NATIONAL INSTITUTE OF TECHNOLOGY WARANGAL
WARANGAL – 506 004, TELANGANA STATE, INDIA

ESSENTIAL REQUIREMENTS FOR DIFFERENT POSITIONS

S.No.	Desgination, Pay_Level/ Pay Band and Academic Grade Pay (AGP)	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	**Assistant Professor Grade-II** Pay_Level – 10 (Pay Band-3 with AGP – 6000) with minimum pay of Rs.70,900	Ph.D.	NIL	NIL
2.	**Assistant Professor Grade-II** Pay_Level – 11(Pay Band-3 with AGP of 7000) with minimum pay of Rs.73,000	Ph.D.	One year post Ph.D. experience of Teaching and Research in Institution of repute or Industry	10
3.	**Assistant Professor Grade-I** Pay_Level – 12 (Pay Band-3 with AGP – 8000) with minimum pay of Rs.1,01,500	Ph.D.	Three years after Ph.D. or six years total teaching and research experience in reputed academic Institute / Research and Development Labs or relevant Industry	20
4.	**Associate Professor** Pay_Level – 13A2 (Pay Band-4 with AGP of Rs.9500) with minimum pay of Rs.1,39,600	Ph.D.	Six years after Ph.D. of which atleast three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or Nine years total working experience, of which three years should be after Ph.D., with atleast three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000	50
5.	**Professor** Pay_Level – 14A (Pay Band-4 with AGP of Rs.10500) with minimum pay of Rs.1,59,100	Ph.D.	Ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. with atleast three years at the level of Associate Professor with Academic Grad Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development Lab or relevant Industry	80

Credit points for different activities:

S.No.	Activity	Credits Points
1.	One external Sponsored Research and Development Projects completed or ongoing or Patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)
2.	Consultancy projects	2 credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 Credit points.
3.	Ph.D. completed (including thesis submitted cases)	8 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor.
4.	One Journal papers in Science Citation Index or Scopus (Paid Journal not allowed)	4 point per paper since the last promotion. First author or Main Supervisor will get 2 point and rest will be divided among others.
5.	One Conference paper indexed in Science Citation Index or Scopus or Web of science conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief Warden Professor Incharge (Training and Placement), Adivsor (Estate), Chief Vigilance Officer, PI(Exam), TEQIP(Co ordinator).	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, Faculty In Charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities.	1 credit point per semester up to a maximum of 8 credits points since the last promotion.
8.	Chariman and Convener of different standing committee and special committee (EX officio status will not be considered). Faculty incharges (Each for one year duration) of different Units or equivalent	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.

9.	Departmental activities identified by Head of the Department like lab in charges, or department level committee for a minimum period of one year	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development Program or short term courses of min 05 working days duration offered as co-ordinator or convener.	2 credit points per Course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course co-ordinator Program of two weeks duration. Program of one week duration.	2 credit points per course up to a maximum of 4 credit points since the last promotion. 1 credit point per course up to a maximum of 2 credit points since the last promotion.
12.	National or International conference organized as Chariman or Secretary	3 credit points per Program up a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre.	2 credit points per Semester with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s).	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course.	1 credit point or credit hrs. up to a maximum of 6 credit points since the last promotion.
16.	Post Graduate Dissertation guided	0.5 credit point per Project to a maximum of 10 points since the last promotion.
17.	Under Graduate Projects	0.25 credit point per Project up to a maximum of 4 points since the last promotion.
18.	Text or Refrence Books published on relevant subjects from reputed International publishers.	6 credit points per Book up to a maximum of 18 points since the last promotion.
19.	Text or Refrence Book published on relevant subjects from reputed National publishers or Book Chapters in the Books published by reputed International publishers.	2 credit points per Unit up to a maximum of 6 points since the last promotion.
20.	Significant outreach Institute out activities	1 credit point per Activity up to a maximum of 4 credit points since the last promotion.
21.	Fellow IEEE,FNA, FNAE, FNASc	10 credit points

22.	Placement percentage(only for the placement cell officers or faculty incharge of placement)	
	Above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total number of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.