



Question. Does your institution have a tenure or a career promotion system in place that recognizes interdisciplinary research within the applicable disciplines?

Response: Yes, Kalinga Institute of Industrial Technology (KIIT) Deemed to be University has a structured tenure and career promotion system that recognizes and rewards interdisciplinary research. The evaluation framework considers collaborative research projects, interdisciplinary publications, external research funding, innovation outcomes, and the broader societal impact of research while assessing faculty members for promotion and career advancement.

Evidence: Career Promotion System Recognizing Interdisciplinary Research

KIIT University promotes a vibrant research ecosystem that encourages faculty members to engage in interdisciplinary research across diverse academic domains. The University particularly encourages participation of women faculty members and researchers in collaborative research activities that address scientific, technological, and societal challenges.

- ✚ The **Memorandum of Association (MoA)** of KIIT University, framed in accordance with the guidelines of the **University Grants Commission (UGC)**, outlines the University's commitment to excellence in **teaching, innovation, and research**. The MoA emphasizes the promotion of a dynamic academic ecosystem that integrates **interdisciplinary research, advanced learning methodologies, and innovation-driven knowledge creation**. It supports collaborative research across diverse disciplines, encourages faculty and student engagement in cutting-edge research projects, and fosters the development of innovative solutions addressing societal and technological challenges. Through this framework, KIIT University aims to strengthen its role as a center of **quality education, impactful research, and interdisciplinary knowledge advancement**.

<https://kiit.ac.in/wp-content/uploads/2025/12/MoA.pdf>

- ✚ The Quality Assurance framework at KIIT University ensures transparency, accountability, and academic excellence in the faculty promotion process. In alignment with UGC regulations, faculty performance is evaluated through structured academic appraisal mechanisms that assess teaching effectiveness, research productivity, innovation outcomes, and academic service.

<https://www.kiit.ac.in/wp-content/uploads/2023/04/Quality-Manual.pdf>

As per the promotion policy of KIIT Deemed to be University, a formal **promotion notice is circulated every year through the Office of the Registrar**. The notification invites eligible faculty members to apply for promotion under the prescribed guidelines and evaluation criteria of the university. The Registrar's office ensures timely communication of the promotion process,



including eligibility requirements, documentation, and submission timelines, thereby maintaining transparency and uniformity in the faculty promotion system.



OFFICE OF THE REGISTRAR
KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY, BHUBANESWAR
(DEEMED TO BE UNIVERSITY)

Ref. No: KIIT/HR/ 333 /24

Date: 29.03.2024

NOTICE

Applications are invited from eligible faculty members of Kalinga Institute of Industrial Technology (KIIT) Deemed to be University for promotion as per the eligibility guidelines enclosed herewith.

The applications with all the relevant supporting documents should reach the HR Cell by **18th March, 2024** as per the application format enclosed.

Registrar

Copy to:

- HR Cell
- All the faculty members of KIIT
- All Director Generals / Directors / Deans
- Prof Eminence & Research Chair
- AO to the Vice Chancellor
- PS, Office of the Founder, KIIT & KISS

✚ Career Advancement and Promotion Policy

The Human Resource policies of KIIT University follow the **University Grants Commission (UGC)** guidelines under the Career Advancement Scheme (CAS). The promotion framework facilitates career progression through the following academic levels:

- Assistant Professor – Stage I to Stage II
- Assistant Professor – Stage II to Stage III
- Assistant Professor (Stage III) to Associate Professor
- Associate Professor to Professor

Advancement to higher academic positions requires quality research publications in reputed peer-reviewed journals indexed in Scopus and Web of Science, along with significant academic and research contributions.



