



PROFESSOR BICHITRA KUMAR GUHA

DEAN, FACULTY AFFAIRS

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No. 2071/D(FA)17

Date: 01 March 2017

To

All the Faculty Members of IEST, Shibpur

(through the Heads of the concerned Departments/Schools/Centres)

Dear Faculty member,

A committee constituted under the Chairmanship of Prof. Asok De, Director, NIT, Patna to review existing 4 Tier faculty Recruitment Rules has deliberated on this issue and the final modified draft Recruitment Rules has been sent to this Institute for feedback from the Faculty members. Unfortunately, the draft could not be circulated to you earlier and the fact is sincerely regretted.

However, two officials from the Teachers' Association have collected the draft from me yesterday evening and I have been informed that it has already been circulated.

I am hereby attaching the same draft for your perusal. You are aware that the feedback has to be given urgently. I would sincerely request you to kindly go through the form and suggest your modification of the sentences/words that you think are to be modified. Please start giving your feedback immediately on an urgent basis without delay to the following mail:

dean.fa@iiests.ac.in / bkguha.phys@gmail.com

The draft is available on the Institute website.

Sincerely yours,

B.K. Guha
01.03.17

B. K. Guha,

Dean, Faculty Affairs

Copy forwarded for information to:-

- 1 All Deans & All Associate Deans
- 2 All Heads of the Depts./Schools/Centers
- 3 Personal Secretary to the Director
- 4 Shri Shib Sankar Basak, Assistant Registrar, Faculty Affairs
- 5 Shri Arindam Banerjee, Jr. Assistant, Faculty Affairs
- 6 Institute Website

Proposed Minimum Qualification and Experience for Faculty Position of
National Institute of Technology
(Under 4-tier flexible faculty structure)

Designation, Pay Band and Academic Grade Pay	Essential Qualification	Relevant Experience	Other essential requirement	Desirable requirements
Assistant Professor (On contract) PB-3 with Grade Pay of 6000*	PhD	NIL	NIL	NIL
Assistant Professor (On contract) PB-3 with Grade Pay of 7000*	PhD	01 year working experience after Ph.D. of teaching and Research in institution of repute/Industry / Post Doc	<ul style="list-style-type: none"> One paper Published or accepted for publication in SCI/Scopus/Web of Science journal Teaching load of min. 8 credit/semester in last one year for person from academia or equivalent industrial project work. 	Significant Contribution in institute/departmental Activity /Industrial activities
Assistant Professor PB-3 with Grade Pay of 8000	PhD	03 years after PhD or 06 years total teaching and research experience in reputed academic Institute/R&D Labs/ relevant industry	<ul style="list-style-type: none"> Two papers in SCI/Scopus/Web of Science journals (outside PhD work) Minimum 8 credit teaching load/semester in last two years for person from academia or equivalent industrial project work One PhD supervision ongoing /one ongoing externally funded sponsored research project. 	Significant Contribution in institute/departmental Activity. M.Tech./M.Sc./B.T each projects supervision on live industrial problems
Associate Professor PB-4 with Grade Pay of 9500	PhD	06 years after PhD or 09 years total working experience, out of which 03 years should be after PhD. At least three years at the level of Assistant professor with AGP Rs 8000 or 6yrs in Asstt. Professor level or equivalent in an institution of repute/R&D lab or relevant industry.	<ul style="list-style-type: none"> Four papers in SCI/Scopus/Web of Science journals (outside PhD work). Minimum 8 credit teaching load/Semester in last five years One externally funded sponsored research project or Consultancy project ongoing/ completed or one patent granted. One PhD Guided and one ongoing. Significant Contribution in institute/departmental Activity/ <u>Minimum 02 credit point from total credit earned</u>. 	one workshop/ FDP/ conference/ short term courses organized
Professor PB-4 with Grade Pay of 10500	PhD	10 years after PhD or 13 years total working experience, out of which 07 years should be after PhD. At least 03 years at the level of Associate professor with AGP of Rs. 9500/- or 04 years at the level of Associate Professor with AGP of	<ul style="list-style-type: none"> Five papers in SCI/Scopus/Web of Science journals (outside PhD work) <u>in the last six years</u> Minimum 6 credit teaching load/ Semester for last 05 years. Two externally funded sponsored research project 	Significant Contribution in institute/departmental Activity, Two workshop/ FDP/ conference/

Professor HAG Scale Rs. 67000-79000	PhD	<p>Rs. 9000/- or combination of Rs.9000 and Rs.9500,or equivalent in an institution of repute/ R&D lab or relevant industry</p> <p>Six years as Professor with AGP of Rs.10000/- or Rs. 10500/- in an Institute of national importance.</p>	<p>or Consultancy project Ongoing/ completed.</p> <ul style="list-style-type: none"> Two PhD Guided and one ongoing/ Two patents granted. Significant contribution in Institute Administration / Management (Minimum 04 credit point from total credit earned). 06 PhDs completed/Supervised and Two Ongoing PhDs. <ul style="list-style-type: none"> 10 papers in SCI/Scopus/Web of Science journal during past six years Two externally funded Sponsored project completed and one sponsored project ongoing. Academic outreach activity equivalent to 02 self-financed workshop/FDP/short term courses offered as coordinator and main teacher or 02 National/ international conference organized as Secretary or equivalent or combination of both summing up 02. Minimum 4 credit teaching load/semester in the last 6yrs. Significant Contribution to institute management through personal initiative in responsible position (Minimum 08 credit point from total credit earned). 	<p>short term courses organized.</p> <p>Truly significant contribution in one area- publications, writing of text books, Sponsored projects, Consultancy and Support to Industry, E-Learning packages, Creative contribution to Institute's welfare</p>
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*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/-.

** In all cases equivalency should be drawn as under:

- Worth 15 lakhs Sponsored Projects completed = One PhD Guided = Two Journal papers in SCI/Scopus/Web of Science
- 4 Credit point = 0.1 Journal paper in SCI/Scopus/Web of science.
- One time Accelerated Promotion Scheme should be implemented w.e.f. 1.5.2013 till 30.4.2017 for the existing faculty member on roll on 30.4.13
- At least one direct recruitment / year.
- Extra teaching load as credit point in equivalence will be considered over and above the compulsory teaching experience acquired as EQ.
- For existing faculty in a specific cadre as on date satisfying the EQ 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 of Higher Cadre has to go through proper selection process.
- For existing faculty members who completed their Ph.D. along with their normal teaching load; the post Ph. D. experience may not be insisted. The total minimum experience may be counted as prescribed in EQ. This will be only one time measure.
- Contribution to Institute Administration is measured as
 - 2 Credit/ Semesters = HOD, Dean, Chief Warden, Head (TPSW)
 - 1.0 Credit/Semester = Warden (2 yrs completed), Associate Dean (2yrs completed)
 - 0.5 Credit = 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 like admission, examination, Computer Center or IT Services, library, Departmental US and PG coordinator set con. completion of term.

- Contribution to Institute Administration should be recommended by concerned Head/ Chairman and approved by the Director.
- # Credit is defined as
 - 01 hour theory class in UG/PG = 1 Credit
 - 03 hours lab class in UG/PG = 1.5 Credit
 - For UG Projects completed: 0.5 Credits per project group upto a max of 02 credits per batch.
 - For PG Projects completed: 01 Credit/ Student or group upto a max of 04 credits per batch.

