

Academic unit wise Eligibility criteria for Assistant Professor- March 2023

The eligibility criteria specific to academic units for the post of Assistant Professor are given below. Satisfying the criteria does not guarantee shortlisting.

Aerospace Engineering

The candidates should have a strong academic and research background with basic Engineering Degree in Aerospace Engineering or allied areas. Candidates with exceptional credentials may be considered in any areas of Aerospace Engineering, in addition to the following specific areas, (i) Aerodynamics, (ii) Dynamics and Control, (iii) Aerospace Propulsion, (iv) Aerospace Structures.

Candidates should have a minimum of FIVE (5) publications in reputed refereed journals and conference proceedings at the time of the application, of which at least THREE (3) should be in Scopus/SCI-indexed journals.

Industry experience will be appropriately evaluated.

Biosciences and Bioengineering

Publications:

Candidates with research work in biosciences should have a minimum of FIVE (5) original refereed international publications in Scopus / PubMed / Web of Science (or equivalent) indexed journals as first author or as first author with equal contribution.

Candidates with research work in biomedical engineering should have a minimum of THREE (3) original refereed international publications in Scopus / PubMed /Web of Science (or equivalent) indexed journals as first author or as first author with equal contribution.

A granted patent may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

A full paper in an international peer-reviewed conference proceeding of a reputed professional society may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Development efforts (technology, product, process, protocols, etc.) that have reached a stage of maturity viz., peer-reviewed demonstration of proof-of-concept e.g., in the form of acceptance by a funding agency or an industry for enhancement of Technology Readiness Level (TRL), deployment, etc., may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Chemical Engineering

Candidates should have a minimum of THREE (3) research publications in reputed journals included in Scopus/SCI index in areas related to Chemical Engineering.

Chemistry

Candidates should have a basic degree in Chemistry and should have a minimum of FIVE (5) (out of which at least TWO (2) from post Ph.D work) publications in Scopus/SCI indexed journals.

Civil Engineering

The candidates should have a strong academic and research background with basic Engineering Degree in Civil Engineering or allied areas.

Candidates should have a minimum of THREE (3) publications in SCI-indexed reputed journals. The quality will be evaluated based on SCI Impact Factor (IF) and relative IF ranking in that field of specialization. The papers should be already published or be in the press.

Research grants received / Teaching or Industry experience / Significant National or International awards will be considered as an additional advantage.

Patents and Books: (a) A granted Patent with the candidate as main contributor will be counted as equivalent to one published journal paper. (b) Textbook / Book chapter published by reputed publisher will be considered as an additional advantage.

Computer Science & Engineering

Candidates should have a minimum of TWO (2) publications during their Ph.D. in reputed conferences or journals*.

In addition, they should have an average of at least ONE (1) publication for every year thereafter (beyond their Ph.D.) in reputed conferences or journals*; In case of faculty candidates who have spent some time in non-research industry jobs, this criterion may be relaxed, especially if they have additional publications during their Ph.D.

*Publications should be ranked B or higher from the extended CORE ranking list at

https://docs.google.com/document/d/1te0saMr_qrg_QJL9IEKgLmefza_PHKcoRkcMVilnoil/edit?usp=sharing

Earth Sciences

Candidates should have a basic degree in Geology/Geophysics.

Candidates should have published a minimum of FOUR (4) research papers in SCI-indexed journals in the areas of Geology or Geophysics. The candidate must be one of the first two authors or the corresponding author in 4 papers.

Economics

1. Experience: At least 3 years of Post Ph.D research /teaching /industry experience [including Postdoctoral research experience]. Those who do not have adequate experience, but fulfil the eligibility criteria may be considered for contractual appointment in the rank of Assistant Professor.

2. Performance: Published 3 good papers of which at least two of them should be in reputed peer reviewed journals [Scopus /ABDC/ABS or equivalent ranked/indexed journals].

Electrical Engineering

- In areas pertaining to semiconductor devices – their modeling, fabrication and characterization, a minimum of FOUR (4) high quality papers in tier-one SCI journals.
- In areas like Power, Control, Communications, Circuits and Systems, a minimum of TWO (2) high quality papers in tier-one SCI journals.

Conference Publications: Top tier conferences, which have a rigorous peer-review process, and in which the full version of the paper has to be submitted right at the stage of review, will also be considered to be equivalent to journal papers.

