



# भारतीय सूचना प्रौद्योगिकी संस्थान भागलपुर

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY BHAGALPUR

(An Institute of National Importance Under Act of Parliament)

BCE Campus, Bhagalpur-813210, Bihar, India.

Advt. No.: IITBH/ADVT/2022/RECT/05

Date: 14/09/2022

Ref. No.: IITBH/REG/459/FAC/2022/1193

## Information Brochure for Appointment of Faculty Positions

Indian Institute of Information Technology Bhagalpur (IIIT Bhagalpur) is one of the 25 IIITs set up by MoE, Govt. of India under the Act of Parliament, IIIT (PPP) Act, 2017, and it is an “Institute of National Importance”. It is a joint venture of Govt. of India (50%), Govt. of Bihar (35%) and BELTRON (15%). The Institute was established in the year of 2017, and currently functioning with B. Tech, M. Tech, and PhD programmes in three branches namely Computer Science and Engineering, Electronics and Communication Engineering, and Mechatronics Engineering.

IIIT Bhagalpur invites applications for following faculty positions:

- Professor (Level – 14A) in the Department of Computer Science & Engineering,
- Assistant Professor (On Contract) Grade II (Level – 10 & 11) in the Computer Science & Engineering, Electronics & Communication Engineering, Mechatronics Engineering, and Basic Science and Humanities (Mathematics),

under 4 Tier flexible faculty cadre structure from Indian nationals fulfilling eligibility criteria and possessing excellent academic background, committed to quality teaching and research, and prosperity for institutional development.

### Importance Dates:

1.	Opening date for submission of online application	14/09/2022
2.	Last date of submission of online application	05/10/2022 till 17.00 Hrs
3.	Last date for submission of print out of application form along with the supporting documents	10/10/2022 till 17.00 Hrs

### (a) Professor (Level – 14A)

Sl. No.	Name of the Post	Pay Level (7 <sup>th</sup> CPC)	Post Vacant
1.	Professor	Level-14A, PB-4, AGP ₹ 10500	UR-01 (CSE)

### (b) Assistant Professor (On Contract) Grade II (Level – 10 & 11)

Sl. No.	Name of the Post	Pay Level (7 <sup>th</sup> CPC)	Post Vacant
1.	Assistant Professor (On Contract) Grade II	Level-11, PB-3, AGP ₹ 7000	UR-01
2.	Assistant Professor (On Contract) Grade II	Level-10, PB-3, AGP ₹ 6000	EWS-02 OBC-02 SC-02 ST-01 PWD*

\*Horizontal Reservation as per government norms.

**NOTE:** For the departments which are not having any vacancy/advertised specialisation, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments, as per Note 1(5) of Schedule ‘E’ of Statutes 23(5)(a) of the First Statutes of the National Institute of Technology (Amendment) Statutes, 2017, and subsequent approval of competent authority (**Annexure I**).

**1. Minimum Qualification and Experience:**

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirement	Cumulative Essential Points
(1)	(2)	(3)	(4)	(5)
1.	Assistant Professor (On Contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	None	NIL
2.	Assistant Professor (On Contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	One-year post Ph.D. experience of Teaching and Research in Institution of repute or Industry.	10
3.	Professor Pay band-4 with Grade Pay of Rs. 10500	Ph.D.	Ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate Professor with Academic Grade Pay of Rs. 9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs. 9000 or Combination of Rs. 9000 and Rs.9500 or equivalent in an <b>Institution of repute</b> or Research & development lab or relevant Industry.	80

**2. Credit Point System (Applicable only for Level-11 and Level-14A):**

The following Cumulative Credit Point System will be considered for eligibility criteria:

Sl. No.	Activity	Credits point
1	One external sponsored Research and development projects completed or ongoing or patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a project, the principal Investigator gets 5 credit points and the rest to the divided equally among other members)
2.	Consultancy projects	2 credits points @Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points.
3.	Ph.D. completed (including thesis submitted cases)	8 credits points per Ph.D. student (in case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor.