✚ Performance Evaluation through PBAS and API

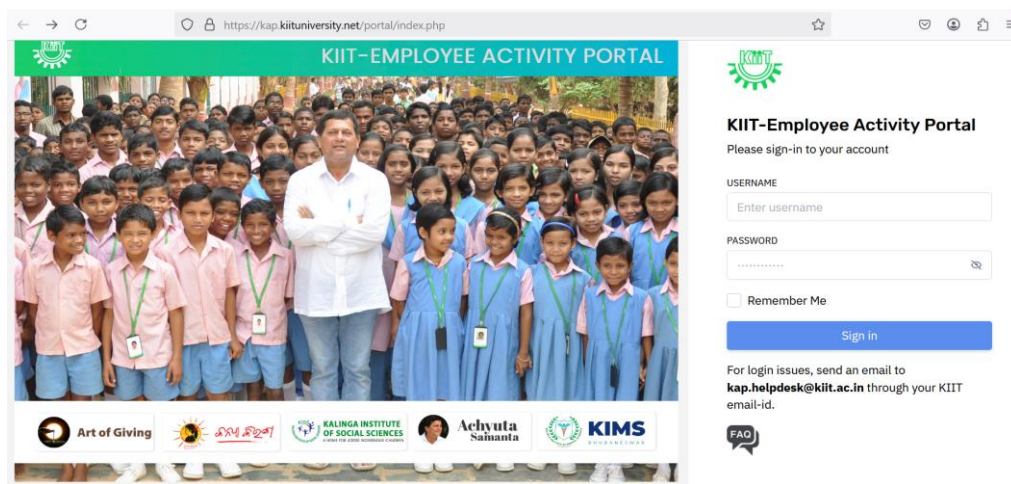
Faculty / Researchers are evaluated through the **Performance Based Appraisal System (PBAS)** and **Academic Performance Indicator (API)** framework. The system assesses Teaching, Research Productivity, Innovation Activities, Academic Service, and Institutional Contributions.

❖ PBAS Evaluation Criteria:

- Criteria I: **Teaching and Learning Activities** (Qualitative Assessment)
- Criteria II: **Student-related Activities & Academic Responsibilities** (Qualitative Assessment)
- Criteria III: **Academic and Research Activities** (Quantitative Assessment)
- Criteria IV: **KIIT Institutional Contributions Component** (Quantitative Assessment)

The Performance-Based Assessment System (PBAS) is a quantitative framework for evaluating annual faculty performance across teaching, research, and service activities. The **KAP Portal** (<https://kap.kiituniversity.net/portal/index.php>) is the dedicated online platform for this process.

Log in to the KAP Portal <https://kap.kiituniversity.net/portal/index.php> using your institutional KAP credentials.



❖ Key Research Evaluation Components (Category III)



Faculty / Researchers report detailed Research Activities including:

- Published Research Papers Indexed in **Scopus / Web of Science / Pubmed**
- Conference Publications Indexed in **Scopus / Web of Science / Pubmed**
- Articles or Chapters Published in Books/Proceedings
- Development of Innovative Pedagogy



- Curriculum and Course Design
- MOOCs and E-Learning Content
- Research Supervision
- Sponsored Research Projects
- Consultancy Work
- Patents and Intellectual Property
- Policy Documents
- Awards and Fellowships
- Invited Lectures
- Academic Events Organized
- Professional Memberships
- Faculty Development Programs
- Publication Statistics (H-Index and Citations)

Faculty / Researcher PBAS Portal (Online) - Screenshot of Criteria III: Academic / Research Activity

  https://kap.kiituniversity.net/portal/User/Pbas_faculty/Admnistration_faculty

Criteria - III
Academic/Research Activity

- 01. Published Research Papers indexed in Scopus/WoS/PubMed
- 02. Conference Papers indexed in Scopus/WoS/PubMed
- 03(a). Articles/Chapters published in Books/ Proceedings
- 03(b). Translation works in Indian and Foreign Languages
- 04(a). Development of Innovative Pedagogy
- 04(b). Design of New Curricula and Courses
- 04(c). MOOCs
- 04(d). E-Contents
- 05(a). Research Guidance
- 05(b). Projects/Consultancy
- 06(a). Patent
- 06(b). Major Policy Document
- 06(c). Fellowships/Awards
- 07. Invited Lectures and Papers
- 08. Event Organized
- 09. Professional Membership
- 10. Faculty Improvement Programme
- 11. Publication Statistics

https://kap.kiituniversity.net/portal/User/Pbas_faculty/Admnistration_faculty



❖ **Role of API Scores in Career Advancement**

API scores documented and verified through the PBAS proforma serve as the **primary mechanism for faculty evaluation**, including:

- Promotions Under the **Career Advancement Scheme (CAS)**
- Annual Increments and Research Incentives
- Institutional Awards and Recognitions
- Leadership Roles, Key Academic Appointments, and Academic Deputations

❖ **Criteria III: Academic and Research Activities (Quantitative Assessment)**

Meticulously Enter Details for:

- **Published Research Papers indexed in Scopus/WoS/PubMed: Enter full details: title, SDG, journal name, publisher, authors, indexing link, ISSN, etc.**

Edit Criteria -III. Published Research Papers indexed in Scopus/WoS/PubMed

Personal Details

Employee Name Nachiketa Tarasia	Employee Code 101397
------------------------------------	-------------------------

