

1. Recruitment

Category of Staff-

- i. Teaching Staff
- ii. Non-Teaching Administrative Staff

1.1. Recruitment of Teaching Staff

1.1.1. General Guidelines

7.1.1.1. The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and University shall be on the basis of merit through advertisement and Internet followed by the selections by the duly constituted Selection Committees as per the provisions made under the regulations as laid down in the Statutes/Ordinances of the Indus University. The composition of such committees should be as prescribed by the UGC in these regulations.

7.1.1.1.1. A minimum of 1st class (or an equivalent Grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

7.1.1.1.2. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions.

1.1.1.2. Two years' experience post Ph.D. Degree with high ranked research, publication refereed journals shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.

1.1.1.3. The period of time taken by candidates to acquire M.Phil, and/or Ph.D. Degree shall be considered as teaching/ research experience to be claimed for appointment to the teaching positions.

- 1.1.1.3.1. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

1.1.2. Minimum Qualifications for Appointment of Teaching Faculty in University

1.1.2.1. Academic Associate Lab. Demonstrator

Diploma with 1st Class or B.Sc. with 1st Class

1.1.2.2. Assistant Lecturer

Fresher B.E. with First Class OR M.Sc. with First Class

1.1.2.3. Lecturer *

B.E. with 1st Class with valid GATE score of minimum 75% OR M.Sc. with 1st class with valid NET score and at least 2 years of experience as Assistant Lecturer/Industry

**With a condition that, if he/she does not complete the M. Tech for B.E. candidate and Ph.D. for M.Sc. candidate within 5 years, his/her increment will be stopped.*

1.1.2.4. Assistant Professor

1.1.2.4.1. Engineering:

First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech).

1.1.2.4.2. Without prejudice to the above, the following conditions may be considered desirable:

1.1.2.4.2.1. Teaching, research industrial and / or professional experience in a reputed organization;

1.1.2.4.2.2. Papers presented at Conferences and / or in refereed journals.

1.1.2.4.3. Science and Humanities

1.1.2.4.3.1. Good academic record as defined by the concerned university with at least I class (or an equivalent Grade in a

point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.

1.1.2.4.3.2. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

1.1.2.4.3.3. Candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Institutions.

1.1.2.4.3.4. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

1.1.2.4.4. MBA

1st Class or equivalent in Master Degree in Business Management or equivalent with 2 years' relevant experience

1.1.2.4.5. MCA/M.Sc. (IT)

BE/B.Tech and ME/ M.Tech in relevant branch with 1st class OR MCA/M.Sc. in relevant branch with 2 years' relevant experience

1.1.2.5. Assistant Professor (Senior Scale)

Qualification as above and with minimum experience of 5 years as Assistant Professor.

1.1.2.6. Assistant Professor (Selection Grade)

Qualification as above and with minimum experience of 5 years as Assistant Professor (Senior Scale)

1.1.2.7. Associate Professor

1.1.2.7.1. Engineering

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of or equivalent Grade, including minimum 2yrs teaching experience post Ph.D excluding period spent on obtaining the research degree.

OR

1.1.2.7.1.1. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1.1.2.7.1.1.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

1.1.2.7.1.1.2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Executive President of the University.

Without prejudice to the above, the following conditions may be considered desirable:

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent Grade, excluding period spent on obtaining the research degree.

OR

1.1.2.7.1.2. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1.1.2.7.1.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

1.1.2.7.1.2.2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

1.1.2.7.1.2.3. Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

1.1.2.7.1.2.4. Without prejudice to the above, the following conditions may be considered desirable:

1.1.2.7.1.2.4.1. Teaching, research industrial and / or professional experience in reputed organization;

1.1.2.7.1.2.4.2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

1.1.2.7.1.2.4.3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

1.1.2.7.2. **Science and Humanities**

1.1.2.7.2.1. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

1.1.2.7.2.2. A Master's Degree with at least 55% marks (or an equivalent Grade in a point scale wherever grading system is followed).

1.1.2.7.2.3. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, University or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 research publications, books and/or research/policy papers.

1.1.2.7.2.4. Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.

1.1.2.7.2.5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

1.1.2.7.3. MBA

1st Class or equivalent in Master Degree in Business Management or equivalent with 2 years' relevant experience and Ph.D. or equivalent in appropriate discipline with minimum 5 years of experience of which 2 years post Ph.D. experience

1.1.2.7.4. MCA/M.Sc. (IT)

BE/B.Tech and ME/M.Tech in relevant branch with 1st class OR MCA/M.Sc. in relevant branch with 2 years' relevant experience and Ph.D. or equivalent in appropriate discipline with minimum 5 years of experience of which 2 years post Ph.D. experience

1.1.2.8. Professor

1.1.2.8.1. Engineering

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent Grade or minimum of 13 Yrs. Experience in teaching and /or research and /or industry.

OR

1.1.2.8.2. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1.1.2.8.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

1.1.2.8.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

1.1.2.8.2.3. *Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

1.1.2.8.2.4. Without prejudice to the above, the following conditions may be considered desirable:

1.1.2.8.2.4.1. Teaching, research industrial and / or professional experience in a reputed organization;

1.1.2.8.2.4.2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

1.1.2.8.2.4.3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

1.1.2.8.2.4.4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

1.1.2.8.2.4.5. Capacity to undertake / lead sponsored R&D, consultancy and respective activities.

1.1.2.8.3. **Science and Humanities**

(A)

An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.

- 1.1.2.8.3.1. A minimum of ten years of teaching experience in university/University, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- 1.1.2.8.3.2. Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process.
- 1.1.2.8.3.3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix -III.

OR

(B)

- 1.1.2.8.3.4. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned / allied / relevant discipline, to be substantiated by credentials.

1.1.2.8.4. MBA

1st Class or equivalent in Master Degree in Business Management or equivalent with 2 years' relevant experience and Ph.D. or equivalent in appropriate discipline with minimum 10 years of experience of which 5 years should be at the level of Associate Professor OR minimum of 13 years' experience in teaching and/or research and/or industry.

1.1.2.8.5. MCA/M.Sc. (IT)

BE/B.Tech and ME/M.Tech in relevant branch with 1st class OR MCA/M.Sc. in relevant branch with 2 years' relevant experience and Ph.D. or equivalent in appropriate discipline with minimum 10 years of experience of which 5 years should be at the level of Associate Professor OR minimum of 13 years' experience in teaching and/or research and/or industry.

1.1.2.9. Sr. Professor (Higher Grade)

Qualification as above and Ph.D. or equivalent in appropriate discipline with minimum 10 years of experience of which 3 years should be at the level of Professor OR minimum of 13 years' experience in teaching and/or research and/or industry.

1.1.2.10. Principal / Director

1.1.2.10.1. A Master's Degree with at least 1st class (or an equivalent Grade in a point scale wherever grading system is followed) by a recognized University.

1.1.2.10.2. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance with minimum of 10 Yrs. of Experience of which 3 Yrs. at the level of Professor.

1.1.2.10.3. Associate Professor/Professor with a total experience of thirteen years of teaching/research/administration in Universities, University and other institutions of higher education.

1.1.2.10.4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulation in Appendix III for direct recruitment of Professors in University.