

(Relevant portions of NIT Statutes related to Recruitment)

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

(Department of Higher Education), New Delhi

NOTIFICATION

G.S.R. 280(E) dated 23rd April, 2009 and **S.O. dated 21st July, 2017** – In exercise of powers conferred by sub-section (1) sub-section (3) and sub-section (4) of Section 26 of the National Institutes of Technology, Science Education and research Act (NITSER ACT) 2007 (29 of 2007, Amendment Act No.28 of 2012 and Amendment Act No.9 of 2014), the Central Government, with the prior approval of the Visitor (the President of India), hereby frames the following Statutes for all National Institute of Technology, namely:-

SCHEDULE 'E'

Qualifications and other terms and conditions of appointment of Academic Staff

Designation, Pay Band and Academic Grade Pay (AGP) (as per 6 TH CPC)	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
Assistant Professor (On contract), Pay Band (PB)-3 with Grade Pay of Rs.6000.	Ph.D.	NIL	NIL
Assistant Professor (On contract), PB-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
Assistant Professor, PB-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 (R&D) Labs or relevant industry	20
Professor, PB-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 AGP of Rs.9500 or four 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 or R&D lab or relevant industry.	80

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 / equivalent discipline and shall have first class in the preceding Degrees.
3. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute / QIP, the enrolment period of Ph.D. will be counted as teaching experience.
4. Contribution to, Institute Administration shall be recommended by concerned Head or Chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.
5. For the departments which are not having any vacancy, movement in higher Academic Grade Pay (AGP) 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.
6. The permanent faculty members who have put in more than 10 years experience, but have not acquired Ph.D. qualification as on the date of this notification shall be mapped into four-tier flexible system as one time measure, as per following norms:

a) Permanent faculty with age 50 or above:

- i. The Assistant Professors with Academic Grade Pay (AGP) of Rs.7000 shall be mapped at the level of Assistant Professor with AGP of Rs.8000, provided they have at least 10 credit points in their lifetime.
- ii. The Assistant Professors with AGP of Rs.8000 shall be mapped at the level of Associate Professor with AGP of Rs.9500, provided they have at least 25 credit points in their lifetime.
- iii. The Associate Professors with AGP of Rs.9000 shall be mapped at the level of Associate Professor with AGP of Rs.9500, provided they have at least 25 credit points in their lifetime.

Provided, they have been found suitable through a Selection Committee duly constituted under the Statute.

b) Permanent faculty members less than 50 years of age shall be sponsored for Ph.D. in any of the IITs/ NITs duly providing a facility to take study leave of three-years from their respective NIT and on completion of the Ph.D., they shall compete to get into the four-tier system as per the New Recruitment Rules

7. For faculty in the department of Architecture, following will be essential qualification without insisting on credit point requirements at Assistant Professor level:

- M.Arch./ M.Plan, with one year professional experience :
Assistant Professor at AGP of Rs.6000.
- M.Arch./ M.Plan. with two years of professional experience:
Assistant Professor at AGP of Rs.7000.
- For higher cadres, the Educational Qualification (EQ) and credit point requirement shall remain same as given in the table for Engineering and Sciences.

Note 2: Credit Point System

The following shall be the credit point system:

S. No.	Activity	Credits points
1.	One external Sponsored Research and Development (R&D) Projects completed or ongoing or Patent granted	8 credit point per project or 8 credit point 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 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 credit point 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(s)]
4.	One Journal papers in Science Citation Index (SCI) or Scopus (Paid Journals not allowed)	4 Credit Point 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 SCI or Scopus or Web of Science Conference or any internationally renowned Conference	1 credit point per paper up to a maximum of 10 credit points. First Author / Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department (HOD), Dean, Chief Warden , Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 credit 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 Center or Information Technology (IT) Services or Library or Admission or Student Activities and other Institutional Activities.	1 Credit Point per Semester up to 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 or equivalent	0.5 Credit per Semester up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level committee for a min. period of one year.	0.5 Credit per Semester up to a max of 3 credits points since the last promotion.
10.	Workshop or Faculty Development Program (FDP) 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 credit point, since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks (GIAN) etc. as Course Coordinator Program of 2 week duration Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion. 1 credit point per course up to a max of 2 credit points since the last promotion.

12.	National or International conference organized as Chairman or Secretary	3 credit point per program up to a max 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 points per semester with maximum of 10 credit 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 credit per credit hrs. up to a max of 6 credit points since the last promotion.
16.	Post Graduate(PG) Dissertation guided	0.5 credit points per project to a maximum of 10 points since the last promotion.
17.	Under Graduate(UG) Projects	0.25 credit point per project up to a maximum of 4 points 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 max. of 18 points since the last promotion.
19.	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points per unit up to a max. of 6 points since the last promotion.
20.	Significant outreach Institute Activities	1 credit point per activity up to a max 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 Officers 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 no of students passing out and single job offer)	2 credit points per year up to a maximum of 10 points since the last promotion.

[F. No. 22 – 5/2006–TS. III]
R. SUBRAHMANYAM, Addl. Secy.

Note : The principal Statutes were published in the Gazette of India, Extraordinary, Part II, Section I, sub-section (i) *vide* notification number G.S.R. 280(E) dated the 23rd April, 2009 and subsequent amendment was published in the Gazette of India, Extraordinary, Part II, Section I, sub-section (i) *vide* notification number G.S.R. 837(E) dated the 5th November, 2015.

NOTE (not a part of Statutes):

While conveying the decision regarding implementation of pay revision as per **7th CPC** in respect of faculty members of NITs w.e.f. 1st January, 2016, the **Govt. of India specified** that the **nomenclature of Assistant Professor (Contractual) with AGP 6000/ AGP 7000** (as per 6th CPC) is **changed** to **“Assistant Professor Grade-II”** and **Assistant Professor with AGP 8000** (as per 6th CPC) is **changed** to **“Assistant Professor Grade-I”**.

Prof. (Dr) Gopal Mugeraya
Director, NIT Goa