Published Research Papers indexed in Scopus/WoS/PubMed

TITLE OF PAPER	SDG	FULL NAME OF THE JOURNAL	PUBLISHER NAME	PUBLICATION YEAR	PUBLICATION MONTH
	Select SDG(s) ▼			Select	Select

+ Add More
Save

Scroll Bar

- **Conference Papers indexed in Scopus/WoS/PubMed: Provide conference name, authors, indexing details, ISSN & URL etc.**

Edit Criteria -III. Conference Papers indexed in Scopus/WoS/PubMed

Personal Details

Employee Name Nachiketa Tarasia	Employee Code 101397
------------------------------------	-------------------------

Conference Papers indexed in Scopus/WoS/PubMed

SL.NO	TITLE OF PAPER	SDG	FULL NAME OF THE CONFERENCE	PUBLISHER NAME	PUBLICATION YEAR	WHETHER IT IS A JOINT PUBLI
1		Select SDG(s) ▼	AI cloud	df	2023	Select

+ Add More
Save



- **Articles/Chapters published in Books/Proceedings: Enter title of book, role, level, authors/editors, ISBN/ISSN, publisher, year & URL etc.**

Edit Criteria -III. Articles/Chapters published in Books/ Proceedings

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Articles/Chapters published in Books/Proceedings

SL.NO	TITLE OF THE BOOK	SDG	ROLE	LEVEL	CHAPTER NAME	AUTHORS/EDI
1		Select SDG(s)	Editor of Book	National	wrg	fd

+ Add More Save

- **Translation works: Select category and enter title, chapter name (if applicable), authors/editors, ISBN, publisher & URL etc.**

Edit Criteria -III. Translation works in Indian and Foreign Languages by qualified faculties

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Translation works in Indian and Foreign Languages by qualified faculties

SL.NO	CATEGORY	TITLE OF THE BOOK	MENTION NAME OF THE CHAPTER	LIST OF CO-AUTHORS/EDITORS	ISSN/ISBN NO.	FUL
1	Select					

+ Add More Save

- **Development of Innovative Pedagogy: Fill category, title, brief description, organization, platform, URL & attachment etc.**

Edit Criteria -III. Development of Innovative Pedagogy

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Development of Innovative Pedagogy

SL.NO	CATEGORY	TITLE OF THE PEDAGOGY	BRIEF DESCRIPTION	ORGANIZATION FOR WHICH IT WAS DEVELOPED	
1	Select				

+ Add More Save



- **Design of New Curricula and Courses: Enter category, course name, level, programme name & attachment etc.**

Edit Criteria -III. Design of New Curricula and Courses

Personal Details

Employee Name: Employee Code:

Design of New Curricula and Courses

SL.NO	CATEGORY	TITLE	PROGRAMME NAME	NAME OF COURSE	URL LINK
1	<input type="text" value="Select"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

- **MOOCs: Fill “No. of Modules” and “Credit of Course” as required and Fields activate based on role and Four-Quadrant selection.**

Edit Criteria -III. MOOCs

Personal Details

Employee Name: Employee Code:

MOOCs

SL.NO	NAME OF MOOC	SDG (MULTIPLE)	ROLE PERFORMED	WHETHER SATISFYING 04 QUADRANTS	CREDIT/ PARTIAL MODU
1	<input type="text"/>	<input type="text" value="Select SDG(s)"/>	<input type="text" value="Select"/>	<input type="text" value="Select"/>	<input type="text" value="Select"/>

- **E-Contents: Enter number of modules, credit, URL & attachment when active etc.**

Edit Criteria -III. E-Contents

Personal Details

Employee Name: Employee Code:

E-Contents

SL.NO	TITLE OF MODULE/MATERIAL	SDG	LEVEL (UG/PG)	CATEGORY	WHETHER SATISFY
1	<input type="text"/>	<input type="text" value="Select SDG(s)"/>	<input type="text" value="Select"/>	<input type="text" value="Select"/>	<input type="text" value="Select"/>



- **Research Guidance: Fill category, student name, roll number, thesis title, supervising role & status etc.**

Edit Criteria -III. Research Guidance

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Research Guidance

SL.NO	CATEGORY	STUDENT NAME	ROLL NO.	SUPERVISING ROLE	INSTITUTE	STATUS
1	Ph.D			Single	KIIT DU	Degree Awarded

+ Add More Submit

- **Projects/Consultancy: Provide title, SDG, funding agency, sanctioned amount, amount received, sanction date & letter and Upload proofs of amount received etc.**