4.	One journal paper in Science citation index or Scopus (paid journals not allowed)	4 points per paper since the last promotion. First author or Main supervisor will get 2 points and rest will be divided among others.
5.	One Conference paper indexed in science Citation Index or Scopus or web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief warden, professor In charge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, faculty In charge Computer centre or Information and Technology Services or Library or Admission or student activities and other Institutional activities	1 credit points per semester up a maximum of 8 credits points since the last promotion.
8.	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 of equivalent	0.5 credit point per Semester up to a maximum of 3 credits points since the last promotion.
9.	Departmental activities identified by head of the department like lab in charges, or department level committee for a minimum period of one year,	0.5 credit point per Semester up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development program or short-term courses of min 05 working days duration offered as coordinator or convener	2 credit point per course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one-week duration	2 credit point per course up to a maximum of 4 credits points since the last promotion. 1 credit point per course up to a maximum of 2 credits points since the last promotion.
12.	National or International conference organized as Chairman or Secretary	3 credit point per program a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit point per semester with maximum of 10 credits points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 point or credit hrs. up to a maximum of 6 credits points since the last promotion.
16.	Post Graduate Projects Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last Promotion.
17.	Under Graduate Projects	0.25credit point per Project up to a maximum of 4points Since the last promotion.
18.	Text or Reference Books Published on relevant Subjects from reputed international Publishers	6 credit points per book up to a maximum of 18 points Since the last promotion.

19	Text or Reference Book Published on relevant subjects from reputed national Publishers of book Chapters in the books Published by reputed international Publishers	2 credit points per book up to a maximum of 6 points Since the last promotion.
20	Significant outreach Institute out activities	1 credit point per activity up to a maximum of 4 credit points Since the last promotion.
21	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22	Placement Percentage (only for the Placement cell offers or Faculty in charge of placement)	
	Above 85%	4 credit points per Year up to a maximum of 20 points Since the last promotion.
	75% - 84% (%to be based on total number of students passing out and Single Job offer)	2 credit points per Year up to a maximum of 10 points Since the last promotion
<b>Including clarification as per recommendation of the oversight committee, Letter No. F.No. 33-9/2011TS.III dated 16 April 2019 (Please refer Annexure-II).</b>		

**NOTE:**

- a) This advertisement is governed by the 4-tier flexible faculty recruitment rules. Relevant instructions from MoE/BoG of the institute issued till the date of interviews will be applicable to this advertisement.
- b) Number of vacancies may be increased/ decreased without any notification.
- c) The Institute reserves the right to modify/ defer or cancel full/ part of the advertisement at any stage of processing without assigning any reasons.
- d) Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee.
- e) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class /6.5 CGPA/60% in preceding degree.
- f) Contribution of Institute Administration shall be recommended by the concerned Head or Chairman and approved by the Director. Contribution to departmental administration shall be recommended by concerned head and approved by the Director.
- g) For the departments which are not having any vacancy/advertised specialisation, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments, as per Note 1(5) of Schedule 'E' of Statutes 23(5)(a) of the First Statutes of the National Institute of Technology (Amendment) Statutes, 2017, and subsequent approval of competent authority.
- h) The following categories will be considered as "**Institution of repute**":
  - (i) Fully funded Central educational institutions, (ii) An Institute of national importance, (iii) State educational institutions funded by state governments, and (iv) Other educational institutions ranked by NIRF upto 100 in overall, university, and engineering for any two years.

**3. Area of specialization as per Departments:**

Name of the Department	Desirable Specializations
Computer Science and Engineering	<input type="checkbox"/> Cyber/Information Security <input type="checkbox"/> Blockchain Technology <input type="checkbox"/> Computer Graphics <input type="checkbox"/> Artificial Intelligence and Machine Learning <input type="checkbox"/> Image Processing

Electronics and Communication Engineering	<input type="checkbox"/> Communication Systems <input type="checkbox"/> Signal Processing <input type="checkbox"/> Microelectronics & VLSI <input type="checkbox"/> RF & Microwave Engineering
Mechatronics Engineering	<input type="checkbox"/> Mechanical Machine Design <input type="checkbox"/> Electric Vehicle Technology

#### 4. Age Limit

Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with an exceptionally brilliant research career and with on-going or approved externally funded research project.

