



DELHI TECHNOLOGICAL UNIVERSITY

Established under Govt. of Delhi Act 6 of 2009

(Formerly Delhi College of Engineering)

BAWANA ROAD, SHAHBAD DAULATPUR, DELHI-42

F.No. DTU/Council/BOM-Notification/71/2025/P-I/854

Date : 16/9/2026

NOTIFICATION

In pursuance of the recommendation of the Finance Committee made in its 42nd meeting held on 24.08.2026 and the subsequent approval accorded by the Board of Management at its 60th meeting held on 25.08.2026, vide Agenda Item No. 60.25, the **Policy for Engagement, Entitlements and Salary Fixation of Academic Positions other than regular at Delhi Technological University** are hereby notified as under:

1. Introduction

Delhi Technological University (DTU) has taken an initiative for greater academia - Govt- industry collaboration in teaching and research. In order to tap the vast experience of senior retired Govt and Industry personnel of eminence, DTU welcomes them to be part of the teaching and research at DTU through various modes. This policy provides a transparent and rational framework for engagement and salary fixation of Academic Positions other than Regular (APOR) while ensuring parity with the academic hierarchy prescribed under various GoI, MoE, UGC, AICTE and DTTE regulations for Assistant Professor, Associate Professor, and Professor positions.

2. Short Title and Commencement

The salient details of the policy shall be as under –

- 2.1 **Title** - This policy shall be called the “policy for entitlements and salary fixation of Academic Positions other than Regular (APOR) at Delhi Technological University”
- 2.2 **Competent Authority** - The Vice Chancellor shall be the Competent Authority for interpretation and implementation of this policy.
- 2.3 **Interpretation and Residual Clause** - In matters not explicitly covered herein, the decision of the University shall be final and guided by: GoI, MoE and UGC guidelines, AICTE regulations, DTU statutes and ordinances, prevailing Government of NCT of Delhi norms on the subject.

3. Objectives

The objectives of this policy framework are:

- (i) Recognize relevant professional experience as equivalent to academic experience;
- (ii) Facilitate attraction of high-quality professionals

- (iii) Ensure compatibility with AICTE-regulated academic scales; and
- (iv) Maintain salary fixation within the range from Assistant Professor entry level to Professor scale ceiling.

4. Type of Applicants

Following types of applicants are expected -:

- (i) Retired from Govt. under Old Pension Scheme (OPS) or New Pension Scheme (NPS) e.g. retired academicians, scientists from labs or persons on sabbatical from Govt.
- (ii) Retired or on sabbatical from Industry

5. Definition of Relevant Industry Experience

Following relevant experience in reputed private/public sector organizations;

- (i) Technical/managerial work
- (ii) R&D, innovation, product development, consulting, entrepreneurship, or technology leadership;
- (iii) Experience in emerging areas aligned with University programs;
- (iv) Senior leadership roles involving domain expertise, innovation, or strategic responsibilities.
- (v) Any other experience considered relevant by the competent authority

6. Modes of Appointments

Appointments may be made on: Contract basis ; Visiting assignment; Part-time engagement; Chair professorship and special category of Professorships model.

7. Types of Engagements

There will be three distinct types of Engagements –fulltime against sanctioned posts, part-time against non- sanctioned posts and special categories of Eminent Professionals. These are summarized below -

(a) Full-time against sanctioned posts

- (i) Professor Emeritus
- (ii) Visiting Faculty (Full Time)
- (iii) Distinguished Fellow
- (iv) Distinguished Alumni Fellow
- (v) Chair Professor
- (vi) Professor of Practice- HEI/DTU
- (vii) Professor of Practice- Industry



(b) Part-time against non-sanctioned posts

- (i) Professor of Practice- Honorary
- (ii) Honorary Faculty
- (iii) Adjunct Faculty
- (iv) Honorary Distinguished Fellow
- (v) Honorary Distinguished Alumni Fellow

(c) Special Categories of Eminent Professionals

- (i) Distinguished Professor
- (ii) Distinguished Professor of Practice

NOTE - The above types of engagements are subject to revision/change of nomenclature / renewal/ merger from time to time with the approval of the competent authority.

