>GIA | Expendit<br>ure from<br>DIAT<br>own<br>funds | FBE<br>2026-27<br>(<br>Proposed<br>in<br>Sep.'25) | Revised<br>FBE<br>2026-27 |
|---|---------------------------------|-------------------------------|--|--|---|---------------------------|
| <b>(A) Capital Expenditure</b>  |                                 |                               |  |  |   |                           |
| Capital Equipment<br>P&M/OE/ Lab Equipment/<br>Furniture & Fixtures/<br>Computers/ Motor Vehicles<br>etc.   | 27.50                           | 27.50                         | 15.71  | --   | 27.50   | 27.50                     |
| Library (Books)   | 0.50                            | 0.50                          | 0.50   | 0.26   | 0.50  | 0.50                      |
| <b>TOTAL (A)</b>  | <b>28.00</b>                    | <b>28.00</b>                  | <b>16.21</b>   | <b>0.26</b>                                  | <b>28.00</b>                                      | <b>28.00</b>              |
| <b>(B) Revenue Expenditure</b>  |                                 |                               |  |  |   |                           |
| Pay and allowances of<br>DIAT Officers & DIAT<br>Staff  | 38.64                           | 34.00                         | 30.55  | --   | 46.28   | 34.00                     |
| Establishment Expenses  | 2.24                            | 2.50                          | 2.48   | --   | 2.50  | 3.00                      |
| Academic Expenses   | 7.05                            | 5.00                          | 5.00   | 5.02   | 9.00  | 13.00                     |
| <b>Administrative Expenses</b><br>(Printing & Stationary,<br>Fuel, Legal/Audit Fee &<br>other Admin Exp.,<br>Repairs &<br>Maintenance//Logistics/Sec<br>urity, Messenger & Hygiene<br>& Sanitation Contracts etc. | 6.60                            | 4.00                          | 4.00   | 4.01   | 7.26  | 10.00                     |
| Library Journals  | 2.50                            | 1.50                          | 1.50   | 0.18   | 1.50  | 1.75                      |
| <b>TOTAL (B)</b>  | <b>57.03</b>                    | <b>47.00</b>                  | <b>43.53</b>   | <b>9.21</b>                                  | <b>66.54</b>                                      | <b>61.75</b>              |
| <b>TOTAL (A+B)</b>  | <b>85.03</b>                    | <b>75.00</b>                  | <b>59.74</b>   | <b>9.47</b>                                  | <b>94.54</b>                                      | <b>89.75</b>              |

**INTERNAL RESOURCE GENERATIONS**

(Amt. in Crores)

| Internal Resources<br>Generated/Term<br>Deposits/FY                                    | 2025-26<br>As on<br>28.02.2026 | 2024-25      | 2023-24      | 2022-23      | 2021-22      | 2020-21      |
|--|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| Annual course fees   | 9.06                           | 6.82         | 5.83         | 4.41         | 4.20         | 4.18         |
| Interest on Savings<br>Bank A/c / Term<br>Deposits                                     | 0.92                           | 3.68         | 1.16         | 1.62         | 0.76         | 0.71         |
| Net receipts from<br>Training/customized<br>course /<br>Testing<br>Charges/Consultancy | -1.48                          | 1.26         | 2.56         | 2.20         | -0.28        | 2.14         |
| Sponsored Project<br>Overheads   | 0.42                           | 0.46         | 0.35         | 0.15         | 1.04         | 0.17         |
| Miscellaneous Income   | 0.28                           | 0.34         | 0.58         | 0.25         | 0.45         | 0.12         |
| <b>TOTAL</b>   | <b>9.20</b>                    | <b>12.56</b> | <b>10.48</b> | <b>8.63</b>  | <b>6.17</b>  | <b>7.32</b>  |
| <b>Term Deposits</b>   | <b>52.88</b>                   | <b>46.65</b> | <b>40.52</b> | <b>31.93</b> | <b>22.26</b> | <b>17.02</b> |