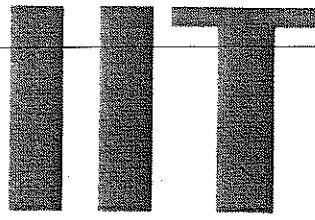


भारतीय
प्रौद्योगिकी
संस्थान

काशी हिन्दू विश्वविद्यालय



INDIAN
INSTITUTE OF
TECHNOLOGY
BANARAS HINDU UNIVERSITY

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अधिष्ठाता कार्यालय
संकाय कार्य

Office of the Dean
Faculty Affairs

Ref: No. IIT (BHU)/FA/Fac Rec/ 756

Date: 28.07.2018

To

All the Heads of the Departments
All the Coordinators of the Schools
IIT (BHU), Varanasi.

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

Dear Sir,

I am directed to notify the following minimum essential requirements for shortlisting of candidates for faculty recruitment/placement of faculty member in higher pay level in the Institute in the light of BoG resolution No. 7.45 dated 25.05.2018:

(I) **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 that 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 teaching/research/industrial experience in reputed organizations from the date of thesis defence of PhD (excluding the experience gained while 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 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.

(II) **For Placements of Assistant Professor from Pay Level 12 to Pay Level 13A1 of 7th CPC.**

(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.

- (ii) Published at least three research publications in journals of international repute with non-zero impact factor that are listed in globally accepted indexing database or one national/international patent award after becoming Assistant Professor Grade-I.
- (iii) At least one PhD student in enrolled under his/her supervision and one one PG (MTech/IDD) dissertations has been supervised.
- (iv) Good teaching Feedback.

Eligible Assistant Professor 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 after becoming Assistant Professor with AGP of Rs. 8000/- or Assistant Professor Grade- I. IFAC recommendations shall be placed before the BoG for approval.

(III) 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 at least five research publications in journals of international repute with non-zero impact factor that are listed in globally accepted indexing database after becoming Assistant Professor Grade-I.
- (i) PhD guidance at least two joint & completed or ONE individual & completed and one PG (MTech/IDD) dissertations after becoming Assistant Professor Grade-I or equivalent.
- (ii) Obtaining funding for one sponsored research project as Principal Investigator after becoming Assistant Professor Grade-I or equivalent.
- (iii) Good Teaching Feedback.

Candidate not meeting any one of the criteria at (ii) to (v) above may also be considered by DFAC & IFAC, if he/she is a recipient of a National/International level award given by the Academies, Professional Societies, Govt Department etc. or recipient of excellence in teaching award of the Institute or exceptional innovation/patent awarded/incubation/technology development/technology transfer.

(IV) 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 Bangalore, 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 at least ten research publications in journals of international repute with non-zero impact factor that are listed in globally accepted indexing database after becoming Associate Professor.
- (iii) PhD guidance minimum THREE joint & completed or TWO individual & completed and five PG (MTech/IDD) dissertations after becoming Associate Professor or equivalent.
- (iv) Obtaining funding for one sponsored research project as Principal Investigator after becoming Associate Professor or equivalent.
- (v) Good Teaching Feedback.

Candidate not meeting any one of the criteria at (ii) to (v) above may also be considered by DFAC & IFAC, if he/she is a recipient of a National/International level award given by the Academies, Professional Societies, Govt Department etc. or recipient of excellence in teaching award of the Institute or exceptional innovation/patent awarded/incubation/technology development/technology transfer.

Further, the following have also been resolved by the BoG:

(i) Any candidate for each faculty position who has shown outstanding performance in any one of the four dimensions namely, Teaching, Research & Innovation, Student Life Guidance (i.e. other than academic guidance) and Societal Services as approved by the BoG vide Resolution No. 7.43 "Performance Evaluation of a Faculty member" may also be shortlisted. The details of dimension is enclosed as Annexure-'A'.

(ii) 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, (ii) requirements of the Department.

Yours faithfully,

Assistant Registrar (FA)

Ref: No. IIT (BHU)/FA/Fac Rec/ 756

Date: 28.07.2018

Copy forwarded to the following for information and necessary action:

1. All the Deans
2. The Coordinators/In-Charge of Units/Centers/Offices
3. All the Professor In-Charges
4. The Chairman, Web Management & E-mail services
5. The Registrar
6. The Joint Registrar
7. P S to the Director

Assistant Registrar (FA)