

No. PEC/DFA/19/27240
Dated: 17.12.2019

NOTIFICATION

Subject: Incorporate Ph.D. as essential qualification for the post of Assistant Professor under Direct Recruitment.

In pursuance of decision taken in 61st meeting of BoG dated 12.10.2019 vide agenda item No.61.9 (A) on the subject noted above.

The norms for regular appointments at the level of Assistant Professor, Associate Professor and Professor are notified as under:

- **Essential qualifications for Assistant Professor (GP Rs. 6,000)**
 - ❖ **Engineering:** M.Tech. (Or equivalent degree) in relevant discipline (only for one-semester contract)
 - ❖ **Others:** PhD in relevant discipline.
- **Essential qualifications for Assistant Professor (GP Rs. 7,000)**
 - ❖ **Engineering:** PhD in relevant discipline.
 - ❖ **Others:** Three years' experience after PhD in relevant discipline.
- **Essential qualifications for Assistant Professor (GP Rs. 8,000)**
 - ❖ **Engineering:** Three years' experience after PhD in relevant discipline.
 - ❖ **Others:** Six years' experience after PhD in relevant discipline.

Common essential qualifications for Assistant Professor:-

1. First class in all preceding degrees. (Currently, for non-Engineering disciplines, 55% is the requirement for preceding degrees)
2. Pre-PhD experience may be counted by selection committee only to the following extent: Only experience post Masters degree and before registration of PhD degree shall be counted. At most half of this experience or three years, whichever is lower, may be counted. Experience shall be counted only if it is academic/research job in a reputed institute/lab. For example, if a faculty candidate in Engineering has 4-years' experience after completing M.Tech. and before starting PhD, and if the selection committee deems this experience as relevant (academic/research job in a reputed institute/lab), then the candidate will be eligible for Rs. 8,000 grade pay if he has only one year of post-PhD experience.
3. Departments, at the time of advertising the posts, can suggest additional requirements. For example, they may want to recruit only in a specific area within the discipline. They may want to specify "relevance" at the under-graduate and post-graduate level also. But any such condition must be clearly spelt out in the advertisement.

Desirable requirements for Assistant Professor:-

1. Strong research record in terms of research publications in peer reviewed journals and high quality conferences.
2. Good academic record at the senior secondary school (12th class) level.

Essential qualifications for Associate Professor:-

1. Three years of additional post-PhD experience over and above what is stated for Assistant Professor (GP: Rs. 8,000).
2. A minimum of three years of experience as Assistant Professor (or equivalent) in a reputed academic institution or a research lab.

Desirable requirements for Associate Professor:-

1. Strong research credentials demonstrated through research publications, patents, technology development, etc.
2. Have guided one or more PhD students.
3. Have completed one or more sponsored research projects.
4. Contribution to teaching as demonstrated through teaching feedback, establishment of teaching laboratories, starting new courses, new experiments in lab courses, writing books, etc.

Essential qualifications for Professor:-

1. 10 years' experience in academics/research, out of which a minimum of 7 years should be post-PhD. (Pre-PhD experience to be counted only as explained in the note for Assistant Professor position above.)
2. A minimum of three years of this experience should be at the level of Associate Professor.
3. Experience of guiding sponsored research projects, consultancy projects, PhD theses, etc.
4. Demonstrated leadership in organizing planning and organizing academic/research/industrial/professional activities.

This is being issued with the approval of the Director.

Sd/-

Dean Faculty Affairs

Endstt. No.PEC/DFA/27241-68

Dated: 17.12.2019

A copy of the above is forwarded to the following for information & necessary action.

1. Deputy Director.
2. All Heads / All Deans
3. All Centre Heads / Section Incharges
4. AC (F&A)
5. PA to Director for kind information of the Director.
6. PA to Registrar.

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