Minimum essential requirements for shortlisting of candidates for faculty recruitment/placement of faculty member in higher pay level in the Institute

(1)   For Assistant Professor Grade-I (Pay Level-12 of 7th CPC)

(i)   PhD with first class or equivalent in the preceding degree in appropriate branch and three years teaching/ research/ industrial experience from the date of thesis defence of PhD (excluding the experience gained while pursuing PhD). The experience should be in a reputed organization.

Exceptional candidates with less than three years of teaching/ research/Industrial experience may be considered for Assistant Professor Grade-II position* (Pay Level-10 Or 11 of 7th CPC, as the case may be).

(ii) Published at least three research publications in journals of international repute with non-zero Impact Factor those are listed in globally accepted indexing databases. The number may be relaxed in favour of exceptional quality publication. For candidates having significant industrial experience, publication requirement may be relaxed in view of patent awarded/product development/technology transfer/project execution.

*The Assistant Professor Grade-II will be eligible for placement as Assistant Professor Grade-I on completion of three years of teaching/research/industrial experience in reputed organizations from the date of thesis defence of PhD (excluding the experience gained while pursuing PhD) as per the Institute norms. They shall submit their self appraisal forms in the prescribed format to respective DFACs. The DFAC recommendation will be considered by the IFAC for appropriate decision on case to case basis. The Director may invite some experts from the Institute as an invitee in the meeting of the IFAC while considering such cases. IFAC may also ask candidates for presentation in terms of their achievements. IFAC recommendations shall be placed before the BoG for approval. For the period of stay at the Institute teaching feedback submitted by students on courses taught will be taken into account while considering the cases.

Further, it is approved that the following guidelines be made applicable in the Institute on marks-based evaluation (Method of calculation of marks is given at **Annexure-I**). The evaluation process should take into account all the facets of output of a faculty member namely teaching, academic, sponsored research, research guidance, administrative contribution etc.:

(2) <u>For Placements of Assistant Professor from Pay Level 12 to Pay Level 13A1 of 7th CPC.</u>

(i)   Assistant Professor Grade-I having three years experience in the Pay level 12 or Assistant Professor (Regular) having three years experience AGP of Rs. 8000/- of 6th CPC will be eligible for the placement.

(ii)   Published research papers in professional peer reviewed and internationally reputed Journals of high quality, book chapters, patent(s) published and/or granted after becoming Assistant Professor Grade-I.

(iii)   Supervised PhD and/or PG student(s)after becoming Assistant Professor Grade-I.

(iv)   Undertaken sponsored research project(s) and/or consultancy project(s)as Principal Investigator and/or Co-PI after becoming Assistant Professor Grade-I.

(v)   Teaching Performance after becoming Assistant Professor Grade-I will also be considered comprising of Average Teaching Feedback as well as totalTeaching Load per semester.

(vi)   Technology transfer, National/International awards/recognitions/administrative position at Institutelevel etc. after becoming Assistant Professor Grade-I will also be awarded marks.

Overall Minimum Marks required for placement from Pay Level 12 to Pay Level 13A1 will be20.

Eligible Assistant Professors shall submit their self appraisal forms in the prescribed format to respective DFAC. The DFAC recommendation will be considered by the IFAC for appropriate decision on case to case basis. The Director may invite some experts from the Institute as invitee in the meeting of the IFAC while considering such cases. IFAC may also ask candidates for presentation in terms of their achievements after becoming Assistant Professor with AGP of Rs. 8000/- or Assistant Professor Grade- I. IFAC recommendations shall be placed before the BoG for approval.

(3)   For Associate Professor:

(i)   PhD with first class or equivalent in the preceding degree in appropriate branch and having six years of Teaching/Industry/Research experience from the date of thesis defence of PhD (excluding the experience gained while pursuing PhD), of which at least three years as Assistant Professor Grade-I in Pay Level 12 or Assistant Professor (Regular) with AGP of Rs. 8000/- (pre-revised) or Senior Scientific Officer/Senior Design Engineer in a reputed organization.

(ii)   Published research papers in professional peer reviewed and internationally reputed Journals of high quality, book chapters, patent(s) published and/or granted after becoming Assistant Professor Grade-I. Minimum 15 marks are required under this criterion. Maximum marks that can be awarded are 30.