SALARY FIXATION

8. Salary Fixation – Essential Requirements

The essential requirement for salary /pay fixation of all types of applicants **(both full time and part time)** shall be as under -

- (i) All appointments, both full time as well as Part – time will clearly indicate equivalent posts against which the appointments have been made viz Assistant Professor, Associate Professor, or Professor. These will be treated as a reference while deciding pay fixation and entitlement as may be approved by the competent authority
- (ii) Salary shall be fixed within the corresponding AICTE pay level equivalent to: Assistant Professor, Associate Professor, or Professor.
- (iii) The minimum remuneration shall not be below the entry-level gross salary equivalent to Assistant Professor Scale.

9. Salary Fixation – Those Appointed Full-time Against Sanctioned Posts

Types - Fixation of pay under this category of engagement will be of two types:

- (i) Those who were working in Govt. Organization before engagement offer from DTU – their pay will be fixed according to GoI, MoE and UGC guidelines, AICTE regulations, DTU Statutes and Ordinances and prevailing Govt. of NCT Delhi norms on the subject.



- (ii) Those who were working in public or private sector before engagement in DTU – their pay will be fixed on the basis of matrix given at Table – I

TABLE I : SALARY FIXATION – ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR/PROFESSOR			
S.No.	Equivalent Level	Experience (in years)	Consolidated Salary
1	Assistant Professor	upto 10 years	Rs 50,000/-
		Above 10 years	1,00,000
2	Associate Professor	Above 15 years	1,25,000
3	Professor	15-20 years	1,50,000
		21-25 years	1,75,000
		Above 25 Years	2,00,000

- 10. Equivalence Criteria Between Industry Experience and AICTE Academic Levels Minimum** – This will be based on Eligibility Mapping taking into consideration Relevant industry experience equivalent to teaching/research experience for determining academic parity.

Academic Equivalent	AICTE Academic Benchmark	Equivalent Relevant Industry Experience
Assistant Professor Equivalent	Entry-level faculty with prescribed qualifications	Minimum 5 years
Associate Professor Equivalent	Typically 8 years post-qualification experience	Minimum 12 years
Professor Equivalent	Typically 15 years post-qualification experience with leadership/research distinction	Minimum 20 years

- 11. Experience Weightage** - Relevant industry experience after essential qualification shall be counted on a year-to-year basis.
- 12.** All matters pertaining to Old Pension Scheme (OPS) and New Pension Scheme (NPS) be resolved as per Govt /UGC orders issued from time to time.

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13. Salary Fixation – Those Appointed Part-time Against Non-Sanctioned Posts

Following guidelines shall apply –

- (i) The engagement remuneration will be at the rate of per hour basis. In addition, they will be reimbursed the local cost of travel from their residence to DTU and back as per existing norms. This appears only to local travel within NCR region unless otherwise approved by the competent authority.
- (ii) The essential requirements for salary fixation as mentioned at para 8 above.

14. Salary Fixation - Special Categories of Eminent Professionals

The University may, with approval of the Board of Management/Competent Authority, offer higher consolidated remuneration within the Professor-equivalent ceiling to distinguished industry leaders possessing having exceptional national/international reputation; CEO-level experience; Significant innovation or entrepreneurial achievements, strategic relevance to institutional objectives.

Existing Honoraria (Approved Vide BOM Agenda item 55.18 and also notified vide F.DTU/Council/BOM-Notification/71/2025/P-1/636 –)	Recommended
The quantum of the honorarium and/or methodology for the computation of honorarium may be amended from time to time. • The honorarium may comprise: i. A token lump-sum amount of Rs. 10,000 per day, extended up to once in a year ii. A sum approved by the Board of Management, applicable in case Distinguished Professor involved in teaching in online or offline mode iii. A sum of Rs. 10,000/- as an advance for the faculty attached with the Distinguished Professor, to meet the contingent expenditure.	HONORARIUM • A token lump-sum amount of Rs. 10,000 per day. • Maximum ceiling of Rs. 1,00,000 per month • Teaching Online- Rs.3000 per hour or as approved by BOM from time to time with a maximum of Rs 10,000/- per day • A sum of Rs. 10,000/- per year as an advance for the faculty attached with the Distinguished Professor to meet the contingent expenditure.