Post Doctoral Experience: It is preferable to have a postdoctoral experience in the areas pertaining to semiconductor devices – their modeling fabrication and characterization. In areas like Power, Control, Communications, Circuits and Systems this requirement may be relaxed.

Energy Science and Engineering

Candidates should have a minimum of THREE (3) publications in SCOPUS/SCI-E indexed journals in energy science and engineering related areas.

Environmental Science and Engineering

Candidates should have Ph.D. with a major focus in the area of Environmental Science / Engineering from reputed institution preferably with B.Tech. and M.Tech. in Environmental Science / Engineering / Management or Ph.D. with M.Sc. or M.Tech. in Environmental Science / Engineering / Management with consistently strong academic record throughout.

Candidates should have a minimum of THREE (3) publications in Scopus/SCI index reputed journals.

Each patent granted will be considered as equivalent to a quality publication in a reputed international journal.

Humanities & Social Sciences

To be added.

Mathematics

Candidates should have published a minimum of THREE (3) publications in journals listed in AMS MathSciNet, Scopus or SCI in the areas of Mathematics or Statistics.

Mechanical Engineering

Candidates should hold **an undergraduate degree (BE/BTech) in Mechanical Engineering** and should have completed their Ph.D.'s in Mechanical/Aerospace/Applied Mechanics/Materials and Metallurgy/Production/Automobile Engineering.

Candidates should have published a minimum of THREE (03) international journal papers as first author (or the corresponding author) in the last 5 years in research fields relevant to the scope of Mechanical Engineering. These journals should be ranked in the top two quartiles (Q1 or Q2), as per the SJR (Scimago Journal & Country Rank) norms.

In case a candidate has post-Ph.D experience beyond 3 years, the candidate should have ONE (1) additional publication per year of additional experience beyond 3 years.

Candidates with an **undergraduate degree (BE/BTech) in Aerospace/Materials and Metallurgy/Applied Mechanics/Production/Automobile Engineering**, will also be considered, subject to meeting all other criteria above, but must have TWO (2) additional publications, over and above the minimum publications mentioned above.

Metallurgical Engineering & Materials Science

Candidates should have a minimum of three (3) first author peer reviewed publications in reputed journals (SCI/Scopus Indexed) in areas related to materials.

Physics

Candidates should have a minimum of THREE (3) publications in Scopus indexed refereed journals in Physics or Astronomy during PhD; Additionally an average of 1 publication per year in such journals during post-PhD career. Three years of post-PhD experience is preferred.

Centre for Policy Studies

The candidate must have experience in one of the following 5 research areas: 1) Digital Society, 2) Technology and Society, 3) Environment, Energy and Natural Resources, 4) Structural Inequalities & 5) Markets and Governance Process.

Candidates should have a minimum of THREE (3) Policy relevant publications in Reputed (*Scopus/SCI index, JSTOR, Sage, MUSE, ABDC*) journals.

ONE (1) peer reviewed book chapter/monograph can be counted as equivalent to ONE(1) publication.

Centre of Studies in Resources Engineering

The candidates should have research specialization in geoinformatics, remote sensing and their applications to earth system studies and related areas.

Candidates should have a minimum of THREE (3) publications in Scopus/SCI-indexed journals. Patent(s) granted and Book(s) published will be considered equivalent to journal publications.

Centre for Technology Alternatives for Rural Areas

Faculty applicants should have demonstrated interest and ability to: (i) identify and formalise problems of relevance to broader society, and (ii) teach in the area of technology and development.

The candidates should have strong focus on Science and Technology applications towards sustainable development using concepts in the following thematic areas:

- Food processing, Nutrition, and Public Health
- Farm Machinery, Technology Development and Dissemination
- Development, Technology, and Society

- Planning and Development including Basic Services; Monitoring & Evaluation
- Natural Resources, Public Policy and Governance

The candidates should have high quality research experience, evidenced by publications in reputed journals/conferences, book chapters, patents (filed and granted) and important case studies.

The candidates should have a minimum of THREE (3) publications in reputed international journals (Scopus/SCI indexed).

Centre for Urban Science and Engineering

Candidates with architecture, urban planning, or civil engineering degree from reputed institutes at bachelor's or master's level with significant research contributions on urban issues are preferred. However, candidates with other educational backgrounds can also be considered if the candidate has demonstrated excellent research work in urban issues.

