



Gujarat Technological University

(Accredited with A+ grade by NAAC)

Policy Document

on

Faculty Professional

Development Policy

(Version 1, Effective from Financial Year 2026-27 &

Approved in the IQAC Committee Meeting: 01-2026)



Background

Gujarat Technological University (GTU) was established in 2007 as a technological university with the objectives of developing knowledge of science, engineering, technology, management for the advancement of the quality of life of mankind by creating centers and institutions of excellence in the above mentioned academic domains. GTU has received A+ Grade in the NAAC first cycle and secured rank in Top 100 Universities under State Public University category and ranked in Top 50 universities under Innovation category in NIRF- 2025.

GTU is a State University with more than 400 affiliated colleges in its fold operating across the state of Gujarat through its FIVE zones at Ahmedabad, Gandhinagar, Vallabh Vidyanagar, Rajkot and Surat. The University caters to the fields of Engineering, Architecture, Management, Pharmacy, Computer Science and Applied Science. The University has about 2, 25,000 students enrolled in a large number of Diploma, Undergraduate, Post Graduate programs along with the robust Doctoral program. GTU has successfully started its Post Graduate Schools in the area of Engineering, Management, Pharmacy and Applied Science and offering very unique UG/PG programs approved by respective regulatory bodies i.e. AICTE/PCI/COA.

FPDP Implementation at University:

FPDP Implementation: Financial Year 2026-27

Vision

To be a global university for the creation and dissemination of knowledge and Innovation in Science & Technology, Humanities and Multidisciplinary domains for sustainable development and enrichment of human life.

Mission

1. To develop centres of academic excellence at university premises and at affiliated colleges in domains of science, engineering, technology, management, and environment for imparting comprehensive education, training, and research infrastructure as per the nation's requirements.
2. To build resources, facilities, proficiencies and other related infrastructure of global standard for the development of knowledge, skills, and competencies in the various educational domains.
3. To develop research-oriented pedagogy for flourishing ideas and to nurture innovators, entrepreneurs and professionals of tomorrow.
4. To build and enhance collaborations with other academic, research, industry, and government organizations as well as NGOs across the globe so that education, training and research at university and its affiliated colleges become aligned with national and global level requirements.
5. To encourage multidisciplinary research and develop flexible learning ecosystem.

CORE VALUES

1. Excellence with value-based education.
2. Responsiveness to society.
3. Integrity and transparency.
4. Mutual Respect.
5. Sustainable development.

FACULTY PROFESSIONAL DEVELOPMENT POLICY

Introduction:

In the rapidly evolving landscape of higher education, faculty members serve as the cornerstone of academic excellence, innovation, and institutional growth. The role of faculty has expanded beyond conventional teaching to include mentoring, research, knowledge dissemination, community engagement, and leadership. Recognizing this dynamic and multidimensional responsibility, it becomes imperative for GTU to invest in the continuous professional development of their faculty members. This Professional Development Policy aims to foster a culture of lifelong learning, scholarly growth, and adaptive leadership among faculty members. It is grounded in the belief that empowered and well-equipped educators contribute significantly to student success, institutional performance, and the nation's knowledge economy. Moreover, faculty development directly impacts the quality of teaching-learning processes, academic research, and societal engagement, ensuring alignment with national and global educational standards.

Objectives of the Policy:

- To foster a culture of continuous learning and academic excellence among faculty members
- To enhance teaching effectiveness through modern pedagogical training and technological integration
- To support high-quality research, publications, and innovation activities
- To promote interdisciplinary collaboration and industry-academia engagement
- To encourage faculty participation in national and international academic platforms
- To promote ethical conduct, inclusivity, and social responsibility in academic practices
- To provide equitable access to professional development opportunities across all disciplines

Eligibility and Grant Under the scheme:

This policy is applicable to all the contractual and permanent faculty members of GTU Schools and GTU-ITR (except OSD) who fulfil the eligibility criteria. Total approved points will be converted into INR in the proportion of 1point = 1000 INR which would be given to faculty member as a grant and this grant should be utilized by the concerned faculty member within 2 financial years.