#### 5. Period of Contractual Appointment:

- (i) Faculty, who are appointed on AGP 6000 & 7000 shall be for a period of 3 years which can be extended for a further period of two years on the recommendation of BoG.
- (ii) Faculty who is appointed for the post of Professor on AGP 10500, period of probation will be for one year or may be extended by BoG on recommendation of Director.

#### 6. Application Fee:

Each application must be accompanied by non-refundable Application Fee of ₹ 2000/- (Rupees Two Thousand Only). The application fee should be remitted through “SBI Collect” link on the online recruitment portal at (<https://iiitbh.ac.in/rect2022>) only. No other mode of fee payment will be accepted

7. Facilities are extended to faculty members of IIIT Bhagalpur as per IIIT-PPP Act and Statutes of IIIT Bhagalpur as well as decisions of the **BoG** of the Institute or relevant orders from MoE, New Delhi.

#### 8. Prescribed minimum Qualification and Experience:

Before filling the Application Form, the candidate must ensure his/her eligibility for the post in respect of qualification and other requisite criteria. The candidate should carefully go through details and instructions available on IIIT Bhagalpur website: <https://iiitbh.ac.in/rect2022>. Apart from instructions available in this advertisement, candidates are also advised to go through the following important Rules/Orders:

Sl. No.	Document/order/guidelines	Uploaded with this Advt. as
1	Schedule ‘E’ of Statutes 23(5)(a) of the First Statutes of the National Institute of Technology (Amendment) Statutes, 2017, and subsequent approval of competent authority.	Annexure I
3	MoE F.No.33-9/2011/TS.III dated 16 <sup>th</sup> April 2019	Annexure II

### GENERAL INSTRUCTIONS AND INFORMATION

- (a) The candidates are advised to duly fill the online application form through the recruitment portal. The duly filled printed application form, along with self-attested supporting documents, such as the self-attested copies of relevant testimonials, certificates, enclosures etc. must be sent by speed/registered post only to **The Registrar Incharge, IIIT Bhagalpur, BCE campus, Sabour, Bhagalpur- 813210, Bihar** by **10.10.2022** failing which their candidature will not be considered.
- (b) Reservation policy for appointments in the institutions of national importance as per Government of India norms will be applicable.

- (c) Mere fulfilments of minimum qualifications do not ensure the call for interview. If number of candidates is more against a post, then short listing criteria to restrict the number to be called for interview will be displayed on the Institute website.
- (d) The minimum qualification is the minimum criteria only for deciding the eligibility. This shall not ensure short-listings for Interview / Selections process.
- (e) The Institute has the right to set higher norms than minimum and areas of specialization while shortlisting, taking into account the specific requirements of the departments and shall be binding on all the applicants. The shortlisting norms may not be uniform across the departments of the institute. The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.
- (f) The institute reserves its right to cancel the recruitment procedure to any post or all posts without any prior notice and without assigning any reason thereof. The institute will not be responsible for any postal loss or delay.
- (g) The envelope containing the application be super-scribed as “**Application for the Post of .....** level ..... **in the Department of .....**”
- (h) All recruitment and pay-fixation shall be done by the Board of Governors (BoG) of the Institute only on the recommendations of duly constituted Selection Committees. The decision of the Appointing Authority shall be final. There shall be no scope of fixing or altering pay (Pay in pay-band) outside the Selection Committee recommendation.
- (i) Interested and eligible candidates may apply through the online application form available on the Institute website <https://iiitbh.ac.in/rect2022>.
- (j) Last date of submission of online application is **05<sup>th</sup> October 2022 by 17:00Hrs.**
- (k) Last date of receipt of printed copy of duly filled application form, along with all supporting documents, duly self-attested is **10<sup>th</sup> October 2022 by 17:00Hrs.**
- (l) The Institute will not be responsible under any circumstances for any sort of postal delay.
- (m) Candidates who wish to apply for more than one post should apply separately for each post in the prescribed manner and separate online application form.
- (n) Application form without relevant supporting enclosures shall be summarily rejected. No correspondence shall be entertained in this regard.
- (o) The date for determining eligibility of candidates in every respect, i.e., qualifications, experience and age limit etc. shall be considered as on the closing date, i.e., the last date of the submission of online application form.
- (p) More than six months of experience in relevant regular position in any organization will only be considered in total experience.
- (q) The eligible candidates may be required to appear for written test/presentation/seminar, in addition to facing the Selection Committee. No TA/DA will be paid for attending written test/Interview.
- (r) Candidates who are applying for Asst. Professor, and Professor, shall indicate two references of eminent persons in the field/profession, who may be contacted by the Institute for their recommendations.
- (s) The shortlisted candidates called for recruitment processes may be required to appear for written examination in the respective departments for further screening purpose depending on the number of applications. Finally, screened candidates will have to appear for presentation/seminar in the respective department and for personal interview before the selection committee.
- (t) Persons serving in Govt. / Semi Govt. / PSUs / Universities / Educational Institutions should send their applications either **THROUGH PROPER CHANNEL** or should furnish a **NO OBJECTION CERTIFICATE** from the Competent Authority of the parent organization, at the time of interview otherwise they may not be allowed for interview.