• <u>Accommodation & Travel</u> expenses (for in-person visit to DTU) provided as follows: i. Fully furnished accommodation for the duration of the visit ii. Business-class airfare (to/fro) and other travel expenses covered for international travel	ACCOMODATION AND TRAVEL • Fully furnished accommodation in DTU Guest House for the duration of the visit or any other accommodation with the approval of the competent authority. • Economy class (to/fro) airfare and other travel expenses covered for international Distinguished Professors (Maximum once a year) <i>NOTE – Higher class airfare (to/fro) to be admitted on case to case basis, subject to approval of competent authority.</i> • Economy class (to/fro) airfare and other travel expenses covered for national Distinguished Professors (restricted to a maximum of 4 visits per semester). <i>NOTE - Higher class airfare (to/fro) to be admitted on case to case basis, subject to approval of competent authority.</i> • Official Local travel on actual rates to be reimbursed as per DTU norms
• <u>Administrative Support</u> as outlined below: Access to administrative and logistical support for the role and responsibilities assigned.	ADMINISTRATIVE SUPPORT • Access to existing administrative and logistical facilities at DTU for the assigned role and responsibilities.

15. Entitlements and Other Allowances

This will be as given in Table – II or as may be approved by the competent authority from time to time.



TABLE II : ENTITLEMENTS AND OTHER ALLOWANCES		
S.No.	Headings	Details
1	Office Space, secretarial support and any other support	As approved by the competent authority depending upon involvement and requirement
2	Travel TA/DA and Transport Allowance	(i) For Full Time Professors Appointed Against Permanent Posts, it will be same as for the Assistant/ Associate/ Professor against which he is appointed. (ii) For Part Time Professors Appointed Against Non – as per DTU rates. (iii) For Special Categories of Eminent Professionals – as recommended at Para 14.
3	Air Travel (National/ International)	(i) For Special Categories of Eminent Professionals – as recommended at Para 14. (ii) For Full Time Professors Appointed Against Permanent Posts – as may be approved by the competent authority on case to case basis (iii) For Part Time Professors Appointed Against Non - Permanent Posts – As per approval of the competent authority on case to case basis
4	Any other Allowances and entitlements	As per approval of the competent authority on case to case basis
5	Leave entitlement	(i) Leave will be entitled to only those appointed against Permanent posts (ii) It will be a maximum of 12 days in a year (iii) No leave encashment or carry over
6	Research Grants	(i) As per DTU norms for research grants or as per approval of competent authority. (ii) Application to be made through DTU for govt. and private research grants as per applicable rules of the donor agencies.
7	Attending Conferences	Permissible subject to approval of competent authority
	Provisioning of Laptop / PC	Subject to approval of competent authority based on work requirement. However, each distinguished faculty is expected to generate funds and propose procurement of laptop/equipment out of the funds generated. Such laptop/PC will be required to be returned back to DTU at the end of assignment.
8	Any other facility /requirement	Subject to approval of competent authority

16. Version and Revision

This SOP may be treated as version 1 and be regularly improved so as to ensure that engagement of Industry Professionals is both a successful and satisfying experience.


(Binod Doley)
Registrar
16/9/2024

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Date :

Copy to:-

1. S.O. to V.C. for kind information of the Vice Chancellor
2. P.A. to Registrar for kind information of the Registrar
3. Controller of Finance
4. All Deans/ HODs/Directors/Branch In-charges: through email.
5. Director, IQAC
6. Head, CC (with request to upload on DTU website)
7. Guard file


(Madhuresh Kumar Jha)
Assistant Registrar (Council)