All expenses under following categories are covered under this grant. The full grant amount will be credited in bank account of the faculty member.

1. Participation in National/International Conference/FDP/Workshop/Seminar/ training
2. Paper Publication Charges
3. Membership fees for related Professional organization
4. Patent filling and other administration charges related to patent application/granting

All eligible faculty members have to prepare the documents as per Annexure-1 guidelines and submit entire file with the approval of head of the school/constitute institute. The approval of the points will be at the end of each academic year by the committee nominated by Hon'ble Vice Chancellor after the presentation by faculty members.

The eligible faculty member has to submit interim utilization certificate after 1st financial year and has to submit full utilization certificate with all original bills after 2nd financial year. If the grant amount is unutilized than faculty member has to submit unutilized grant to university.

The eligible faculty member may club the grants of two academic years and utilize simultaneously. If faculty member leaves the university or contract is not renewed, then the faculty member has to submit entire unutilized grant before leaving the university.

Primary Eligibility Criteria:

This policy is applicable to all the contractual and permanent faculty members of GTU Schools and GTU-ITR. The faculty member must achieve 12 points out of 20 points from section A&B to be eligible to apply under this scheme:

Secondary Eligibility Criteria:

Out of the 17 approved activities under the Faculty Professional Development Policy, a faculty member must successfully earn points from at least five (5) activities to become eligible to receive the benefits under the policy.

The minimum points shall be 50 and maximum points shall be 500 for one academic year. However, the faculty member will receive fund as per the actual points earned above 50 and up to 500. (e.g. If a faculty member fulfil eligibility and score 65 points, he/she will be eligible to receive grant of Rs. 65,000/- under this policy. If a faculty member achieves 530 points, he/she will eligible to receive grant of Rs. 5,00,000/-)

Annexure-I

FACULTY INFORMATION

Name	
Designation	
Department & Institute	
Academic Year	
Review Duration	

Section	Particular	Maximum Points
A	Result Analysis	10
B	Student Feedback	10
	Total	20

SECTION A: RESULT ANALYSIS (MAX 10 POINTS)

Points	Percentage of Students with Grade
10	At least 70% of students out of total students of the class appeared in exam scoring AA/AB Grade (average for all the courses taken by faculty member during the year)
07	At least 60% of students out of total students of the class appeared in exam scoring AA/AB/BB Grade
05	At least 50% of students out of total students of the class appeared in exam scoring AA/AB/BB Grade

The average result of all the courses taught by faculty members during the academic year will be considered for final Points. For calculation of average result, the grades obtained by students in the external component (University exam) will only be considered.

Sr. No.	SEM	Course Code	Course Name	No. Of Students appeared in exam from class	No. of Students passing the exam with above grades	Points scored (based on above table)
A	B	C	D	E	F	G
1						
2						
Average Points Claimed						
Points Approved						

SECTION B: STUDENT FEEDBACK (MAX 10 POINTS)

(As per AICTE 360* feedback form format)

Sr. No.	SEM	Course Code	Course Name	No. Of Students appeared in exam from class	No. Of Students given Feedback	Avg. Feedback Score out of 10
A	B	C	D	E	F	G
1						
2						
Average Points Claimed						
Points Approved						

The average feedback of all the courses taught by faculty members during the academic year will be considered for final Points. Minimum 75% of the enrolled students in the course need to give this feedback.

Allocation of Points for different activities to receive grant under this scheme:

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
1	Research Paper Publication in Scopus/WoS/ IEEE/ABDC/SCI indexed Journal) - For Q1 Journals = 50 Points for each paper - For Q2 Journals = 40 Points for each paper - For Q3 Journals = 30 Points for each paper - For Q4 Journals = 20 Points for each paper If quartiles are not specified by Journals = 10 points for each paper Note: In case of multiple/joint authors, the points will be shared equally among all authors.			
2	Book/Book Chapter published: (A) Book with ISBN = International Publisher: 25 Points for each published book National Publisher: 15 Points for each published book (B) Chapter in Book with ISBN = International Publisher: 10 Points for each published paper/chapter National Publisher: 5 Points for each published paper/chapter (C) Editorial work in Book with ISBN = 5 Points for each edited book Note: In case of multiple/joint authors, the points will be shared equally among all authors.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
3	Development of MOOC: (A) Development of Full course which is available on SWAYAM/NPTEL/Coursera/EdX : • For 16 Week Course = 50 Points • For 12 Week Course = 40 Points • For 8 Week Course = 30 Points • For 4 Week Course = 20 Points (B) Development of Full course which is available on University Portal/LMS: • For 16 Week Course = 30 Points • For 12 Week Course = 20 Points • For 8 Week Course = 10 Points • For 4 Week Course = 05 Points			
4	Ph. D. Guidance: • For admission of each full-time scholar = 10 Points • For admission of each part-time scholar = 5 Points • For each degree awarded to full time scholar = 20 Points • For each degree awarded to part time scholar = 10 Points Note: These points will be 50% for Co-guide.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
5	Funded Research Projects: Grant received per project from External Funding Agencies as Principal Investigator/Project Coordinator • Grant amount more than INR 1 Crore = 50 Points • Grant amount more than INR 75 Lakh to 1 Crore = 40 Points • Grant amount more than INR 50 Lakh to 75 Lakh = 30 Points • Grant amount more than INR 25 Lakh to 50 Lakh = 20 Points • Grant amount more than INR 1 Lakh to 25 Lakh = 10 Points Note: These points will be 50% for Co-Investigator			
6	Consultancy Work/Assignments: • Amount more than INR 10 Lakh = 50 Points • Amount more than INR 7 Lakh to 10 Lakh = 40 Points • Amount more than INR 4 Lakh to 7 Lakh = 30 Points • Amount more than INR 1 Lakh to 4 Lakh = 20 Points • Amount more than INR 50,000 to 1 lakh = 10 Points Above points will be given for total consultancy done in the specific academic year to Principal/ Co Investigator after receipt of the above mentioned amount. The points will be 50% if the faculty member may have worked as co-investigator or co-consultant in any specific project.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
7	Patents: - For Utility Patents: Indian/ International Patent Granted = 50 Points - For Design Patent: Indian/ International Design Patent Granted = 20 Points Note: In case of multiple innovators, the points will be shared equally among all innovators			
8	Technology Transfer/ Commercialization of Patents: (Through Technology Transfer Office, GTU) (A) Points based on revenue generated: - Revenue Generation for more than INR 10 Lakh = 50 Points - Revenue Generation for more than INR 7 Lakh to 10 Lakh = 40 Points - Revenue Generation for more than INR 3 Lakh to 7 Lakh = 30 Points - Revenue Generation for more than INR 1 Lakh to 3 Lakh = 20 Points - Revenue Generation for more than INR 50,000 to 1 Lakh = 10 Points Above points will be given for total amount of TT done in the specific academic year to Innovator after receipt of the above mentioned amount. (B) Points based on number of TT: - For each TT 10 points will be awarded to the innovator. Note: In case of multiple innovators, the points will be shared equally among innovators			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
9	Revenue Generated through Executive Development Program: • Amount more than INR 10 Lakh = 50 Points • Amount more than INR 7 Lakh to 10 Lakh = 40 Points • Amount more than INR 4 Lakh to 7 Lakh = 30 Points • Amount more than INR 1 Lakh to 4 Lakh = 20 Points • Amount more than INR 50,000 to 1 Lakh = 10 Points Total revenue generated by faculty member as Principal coordinator of the EDP during the academic year will be considered for the calculation of the points. The points will be 50% for Assistant Coordinator of the EDP.			
