

INDIAN STATISTICAL INSTITUTE  
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KOLKATA 700 108

OFFICE ORDER NO. D.O./2022/26

DATED 08 FEBRUARY 2022

Guidelines for the Promotion of Faculty and Scientific Workers  
in the Equivalent Category

Pursuant to the deliberations in the PinCH&D Committee and decision taken by the Council in its meeting held on 18 November 2021 the following guidelines for promotions from the ranks of Assistant Professor to Associate Professor, Associate Professor to Professor (hereafter called faculty) and for the others with equivalent ranks in the Institute are hereby framed as follows:

1. To be considered for promotion to

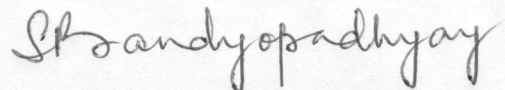
**Associate Professor:** the candidate should have completed at least three (3) years of service as Assistant Professor,

**Professor:** the candidate should have completed at least four (4) years of service as Associate Professor, and

**Faculty Equivalent Category\*:** the candidate should have completed at least four (4) years of service in the present designation.

2. A candidate should apply for promotion to the Professor-in-Charge of the respective division/Head, SQC & OR Division along with all relevant information after completion of required years of service in the present designation as mentioned above. It may be noted that normally promotions will be considered after completion of six (6) years in service in the current position. Only in exceptional cases promotions may be considered after completion of the minimum number of years of service in the respective positions. The proforma for application for a review is available on the ISI website.
3. For promotion to Associate Professor, a candidate must generally have at least one Ph.D. student registered with him/her. For promotion to Professor, a candidate must generally have at least one Ph.D. student with degree awarded. Research output and research supervision will be important criteria for promotion, though teaching and training activities and academic administration will also be given due consideration. It is expected that each candidate would have given adequate service to the Institute. This will be especially important for promotion to the Professor position. In general, having external funding is highly desirable, especially for promotion to the position of Professor.
4. Each application will be screened by an appropriate Divisional Screening Committee (to be set up by the Director) consisting of Professor-in-Charge/Head, SQC & OR Division and Heads of the Units under the Division or their nominees (at the level of Professor), External Experts and two representatives from other Divisions. The Screening Committee may take the feedback of the faculty members of the Division, with designation strictly higher than that of the applicant, through the Professor-in-Charge/Head, SQC & OR Division of the concerned Division. Taking an overall view, the Screening Committee would recommend to the Director a list of candidates in whose cases further processing is called for.
5. In case a candidate is not promoted he/she may apply for the next review earliest after one year from the date of previous application, highlighting the additions to his/her CV attained in the intervening period.

This is issued in supersession of all previous guidelines regarding promotions of faculty and equivalent categories.



(Sanghamitra Bandyopadhyay)  
Director

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\* Since for the Scientific Workers (Faculty) in the equivalent categories, the approval of IISc. pay scales is still pending with the Government, the minimum requirement for promotion to these categories will remain four (4) years as before, and requirement of having PhD supervision will be considered on a case-by-case basis.

Copy to : All Professors-in-Charge/Head, SQC & OR Division  
All Heads of Centres  
All Heads of Departments/Sections/Units including outlying Centres/Branches  
Chief Executive (A&F)  
Personnel Unit  
Council Section  
Director's Office.