(iii)   Supervised PhD and/or PG student(s) after becoming Assistant Professor Grade-I or equivalent. Minimum 20 marks are required under this criterion. Maximum marks that can be awarded are 40.

(iv)   Obtained sponsored research project(s) and/or Consultancy project(s)as PI/Co-PI after becoming Assistant Professor Grade-I or equivalent. Minimum 20 marks are required under this criterion. Maximum marks that can be awarded are 60.

(v)   Average Teaching Performance comprising of Average Teaching Feedback as well as total Teaching Load per semesterwill be considered after becoming Assistant Professor Grade-I. Minimum 8 marks are required under this criterion. Maximum marks that can be awarded are 20.

(vi)   Technology transfer, National/International awards/recognitions/administrative position at Institute level etc. after becoming Assistant Professor Grade-I or equivalent will also be awarded marks. There are no minimum marks required under this criterion. Maximum marks one can acquire are 20.

Overall Minimum Marks required for shortlisting will be 100. Further, completion of PhD guidance of at least ONE individual or Two joint after becoming Assistant Professor Grade-I is required after shortlisting.

Any candidate who has failed to obtain the minimum marks required in any one of the points mentioned above but has scored more than the maximum in two out of the points under (ii), (iii)&(iv) as well as scored overall minimum marks required i.e. 100, will also be eligible for shortlisting.

(4) For Professor:

(i) PhD with first class or equivalent in the preceding degree in appropriate branch and having ten years of Teaching/Industry/Research experience from the date of thesis defence of PhD (excluding the experience gained while pursuing PhD), of which at least four years at the level of Associate Professor in IITs, IISc Bengaluru, IIMs, NITIE Mumbai and IISERs or at an equivalent level in any such other Indian or foreign Institution/Institutions of comparable standards as may be so decided by the Institute.

(ii) Published research papers in professional peer reviewed and internationally reputed Journals of high quality, book chapters, patent(s) published and/or granted after becoming Associate Professor or equivalent. Minimum 25 marks are required under this criterion. Maximum marks that can be awarded are 50.

(iii) Supervised PhD and/or PG student(s) after becoming Associate Professor or equivalent. Minimum 30 marks are required under this criterion. Maximum marks that can be awarded are 60.

(iv) Obtained sponsored research project(s) and/or Consultancy project(s) as PI/Co-PI after becoming Associate Professor or equivalent. Minimum 30 marks are required under this criterion. Maximum marks that can be awarded are 50.

(v) Average Teaching Performance comprising of Average Teaching Feedback as well as total Teaching Load per semester will also be considered after becoming Associate Professor or equivalent. Minimum 8 marks are required under this criterion. Maximum marks that can be awarded are 20.

(vi) Technology transfer, National/International awards/recognitions/administrative position at Institute's level etc. after becoming Associate Professor or equivalentwill also be awarded marks. There are no minimum marks required under this criterion. Maximum marks one can acquire are 20.

Overall Minimum Marks required for shortlisting will be 120. Further, completion of PhD guidance of at leastTWO individual or THREE joint after becoming Associate Professor or equivalent is required for shortlisting.

Any candidate who has failed to obtain the minimum marks required in any one of the points mentioned above but has scored more than the maximum in two out of the points under (ii), (iii) & (iv) as well as scored overall minimum marks required i.e. 120, will also be eligible for shortlisting.

Further, the following will also be considered:

Possessing minimum eligibility criteria do not entitle a candidate to be considered for selection process. Institute may put additional criteria depending on the requirements of the Departments/Schools or any other academic units. The Institute reserves the right to restrict the number of candidates for interview to a reasonable limit on the basis of (i) qualifications and experience higher than the minimum prescribed in the advertisement and (ii) requirements of the Department.

Marks Calculation Method

1. **For Publication:**

   Per Publication: 2 marks.
   (Published research papers in professional peer reviewed and internationally reputed Journals of high quality certified by the applicant and DFAC. Book chapter is also treated as publication, if published by internationally recognized publishers.
   Per Patent:
   (i) Per Patent granted: 2 marks.
   (ii) Per Patent published: 1 mark.