Candidates should have published a minimum of two significant papers on urban issues in peer reviewed SCI indexed journals of high repute. The reputation of the journal will be judged based on SCI Impact Factor (IF) and relative IF ranking in that field of specialization.

Koita Centre for Digital Health (KCDH)

Candidates should have a minimum of 3 publications in reputed journals or conference proceedings.

Criteria for Reputed Journals or Conference Proceedings: Inclusion in Scopus/SCI index, Math-SCI, SciMajor index, Core Ranking (B or higher), ABDC list (for economics, statistics), medical journals with high impact factor.

Candidates must have 1 or more years of post-PhD experience. Candidates should have on average 1 publication per year of post Ph.D. experience in addition to the above minimum specified; Papers published during/based on Ph.D. work can also be counted towards this number.

Upto 5 years of work in healthcare organization or hospital or industry that do not offer scope for publication may be exempted from the additional (post-PhD) publication requirements.

Granted patents of exceptional quality in the Healthcare or Bio domain can be counted as equivalent to 2 publications. Every other granted patent will be counted as a single publication. Work which is repeated across patents and publications will not be doubly counted.

Center for Machine Intelligence and Data Science (CMInDS)

Candidates should have published a minimum of 3 papers in reputed journals or conferences in the area of Machine Intelligence and Data Science.

Publications ranked at least A as per CORE Rankings will be considered as reputed; CMInDS will maintain an additional list of reputed journals and conferences on the CMInDS website.

Additionally, the candidates are expected to have at least one publication in reputed venues per year of post Ph.D. experience.

Upto 8 years of work in industry or other circumstances which do not offer scope for publication may be exempted from the additional publication requirements. In such cases, the candidate is expected to provide significant alternative evidence of technical leadership in the form of patents and/or software products.

IDC School of Design

Qualifications and Experience Criteria

A post graduate Degree or Diploma in Design / Arts / Applied Arts, or a post graduate Degree in Engineering / Architecture / Humanities or equivalent is required for all candidates.

For candidates with a Ph.D., the qualifications and experience criteria are as per Institute General Eligibility Criteria.

For candidates without a Ph.D. a minimum of 8 years of teaching/research/professional experience is required.

Publication Criteria

For candidates with a Ph.D., a minimum of THREE (3), Conference Papers or Journal Papers or Book Chapters or Books or Design Projects implemented or in advanced stages of implementation is required.

For candidates without a Ph.D., a minimum of SIX (6), Conference Papers or Journal Papers or Book Chapters or Books or Design Projects implemented or in advanced stages of implementation is required.

Other Criteria

For candidates without a Ph.D., a minimum of TWO (2) Awards/External Funding is required.

Exceptionally accomplished applicants without a post graduate qualification can be considered for Assistant Professor position with the following criteria: a minimum of TEN years of teaching/research/professional experience; a minimum of EIGHT(8) Conference Papers or Journal Papers or Book Chapters or Books or Design Projects implemented or in advanced stages of implementation; a minimum of THREE (3), Awards / External Funding.

Shailesh J. Mehta School of Management

Candidates should have Ph.D. in any of the following areas: Accounting, Decision Sciences, Economics, Finance, General Management, Information Systems, Management Communication, Marketing, Operations Management, Organization Behaviour & Human Resource Management, Strategic Management, Technology Management,

A. Candidates should have published a minimum of THREE (3) papers in reputed journals as sole/first or second author (incl. accepted) in B or higher-level journals listed in ABDC 2019/ERA 2010/level 2 and above in ABS journal list

OR

B. Candidates should have published a minimum TWO (2) publications, as first/sole or second author in A or higher journals listed in ABDC 2019/ERA 2010/level 3 and above in ABS journal list / FT50

Relaxation may be granted in lieu of (ONE) 1 publication requirement in case of **(A)** above for any of the following:

- Worked for at least 2 years as Entrepreneur (Founder) /Founding team member of registered venture (incubator in IITs/IIMs or any Govt approved incubator)
- At least 2 Cases, as first/sole or second author, published in HBS/Ivey Publishers/ACR Journal.