- (u) Relevant Caste/Category certificates are required to be submitted at the time of written test / presentation / Interview, if shortlisted. No other certificate will be accepted as a sufficient proof.
- (v) The differently abled persons (PWD) shall be required to submit the Disability/Medical Certificate issued by the competent medical authorities for the purpose of employment as per Government of India norms at the time of presentation/interview. Persons suffering from 40% of the disability or more shall only be eligible for the benefit of reservation under this category.
- (w) Original documents along with one set of self-attested copies will have to be produced at the time of interview for verification.
- (s) The applicants are advised/required to visit the Institute website regularly. The list of candidates short listed for further participation in the selection process such as written test/presentation/interview will be displayed time to time on the Institute website. The Institute in this regard shall make no separate communication/intimation.
- (t) Reservation as per the government norms.
- (u) Legal disputes, if any, with IIIT Bhagalpur, will be restricted within the jurisdiction of Hon'ble Court, Bhagalpur only.

#### **DOCUMENTS / CERTIFICATES:**

Self-attested copies of the following Documents/certificates are required to be attached with printout of the Online Application Form, failing which the application would be summarily rejected.

- a) A valid photo ID
- b) Proof of date of birth
- c) Category certificate for SC/ST or Category certificate for OBC (Non-Creamy Layer) obtained on or after 01/04/2022
- d) Category certificate for PWD (if applicable)
- e) Academic records (Marks/Grade Cards and Certificates from SSLC/Matriculation onwards up to Ph.D.)
- f) Experience certificates
- g) Salary certificate/Pay Slip of current employment
- h) Publications (copy of first page of publications), patents and copyrights details
- i) Details of Workshops/Conferences/Short Term Programs organized
- j) Conferences/Workshops attended and presented papers
- k) Details of Sponsored and Consultancy Projects
- l) Fellowship/Membership of Professional Bodies
- m) Awards and Recognitions
- n) Other Relevant Certificates
- o) **SBI Collect** Payment Receipt

#### **NOTE:**

- I. Date of birth mentioned in Online Application Form is final. No subsequent request for change of date of birth will be considered.
- II. The Period of experience rendered by a candidate on part time basis, daily wages, Visiting/Guest faculty will not be counted while calculating the valid experience for short-listing the candidates for interview.

**Dated:** 14-09-2022

**Registrar I/C  
IIIT Bhagalpur**

## Annexure-I

### Qualification and other terms and conditions of appointment of academic Staff of IIT Bhagalpur

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	*Assistant Professor (On Contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	NIL	NIL
2.	*Assistant Professor (On Contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	One-year post Ph.D. experience of Teaching and Research in Institution or repute Industry.	10
3.	*Assistant Professor Pay Band-3 with Grade Pay of Rs. 8000 with a minimum pay of Rs.30000	Ph.D.	Three years after Ph.D. or six years total teaching and research experience in reputed academic Institute or Research and Development Labs or relevant Industry.	20
4.	Associate Professor Pay Band-4 with Grade Pay of Rs. 9500 with a minimum pay of Rs.42800	Ph.D.	Six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or Nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000.	50
5.	Professor Pay band-4 with Grade Pay of Rs. 10500 with minimum pay of Rs. 48000	Ph.D.	Ten years after Ph.D. Or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate Professor with Academic Grade Pay of Rs. 9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs. 9000 or Combination of Rs. 9000 and Rs.9500 or equivalent in an Institution of repute or Research & development lab or relevant Industry	80