10	Industrial/Professional Training imparted: • No. of Employees more than 200 = 50 Points • No. of Employees from 151 to 200 = 40 Points • No. of Employees from 101 to 150 = 30 Points • No. of Employees from 51 – 100 = 20 Points • No. of Employees from 25 to 49 = 10 Points The points will be awarded based on the total number of employees whom industrial/professional training has been imparted during the academic year as main/ principal trainer. The points will be 50% if the faculty member has imparted training as assistant trainer. The certificate from the organization/company must mention the number of employees and category (principal/assistant) of the trainer.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
11	Paper presentation in Conference: • International (out of India) = 10 Points for each paper • National & International (with in India) = 5 Points for each paper Note: In case of multiple/joint authors, the points will be shared equally among all authors.			
12	Invited as Expert/ Committee members/External expert for Ph. D. Thesis evaluation/reviewer in reputed journals/ Technical session chair in conference/Key note address (for institutions affiliated other than GTU): • International (out of India) = 15 Points for each activity (Maximum up to 30 Points) • National & International (with in India) = 10 Points for each activity (Maximum up to 20 Points) • State/University = 5 Points for each activity (Maximum up to 20 Points) (The organization must fulfil any one type from below) NIRF Top-100 ranked institutes or A+ or above accredited institutes by NAAC or Central/ State Government Organizations or Institute of National Importance or Research Organizations or QS/THE ranked International Academic organizations or International reputed organizations or professional societies or reputed companies whose Annual Turnover of More than INR 100 CR. in last Financial Year.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
13	Mentoring to Start-up: Registration of Start-up at DPIIT = 30 Points Grant Received by Start-up: • More than INR 10 Lakh = 30 Points • More than INR 5 lakh to 10 Lakh = 20 Points • From INR 50,000 to 5 Lakh = 10 Points Revenue Generation by Start-up: • More than INR 10 Lakh p.a. = 30 Points • More than INR 5 Lakh to 10 Lakh p.a. = 20 Points • From INR 50,000 to 5 lakh p.a. = 10 Points Employment Generation by Start-up: • More than 20 Employees = 30 Points • From 11 to 20 Employees = 20 Points • From 6 to 10 Employees = 10 Points • From 3 to 5 Employees = 5 points Above mentioned points will be awarded for each start-up based on the relevant documents presented by faculty member.			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
14	Organizing/ Coordinating Joint Events/ activities with various organizations (considering minimum 5 hours per day): • More than 10 days = 30 Points • 6 To 10 days = 20 Points • 2 To 5 days = 10 Points • For 1 day = 5 Points (The organization must fulfil any one type from below) NIRF Top-100 ranked institutes or Central/ State Government Organizations or Institute of National Importance or Research Organizations or QS/THE ranked International Academic organizations or International reputed organizations or professional societies or reputed companies whose Annual Turnover of More than INR 100 CR. in last Financial Year. The points will be based on number of days as above to overall coordinator of the event. The points will be 50% if the faculty members have worked as co-coordinator. Note: For joint activity if the partner organization is from other state then the points obtained will be multiplied by 1.5 times)			
15	Award/Recognition: • From International level reputed Govt. Organization = 30 Points • From National-level Govt. Organization = 20 Points • From National level Organization/ Professional Societies = 10 Points			

Sr. No.	Activity	Points Claimed by Faculty member	Supporting Document	Points approved by Director/ Principal
16	Receiving Grants from external funding agencies other than Research Projects: - More than INR 5 lakh = 30 Points - More than INR 2 lakh to 5 lakh = 20 Points - From INR 50,000 to 2 lakh = 10 Points (The organization must fulfil any one type from below) NIRF Top-100 ranked institutes or A+ or above accredited institutes by NAAC or Central/ State Government Organizations or Institute of National Importance or Research Organizations or QS/THE ranked International Academic organizations or International reputed organizations or professional societies or reputed companies whose Annual Turnover of More than INR 100 CR. in last Financial Year.			
17	Faculty Social Contribution: - More than 10 activities = 30 Points - More than 5 to 10 activities = 20 Points - More than 2 to 5 activities = 10 Points Faculty member has to produce relevant documents of the social activities carried out in the academic year. The social activity may be carried out at individual level, institutional level or with NGO.			
	Total Approved Points			

Signature of Faculty Member		Signature of Director/Principal	
Name of Faculty Member		Name of Director/Principal	