Desai Sethi School of Entrepreneurship (DSSE)

(i) Bachelor's degree in any branch of engineering or technology,

(ii) PhD degree, preferably related to inter-disciplinary translational research, product innovation, technology management or entrepreneurship,

(iii) At least one year of work experience in a technology startup company, innovation/incubation center, or new product development in industry,

(iv) At least two publications: in reputed journals (Scopus/SCI-indexed), or management cases (HBS/Ivey), or patents (granted).

Climate Studies

The candidate should have research areas in Climate Studies or related areas.

Candidates should have a minimum of THREE (3) publications in *Scopus/SCI index* journals, as first or second author.

For the policy stream, ONE (1) peer reviewed book chapter / book / monograph can be counted as equivalent to ONE (1) publication.

Educational Technology

Candidates should have a minimum of two Educational Technology related publications in journals indexed in Scopus/SCI,

OR

one publication in journals indexed in Scopus/SCI **and** two publications in the [list of conferences identified by the department](#).

The candidate should be the first author on at least ONE (1) of the publications.

If Ph.D. is in a discipline other than ET, the candidate should have done a post-doc in ET related area, or should have research publications in ET Journals/Conferences, or should have carried out development projects in ET.

Candidates who have one or more years of post-PhD experience should have on an average ONE (1) publication per year of post Ph.D. experience in addition to the above minimum specified; papers published during/based on Ph.D. work can also be counted towards this number.

Upto **two** years of work in industry or other positions that do not offer scope for publication may be exempted from the additional publication requirements.

Industrial Engineering and Operations Research

Candidates should have a minimum of THREE (3) publications in reputed journals or refereed conference proceedings in the areas related to industrial engineering or operations research.

Journals and conference proceedings listed in Scopus or SCI or CORE or ABDC or AMS MathSciNet will be considered as reputed. Other journals and conference proceedings that are considered as reputed by the department will be listed at www.ieor.iitb.ac.in.

Systems and Control Engineering

Candidates need to have a minimum of THREE (3) publications accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.

In addition to the above minimum specified, the candidates need to have an average of at least ONE (1) publication for every year after their first full year after Ph.D. that are accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.

Each patent granted will be counted as equivalent to two journal publications and each patent filed will be counted as equivalent to 0.5 journal publications for the above criteria.

Academic unit wise Eligibility Criteria for Associate Professor And Professor

March 2023

Aerospace Engineering Department

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of eleven publications in SCI indexed journals and SCI/Scopus indexed conference proceedings.

Out of the above, the candidates must have a minimum of six publications in SCI indexed journals and SCI/Scopus indexed conference proceedings, of which at least three should have been published in Scopus/SCI-indexed journals during the assessment period (Assistant Professor or equivalent position).

Teaching experience:

Candidates should have been involved in academic training activities (e.g. short-term courses, guiding masters' and doctoral students, supervising interns or any other similar activity). In addition, candidates should demonstrate willingness and ability to participate in the UG teaching of the department in at least two core courses.

Masters Project guidance

Candidates should have guided at least six Master's students during the assessment period.

Ph.D. guidance

Candidates should be the supervisor/ co-supervisor of at least one Ph.D. student, who has either graduated or is in an advanced stage. Advanced stage is when the student has completed pre-synopsis or has at least one publication produced from the doctoral work.

The criteria of Master's and Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non-Ph.D. granting academic institutions

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of twenty one publications in SCI indexed journals and SCI/Scopus indexed conference proceedings.

Out of the above, the candidates must have a minimum of ten publications in SCI indexed journals and SCI/Scopus indexed conference proceedings, of which at least five should have been published in Scopus/SCI- indexed journals during the assessment period (Associate Professor or equivalent position).

Teaching experience:

Candidates should have been involved in academic training activities (e.g. short-term courses, guiding masters' and doctoral students, supervising interns or any other similar activity). In addition, candidates should demonstrate willingness and ability to participate in the UG teaching of the department in at least two core courses.

Masters Project guidance

Candidates should have guided at least fourteen Master's students during the assessment period.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students who have graduated or should have graduated one student and another should be in advanced stage. Advanced stage is when the student has completed pre-synopsis.

The criteria of Master's and Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non-Ph.D. granting academic institutions.