6.	Professor (High Administrative Grade Scale) Rs.67000-79000	Ph.D.	Six years as Professor With Academic Grade Pay of Rs.10000 or Rs.10500 or a combination of Rs.10000 and Rs.10500 in an Institute of National Importance	150
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**Note 1:**

- (1) Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules.
- (2) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in preceding degree.
- (3) For existing Faculty members who completed their Ph.D. along with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.
- (4) Contribution of Institute Administration shall be recommended by the concerned Head of Chairmen and approved by the Director.
- (5) For the department which are not having any vacancy, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments.

(Point 6 & 7 are omitted due to non-relevance to IIIT Bhagalpur)

**Note 2: Credit point System**

The following shall be the credit point system:

Sl. No.	Activity	Credits point
1.	One external sponsored Research and development projects completed or ongoing or patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a project, the principal Investigator gets 5 credit points and the rest to be divided equally among other members)
2.	Consultancy projects	2 credits points @Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points.
3.	Ph.D. completed (including thesis submitted cases)	8 credits points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor)
4.	One journal papers in Science citation index or Scopus (paid journals not allowed)	4 points per paper since the last promotion. First author or Main supervisor will get 2 points and rest will be divided among others.
5.	One Conference paper indexed in science Citation Index or Scopus or web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.

6.	Head of the Department, Dean, Chief warden, professor In charge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, faculty In charge Computer centre or Information and Technology Services or Library or Admission or student activities and other Institutional activities	1 credit points per semester up a maximum of 8 credits points since the last promotion.
8.	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 of equivalent	0.5 credit point per Semester up to a maximum of 3 credits points since the last promotion.
9.	Departmental activities identified by head of the department like lab in charges, or department level committee for a minimum period of one year,	0.5 credit point per Semester up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development program or short term courses of min 05 working days duration offered as coordinator or convener	2 credit point per course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one week duration	2 credit point per course up to a maximum of 4 credits points since the last promotion. 1 credit point per course up to a maximum of 2 credits points since the last promotion.
12.	National or International conference organized as Chairman or Secretary	3 credit point per program a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit point per semester with maximum of 10 credits points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 point or credit hrs. up to a maximum of 6 credits points since the last promotion.
16.	Post Graduate Projects Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last Promotion.
17.	Under Graduate Projects	0.25credit point per Project up to a maximum of 4points Since the last promotion.
18.	Text or Reference Books Published on relevant Subjects from reputed international Publishers	6 credit points per book up to a maximum of 18 points Since the last promotion.

19	Text or Reference Book Published on relevant subjects from reputed national Publishers of book Chapters in the books Published by reputed international Publishers	2 credit points per book up to a maximum of 6 points Since the last promotion.
20	Significant outreach Institute out activities	1 credit point per activity up to a maximum of 4 credit points Since the last promotion.
21	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22	Placement Percentage (only for the Placement cell offers or Faculty in charge of placement)	
	Above 85%	4 credit points per Year up to a maximum of 20 points Since the last promotion.
	75% - 84% (%to be based on total number of students passing out and Single Job offer)	2 credit points per Year up to a maximum of 10 points Since the last promotion

Including clarification as per recommendation of the oversight committee, Letter No. F.No. 33-9/2011TS.III dated 16 April 2019.

## Annexure-II

F.No.33 - 9 / 2011 - TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
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Shastri Bhawan, New Delhi,  
dated, the 16<sup>th</sup> April, 2019

To

The Directors  
of all the National Institutes of Technology (NITs)  
and Director, IEST, Shibpur.

**Subject:-** Implementation of Recruitment Rules for Faculty of NITs and IEST - issue of clarifications as per recommendations of the Oversight Committee - regarding.