2. **For Ph.D. & Master Dissertation:**

   PhD Supervision: (i) Single Supervisor: 10 marks.
                       (ii) Joint Supervisor: 5 marks for each supervisor.

   PhD Submitted: (i) Single Supervisor: 6 marks.
                           (ii) Joint Supervisor: 3 marks for each supervisor.

   Master Dissertation: (i) Single Supervisor: 2 marks.
                           (ii) Joint Supervisor: 1 mark for each supervisor.

   For Joint PhD Supervision of institute student with external supervisor of outside organization: 10 marks.
   For supervision to students of outside Institute with/without MoU with that institute: 10 marks/ 0 mark.
   For guiding students of the Institute with co-supervisor of other institute under MoU: 10 marks.
   The same is also applicable to Master Dissertation.

3. **For Sponsored Project/Consultancy Project (as PI/Co-PI): (A+B)**

A. **Sponsored Project(s):**

   - **Weightage = $10 \left[1 + \sum_{i=1}^{N} log\ (x_i\, P_i)\right]$**

     where P_i = Project amount in Lakhs for each Sponsored Project (it should be more than 1 Lakh).
     and x_i = fractional contribution of PI and Co-PI for each project; x_i =1 if there is no contribution of Co-PI. Based on the declaration of PI, the x_i value will be determined and used in the above formula.

B. **Consultancy Project:**

   - **Weightage = $1/3\{10 \left[1 + \sum_{i=1}^{N} log\ (x_i\, P_i)\right]\}$**
     where P_i = Project amount in Lakhs for each Sponsored Project (it should be more than 1 Lakh).
     and x_i = fractional contribution of PI and Co-PI for each project; x_i =1 if there is no contribution of Co-PI.

Based on the declaration of PI, the x_i value will be determined and used in the above formula.

4. **Average Teaching Performance per semester over the period under review (A+B):**

A. **Average Teaching Feedback per semester (max.10):** As received from the students on the courses taught by the candidate.

B. **Total teaching load per semester (max.10)=** $3 \times \left[\sum_{i=1}^{N} log\ (N_i\ D_i)\right]$

Where N_i= Number of students.
D_i= Hours of teaching per week.

5. **Others (over the period under review)(Max. 20):**

(i) Technology Transfer/technology development/incubation/start-up etc.: 10 marks.
(ii) a. Books (not edited) published with international publishers: 10 marks.
   b. Books (not edited) published with national publishers: 5 marks.
(iii) National /International award & recognition:
a) S.S.Bhatnagar Award/ Infosys and for any other highly prestigious awards: 10 marks.
b) Fellowship in National/Reputed International Academies: 5 marks for each; max. 10 marks.
c) National Level Awards given by the Academies and Govt. Departments: 5 marks for each; max. 10 marks.
d) Reputed International Journals:
e) * Editor-in-chief: 5 marks for each; max. 10 marks.
   * Editorship: 2 marks for each; max. 5 marks.
f) International Collaboration with funded collaborative research project: 2 marks for each; max.10 marks.
g) Member of International Scientific/Technical Committees: 1 mark for each; max. 5 marks.
h) Recognized in International Ranking among top 2% scientists: 1 mark for each year; max. 5 marks.
i) Organizing International/National conference/workshop: max. 10 marks (Organizing role: 2 marks and for supporting role 1 mark for each such event).
j) Committees of Govt. Department, such as CSIR, DST etc.
   * Chairman: 2 marks for each; max. 10 marks.
   * Member: 1 mark for each; max. 5 marks.
(iv) Administrative contribution at Institute level:
- For successive completion of Proctor/Warden/Admin Warden/Coordinator of Guest House or equivalent/ any other services to the Institute not mentioned under this category -per year: 01 mark for each; max. 3 marks.
- HOD/Coordinator/Professor-in-charge/Chief Proctor/ COW/ Asso. Dean- 1st year: 02 marks, 2nd year 02 marks and 01 mark for third year; max. 5 marks.
- Dean/Deputy Director- 1st year: 03 marks, 2nd year: 03 marks and 02 marks for third year; max. 8 marks.

For any of the activities/recognition not listed above, the Institute may decide to award the appropriate marks but not exceeding 3.