

Annex-I

Proposed Recruitment Rules(Under 4-tier flexible faculty structure) for Faculty Position of
National Institute of Technology

Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Minimum Essential credit Point requirement
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs. 6000/	PhD	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/	PhD	01 year post Ph.D. experience of Teaching and Research in Institution of repute/Industry	5
*Assistant Professor PB-3 with Grade Pay of Rs.8000/ with a minimum pay of Rs.30000/	PhD	03 years after Ph.D. or 06 years total teaching and research experience in reputed academic Institute/R&D Labs/ relevant industry	15
Associate Professor PB-4 with Grade Pay of Rs. 9500/ with a minimum pay of Rs. 42800/	PhD	06 years after Ph.D. or 09 years total working experience, out of which 03 years should be after Ph.D. At least three years at the level of Assistant professor with AGP Rs 8000 or 6yrs in Assistant Professor level in an Institution of repute/R&D lab or relevant industry.	40
Professor PB-4 with Grade	PhD	10 years after Ph.D. or 13 years total working experience, out of which 07 years should be after Ph.D. At least 03 years at the level of Associate professor with	60

Pay of Rs.10500/ with min. pay of Rs.48000/ in PB4		AGP of Rs. 9500/- or 04 years at the level of Associate Professor with AGP of Rs. 9000/- or combination of Rs.9000 and Rs.9500, or equivalent in an Institution of repute/ R&D lab or relevant industry.	
Professor HAG Scale Rs. 67000–79000	PhD	Six years as Professor with AGP of Rs.10000/- or Rs. 10500/- or a combination of Rs.10000/ and Rs.10500/ in an Institute of national importance.	140

- Not applicable for Planning /Architecture departments. RR requirement at assistant professor level of department of planning/ architecture are given in point no.10 in the note below.

Proposed Credit Scheme

These credits will be awarded over and above the EQ and essential requirements.

S.No	Activity	Credits points
1.	One external Sponsored R&D Projects completed or ongoing/Patent granted	8
2.	Testing and Consultancy projects cumulative worth Rs.5.00L in last 4 yrs	Maximum 4
3.	One PhD Guided	8
4.	PhD Guidance in progress/ Patent filed	4
5.	One PG dissertation Guided	01 credit points per dissertation upto a maximum of 04 credit
6.	One Journal papers in SCI/Scopus/Web of Science	4
7.	One Conference paper indexed in SCI/Scopus/Web of science Conference	1
8.	HOD, Dean, Chief Warden , Professor Incharge (Training & placement), Advisor	2/semester upto a max of

	(Estate) or equivalent	12 credits points
9.	Warden , Assistant wardens, Associate Dean , Chairman/Convener institute academic committees, CVO, Faculty In charge Computer Center / IT Services/ library/Admission/Examination/student activities and other institutional activities	1 Credit/ Semesters upto a max. of 4 credits points
10.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty in charges. (Each for one year duration) of different Units or equivalent	0.5 Credit/ Semesters upto a max. of 3 credits points
11.	Departmental activities identified by HOD like lab in charges, or department level committee for a min. period of one year.	0.5 Credit/ Semesters upto a max of 3 credits points
12.	Workshop/FDP/short term courses of min one week duration offered as coordinator or convenor	2 per course upto a max.4 credits points
13.	National/ International conference organized as Chairman/Secretary	3 per programe up a max of 6 credits points
14.	Length of service over and above the relevant minimum teaching experience required for a given cadre	0.5 credit per year
15.	Establishment of New Lab(s)	6 credit points
16.	Theory Teaching of over and above 8 credit hrs. course	1 credits/credit hrs. upto a max of 6 credit points
17.	UG Projects	0.25 credit points/project upto a maximum of 04 points over the period of last 04 yrs
18.	Text/Reference Books published on relevant subjects from reputed international publishers	6 credit points per book
19.	Text/ Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	1.5 credit points/unit
20.	Significant outreach Institute out Activities	1 credit points/activity upto a max of 4 credit points

Note:

1. 07 non-compounded increment will be given at the entry level post in AGP 6000/.For entry at 7000/- AGP pay should be fixed by giving 8 increments with AGP 6000/- and fix it in 7000/-.
2. For existing faculty in a specific cadre as on date satisfying the EQ and required credit points in corresponding cadre will be placed in 4 tier system through a Screening Committee duly constituted by BoG as one time measure and it will be effective notionally from the date of their eligibility. Any faculty who is satisfying EQ and required credit points of Higher Cadre has to go through proper selection process. Cadre may be specified as Asstt. Professor, Associate Professor and Professor.
3. For existing faculty members who completed their Ph.D. alongwith their normal teaching load the post Ph.D. experience will not be insisted. The total min. experience (09 years for associate professor and 13 years for Professor) as prescribed in EQ will be counted. This will be only one time measure.
4. At least one direct recruitment / year.
5. Contribution to Institute Administration should be recommended by concerned Head/ Chairman and approved by the Director.
6. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director
7. Existing faculty members who have completed 03 years in the AGP of Rs. 8000/ will move to PB4 with AGP of Rs.9000/ with designation of Assistant Professor with a basic pay of Rs.37400/
8. For the departments which are not having any vacancy, movement in higher AGP/cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments..
9. Number of HAG Professors shall be limited to a maximum 40% of the total strength of professors at any given point of time.
10. For faculty in the department of Architecture following will be essential qualification without insisting on credit point requirements at Assistant Professor level:
 - (i) M.Tech. with 01 year professional experience : Assistant Professor at AGP of Rs.6000/

- (ii) M.Tech. with 02 years of professional experience: Assistant Professor at AGP of Rs.7000/
- (iii) Ph.D. with 01 year of professional experience : Assistant Professor at AGP of Rs.8000/

For higher cadres the EQ and credit point requirement will remain same as given in the table at Annex-I

11. For existing full time regular Professor in training and placement the credit point calculation will be as follows:

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| (i) | Placement percentage above 85% | 8 credit points per year upto a max. of 30 points |
| | 75- 84% | 6 credit points per year upto a max of 30 points |
| | Upto 74% | 4 credit points per year upto a max.of 30 points |
| (ii) | Able to attract 2 or more companies with CTC of 20L | 1 credit point per company per year upto a max. of 30 |
| (iii) | Able to attract 6 or more companies with CTC of 10L to 19L | 0.5 credit point per company per year upto a max. of 20 points |
| (iv) | Able to attract 30 or more companies with 09 L CTC | 0.25 credits point per company per year upto a max. of 20 points |
| (v) | Conducting 3 days workshop on communication skill/personality development etc. | 2 credit points per workshops per year |
| (vi) | Conducting mock interviews/GD/test | 4 credit points per year |
| (vii) | Internship through T&P more than 100 upto 199 | 4 credit points per year |
| (viii) | Internship through T&P more than 200 students | 6 credit points per year |