Biosciences and Bioengineering Department

Associate Professor:

Publications:

Candidates with research work in biosciences should have a minimum of SEVEN (7) original refereed international publications in Scopus / PubMed / Web of Science (or equivalent) indexed journals. Out of these 7, (i) a minimum of FIVE (5) publications must have been published as first author or as first author with equal contribution and (ii) a minimum of TWO (2) publications must have been published as corresponding / co-corresponding author while the candidate was holding a position at the Assistant Professor (or equivalent) level.

Candidates with research work in biomedical engineering should have a minimum of FIVE (5) original refereed international publications in Scopus / PubMed / Web of Science (or equivalent) indexed journals. Out of these 5, (i) a minimum of THREE (3) publications must have been published as first author or as first author with equal contribution and (ii) a minimum of TWO (2) publications must have been published as corresponding / co-corresponding author while the candidate was holding a position at the Assistant Professor (or equivalent) level.

A granted patent may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

A full paper in international peer-reviewed conference proceeding of a reputed professional society may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Development efforts (technology, product, process, protocols, etc.) that have reached a stage of maturity viz., peer-reviewed demonstration of proof-of-concept e.g., in the form of acceptance by a funding agency or an industry for enhancement of Technology Readiness Level (TRL), deployment, etc., may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Masters Project guidance:

Candidates should have guided as supervisor a minimum of three (3) MTech/MSc students while the candidate was holding a position at the Assistant Professor (or equivalent) level.

PhD guidance:

Candidate should be guiding / have guided as supervisor a minimum of two (2) PhD students. Out of these two students, candidate should be the supervisor of at least one PhD student, who has either graduated or is in an advanced stage. Advanced stage is when the student has completed pre-synopsis or has at least one (1) publication produced from the doctoral work.

Co-supervision of MSc/MTech/PhD would be counted as 1/2 of supervision.

The criteria of supervision of PhD/Masters students and teaching at higher educational institutions may be relaxed for candidates who are from industry or Institutes / organizations which do not offer PhD / Masters program.

Professor:

Publications:

Candidates with research work in biosciences should have a minimum of THIRTEEN (13) original refereed international publications in Scopus / PubMed / Web of Science (or equivalent) indexed journals. Out of these 13, (i) a minimum of FIVE (5) publications must have been published as first author or as first author with equal contribution and (ii) a minimum of EIGHT (8) publications must have been published as Corresponding / Co-corresponding Author; a minimum of SIX (6) of these EIGHT (8) publications as corresponding / co-corresponding author must have been published while the candidate was holding a position at the Associate Professor (or equivalent) level.

Candidates with research work in biomedical engineering should have a minimum of ELEVEN (11) original refereed international publications in Scopus / PubMed / Web of Science (or equivalent) indexed journals. Out of these 11, (i) a minimum of THREE (3) publications must have been published as first author or as first author with equal contribution and (ii) a minimum of EIGHT (8) publications must have been published as corresponding / co-corresponding Author; a minimum of SIX (6) of these EIGHT (8) publications as corresponding / co-corresponding author must have been published while the candidate was holding a position at the Associate Professor (or equivalent) level.

A granted patent may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

A full paper in international peer-reviewed conference proceeding of a reputed professional society may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Development efforts (technology, product, process, protocols, etc.) that have reached a stage of maturity viz., peer-reviewed demonstration of proof-of-concept e.g., in the form of acceptance by a funding agency or an industry for enhancement of Technology Readiness Level (TRL), deployment, etc., may be considered as equivalent to an original research publication in Scopus (or equivalent) indexed journals.

Masters Project guidance:

Candidates should have guided as supervisor a minimum of three (3) MTech/MSc students while the candidate was holding a position at the Associate Professor (or equivalent) level.

PhD guidance:

Candidate should have guided as supervisor a minimum of two (2) PhD students and is guiding / guided as supervisor additionally at least two (2) PhD students.

Co-supervision of MSc/MTech/PhD would be counted as 1/2 of supervision.

The criteria of supervision of PhD/Masters students and teaching at higher educational institutions may be relaxed for candidates who are from industry or Institutes or organizations which do not offer PhD / Masters program.

Chemical Engineering Department

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of seven peer-reviewed publications in reputed journals or conference proceedings, listed in Scopus/ Science Citation index.

Candidates should also have a minimum of four peer-reviewed publications in reputed journals or conference proceedings, listed in Scopus/ Science Citation index, during their assessment period.