Sir \ Madam,

I am directed to refer to this Ministry's Order of even number dated 15<sup>th</sup> May, 2018 vide which an Oversight Committee was constituted under the Chairmanship of Prof. Sivaji Chakravorti, Director, National Institute of Technology, Calicut (Kerala) to look into further issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules (RRs) notified for Faculty on 24<sup>th</sup> July, 2017 and issued on 20<sup>th</sup> December, 2017 for Non-Faculty staff of the National Institutes of Technology (NITs) and Indian Institute of Engineering Science and Technology (IEST), Shibpur (West Bengal).

2. At the same time, the Directors of all the NITs and IEST, Shibpur were requested to forward the left out anomalies / issues in the RR to the Chairman of the Oversight Committee. Accordingly, the Oversight Committee received suggestions / representation from various NITs and IEST, Shibpur. The Oversight Committee has looked into the issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules of Faculty and Non-Faculty staff and has submitted its reports in respect of faculty of NITs and IEST, Shibpur on 27<sup>th</sup> October, 2018.

3. The observations pointed out by this Ministry were further discussed in the Oversight Committee meeting held on 19<sup>th</sup> January, 2019. The recommendations submitted by the Oversight Committee on 27<sup>th</sup> October, 2018 and 19<sup>th</sup> January, 2019, respectively, have been examined in this Ministry. The recommendations of the Oversight Committee are divided into two categories viz. (i) clarifications on existing RRs and (ii) amendments in RRs notified on 24<sup>th</sup> July, 2017. With the approval of the competent authority it has been decided

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to issue clarifications, as per recommendations of the Oversight Committee, on the following points in the first instance:-

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
1.	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24 <sup>th</sup> July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	Accepted.
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	Amendment proposed on 19.01.2019  • Credit Points mentioned at Sl.No.4 of the Table	The points, which are now non-exhaustible, in the existing RRs (2017), are as follows:-

K. Rajan



S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision																			
			S. No.	Credits points																		
		<p>on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are now non-exhaustible credit points.</p> <ul style="list-style-type: none"> <li>Credit Points mentioned at Sl.No.5 of the Table on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are exhaustible credit points, i.e. after last appointment.</li> </ul> <p>The rest are Exhaustible Credit Points at every level of direct recruitment.</p>	<table border="1"> <thead> <tr> <th>S. No.</th> <th>Activity</th> <th>Credits points</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>One external Sponsored R&amp;D Projects completed or ongoing / Patent granted</td> <td>8 / project or 8 / patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)</td> </tr> <tr> <td>2.</td> <td>Consultancy projects</td> <td>2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points</td> </tr> <tr> <td>3.</td> <td>Ph.D. completed (including thesis submitted cases)</td> <td>8 per Ph.D. student. (in case there are more than one supervisor, then the Guide (1<sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))</td> </tr> <tr> <td>4.</td> <td>One Journal papers in SCI / Scopus (Paid Journals not allowed)</td> <td>4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.</td> </tr> <tr> <td>21.</td> <td>Fellow FNA, FNAE, FASc, FNASC</td> <td>10 credit points</td> </tr> </tbody> </table>	S. No.	Activity	Credits points	1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)	2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points	3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (in case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))	4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.	21.	Fellow FNA, FNAE, FASc, FNASC	10 credit points	
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4.	Carry forward of Credit Points.	For any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required	<p>The rest Credit Points mentioned in Schedule E are Exhaustible Credit Points at every level of direct recruitment.</p> <p>It has been decided to accept the clarification with following illustration:-</p> <p>Assistant Prof. to</p>																			