Edit Criteria -III. Projects/Consultancy

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Project/Consultancy

SL.NO	TITLE	SDG	NATURE OF THE PROJECT	FUNDING AGENCY	SANCTION AMOUNT	AMOUNT RECEIVED
1		Select SDG(s)	Select			

+ Add More Save

- **Patent: Enter patent title, number, filing date, organization, inventors, URL & attachment etc.**

Edit Criteria -III. Patent

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Patent

SL.NO	PATENT TITLE	SDG	PATENT APPLICATION NO./PATENT NO.	PATENT TYPE	LEVEL	ORGANIZATION TO WHICH APPLIED
1		Select SDG(s)		Select	Select	

+ Add More Save



- **Major Policy Document: Enter document title, governing body, review date, web link & attachment etc.**

Edit Criteria -III. Major Policy document...

Personal Details

Employee Name: Employee Code:

Major Policy document (submitted to an International Body/organization (UNO,UNESCO,World Bank, IMF) or Central or State Government or Local Bodies)

SL.NO	TITLE OF THE DOCUMENT	GOVERNING BODY	DATE OF REVIEW	WEB LINK	UPLOAD ATTACHMENT FILE
1	<input type="text"/>	<input type="text"/>	dd-mm-yyyy <input type="text"/>	<input type="text"/>	Choose File No file chosen

[+ Add More](#) [Save](#)

- **Fellowships/Awards: Provide award title, awarding agency details, date, level & certificate.**

Edit Criteria -III. Fellowships/Awards

Personal Details

Employee Name: Employee Code:

Fellowships/Awards

SL.NO	FULL NAME OF THE AWARD/FELLOWSHIP	FULL NAME OF THE AWARDDING AGENCY/BODY	ADDRESS OF THE AWARDDING AGENCY	CONTACT DETAILS OF THE AWARDDING
1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

[+ Add More](#) [Save](#)

- **Invited Lectures and Papers:**

Edit Criteria -III. Invited Lectures and Papers...

Personal Details

Employee Name: Employee Code:

Invited Lectures and Papers at International /National/State or University Level

SL.NO	ROLE	TITLE	TITLE OF THE PROGRAMME/CONFERENCE/SEMINAR	FULL NAME OF THE ORGANIZER	DATE OF THE EVENT
1	Select	<input type="text"/>	<input type="text"/>	<input type="text"/>	dd-mm-yyyy <input type="text"/>

[+ Add More](#) [Save](#)



- **Event Organized:**

Edit Criteria -III. Event Organized

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Event Organized

SL.NO	NAME OF THE EVENT	SDG	EVENT TYPE	LEVEL	DURATION OF EVENT (IN DAYS)	
1	<input type="text"/>	Select SDG(s) ▼	Select	Select	Select	Select

+ Add More Save

- **Professional Membership:**

Edit Criteria -III. Professional Membership

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Professional Membership

SL.NO	NAME OF THE PROFESSIONAL BODY	MEMBERSHIP NUMBER	MEMBERSHIP TYPE	ATTACHMENT FILE NAME	USER REMARKS
1	<input type="text"/>	<input type="text"/>	-- Select --	Choose File No file chosen	

+ Add More Save

- **Faculty Improvement Programme:**

Edit Criteria -III. Faculty Improvement Programme

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Entry Date: 25-11-2025

Faculty Improvement Programme

SL.NO	CATEGORY	PROGRAM NAME	DURATION (IN DAYS)	LEVEL	LOCATION	START DATE
1	--Select--	<input type="text"/>	-- Select --	-- Select --	<input type="text"/>	dd-mm-yyyy

+ Add More Save



- **Publication Statistics:**

Edit Criteria -III. Publication Statistics

Personal Details

Employee Name: Nachiketa Tarasia Employee Code: 101397

Publication Statistics

SL.NO	H-INDEX OF THE FACULTY MEMBER AS IN SCOPUS	SCOPUS CITATIONS IN CURRENT YEAR	AUTHOR SCOPUS ID LINK	USER REMARKS	EXPERT REMARK
1	-- Select --	-- Select --			

KIIT University has established a **comprehensive, transparent, and merit-based career promotion system** that strongly recognizes **interdisciplinary research, innovation, and academic excellence**.

Through structured appraisal systems, institutional incentives, and collaborative research support, the university ensures that faculty members are encouraged to contribute to **high-impact research, interdisciplinary knowledge creation, and societal development**.