K. Rajan

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		<p>Credit Points for the selected position, then differential Credit Points from the Exhaustible Credit Points shall be carried forward to the Exhaustible component only.</p> <p><b>Illustration:</b>  Assistant Prof. to Associate Prof.:  Minimum Required Credit Points: 50  i. For a candidate having 20 Non-exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be <math>20 + (60-50) = 30</math>  ii. For a candidate having 40 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be <math>40+0=40</math>.</p>	<p>Associate Prof. Minimum Required Credit Points: 50</p> <p>i. For a candidate having 20 Non-exhaustible Credit Points And 60 Exhaustible Credit Points, carried forward Credit Points will be <math>20 + (60-50) = 30</math>  ii. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be <math>30 + (40- 40) = 30</math>. Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.</p>
5.	Clarification on First class.	<p>As specified by the respective University / Institution. If not specifically mentioned by the University / Institution, then 60% marks or 6.5 CGPA.</p> <p>New entrants are as defined in MHRD letter No. 33-9/2011-TS. III, dated 31<sup>st</sup> January 2018. Faculty members</p>	<p>The Ministry vide letter dated 31.01.2018 clarified that "the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant."</p> <p>It has been decided to</p>

K. Rajan



S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		appointed in regular pay scale through duly prescribed selection processes will be considered as existing faculty in subsequent selection in the respective Institute.	continue with the same while agreeing to the clarification on first class degree.
6.	Clarification on "Preceding Degrees"	Preceding Degrees mean Bachelors' Degree onwards.	Accepted.
7.	Clarification on "Institution of repute"	<p>Experience (including prior to implementation of NIRF) in the following Institutions will be considered:-</p> <ul style="list-style-type: none"> <li>i. Fully funded Central Educational Institutions</li> <li>ii. IIMs and other management Institutions ranked by NIRF upto 50 for any two years;</li> <li>iii. State Educational Institutions funded by respective State Governments;</li> <li>iv. Other Educational Institutions ranked by NIRF upto 100 in overall, Universities, Engineering, upto 50 for Pharmacy and 10 for Architecture, for any two years.</li> </ul> <p>However, with regard to recommendation on</p>	Accepted.

*K. Rajan*



S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		Institute of repute, the BoGs of respective Institute may take a call on relaxing the criteria, if needed, with recorded justification.	
8.	Clarification on "Book chapter weightage"	As per existing provisions of Statutes.	Accepted.
9.	Carry forward of Credit Points for award of Ph.D. & Paper publication in between date of eligibility & date of joining.	Credit points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.	Accepted.
10.	Clarification on "Industry of repute"	ACoFAR will decide criteria for respective Institutes.	It has been decided that the Board of respective Institute may define the criteria.
11.	Clarification on Project amount of R&D projects.	As per existing provisions of Statutes.	Accepted.
12.	Distribution of points for patents.	As per existing provisions of Statutes.	Accepted.
13.	Consultancy (Credit Point distribution)	Consultancy amount of 5 lakhs can be in a single assignment or can be in cumulative amount of multiple assignments.	As all the Departments in an Institute doesn't fetch same amount of consultancy, therefore, it has been agreed to have cumulative consultancy amount of Rs.5 lakh in multiple assignments.
14.	Counting of Credit Points on Conference paper since last promotion.	As per existing provisions of Statutes.	Accepted.
15.	To review the	Already taken care of	Accepted.

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S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
	comments about since "last promotion"	in Point No.5.	
16.	Clarification regarding the term 'promotion' used in RRs	As per Schedule E of Statute 23(5)(a) Note 1: (1), any change in the AGP in 6 <sup>th</sup> CPC / Level in 7 <sup>th</sup> CPC, is through direct recruitment through open advertisement. Therefore, the term "promotion" used in RRs / Guidelines / MHRD communications should be read as "Appointment through Direct Recruitment".	Accepted.
17.	For grant of HAG Scale to Professors: 40% of sanctioned post of Professors	May be replaced with: 40% of total no. of Professors in position.	Accepted.

4. All the NITs and IEST are advised to place the recommendations of the Oversight Committee (as indicated in para 3 above) before the Board of Governors for its adoption and ensure strict adherence of the instructions.

5. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,

*K. Rajan*  
[K. Rajan]

Under Secretary to the Government of India  
Tel: 23384159

Copy to:-

- (i) The Chairperson, Board of Governors of all the NITs and IEST, Shibpur.
- (ii) PS to HRM / PS to MoS (SPS) for kind information.
- (iii) Webmaster, MNIT, Jaipur - with a request to upload the communication on the website of the Council of NITSER.
- (iv) Guard File.