Teaching:

Candidates should have taught at least an average of six course credits per year during the assessment period, excluding periods of long leaves.

Ph.D. guidance

Candidates should be the supervisor/co-supervisor of at least one Ph.D. student, who has either graduated or is at an advanced stage. Advanced stage is when the student has completed pre-synopsis. For co-supervision, the candidate should specify his/her contribution to the thesis work of Ph.D. student.

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 15 peer-reviewed publications in reputed journals or conference proceedings, listed in Scopus/ Science Citation index.

Candidates should also have a minimum of eight peer-reviewed publications in reputed journals or conference proceedings, listed in Scopus/ Science Citation index, during their assessment period.

Teaching:

Candidates should have taught at least an average of six course credits per year during the assessment period, excluding periods of long leaves.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students who have graduated or should have graduated one student and another should be at an advanced stage. Advanced stage is when the student has completed pre-synopsis.

Additional criteria for all levels

If a candidate does not meet the above shortlisting criteria, then demonstrated Scholarship through the following avenues for work done during the assessment period may be considered for **at most one** of the above-listed requirements. The Professors Committee of the department must strongly recommend the exemption.

1. High-quality books (including textbooks), monographs, and book chapters can be counted towards the scholarship. (Double counting to be avoided if said books are part of research papers).
2. High-quality products

3. Exceptional quality papers, as evidenced by citation scores or feedback from top experts in the area. Note that the Professors Committee of the department can rank some journals as higher and give higher weightage than one.
4. Significant awards such as the Swaranjayanthi and S. S. Bhatnagar.

Chemistry Department

Associate Professor

Publications criteria (overall and Assessment Period):

- Candidates should have, in total, a minimum of 10 publications in Scopus/SCI indexed journals.
- Candidates should also have a minimum of 5 publications at Assistant Professor level in Scopus/SCI indexed journals.

Teaching:

- Candidates should have taught courses equal to 12 credits per year in the review period.

Ph.D. guidance:

- Candidates should be the supervisor/ co-supervisor of at least one Ph.D. student, who is in an advanced stage. Advanced stage is when the student has completed minimum three years and has at least 2 publications produced from the doctoral work.

Projects/Research Grants:

- Should have been awarded a minimum of one sponsored project from external agencies/Industry as Assistant Professor.

Professor

Publications criteria (overall and Assessment Period):

- Candidates should have, in total, a minimum of 20 publications in Scopus/SCI indexed journals.
- Candidates should also have a minimum of 15 publications from the previous two positions as Assistant and Associate Professor, in Scopus/SCI indexed journals.

Teaching:

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- Candidates should have taught courses equal to 12 credits per year in the review period.

Ph.D. guidance:

- Candidates should be the supervisor/ co-supervisor of at least 2 Ph.D. (Viva Voce completed) awarded students.

Projects/Research Grants [department option]:

- Should have been awarded a minimum of three sponsored project from external agencies/Industry in the previous two positions as Assistant and Associate Professor.

Civil Engineering Department

Associate Professor

General: The candidates should have a strong academic and research background with basic Engineering Degree in Civil Engineering or allied areas.

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of EIGHT (8) publications in SCI-indexed reputed journals.

Out of the above, the candidates must have a minimum of FOUR (4) publications in SCI-indexed reputed journals during their assessment period, not counting the ones published based on their own Ph.D. thesis.

A granted Patent with the candidate as an inventor will be counted as equivalent to one published journal paper.

High quality Textbook published by reputed publisher will be considered as equivalent to three journal papers.

Book chapter published by reputed publisher will be considered as equivalent to one journal paper.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Teaching experience:

Candidates should have some measurable (with excellent record of teaching feedback) teaching experience and demonstrated excellent teaching skills in their previous assignments.

Ph.D. guidance:

Candidates should have completed the supervision of at least ONE (1) Ph.D. student as sole or main supervisor. Suitable weightage for co-supervision may be considered.

The criteria of Ph.D. guidance of students may be relaxed for candidates with outstanding research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Projects/Research Grants:

(a) Research grants should be with the candidate as PI of the project. Research grants received as co-PI will be given proportionate weightage.

(b) Research grants may be from a major national/international funding agency (sponsored mode). The candidate should have at least one major sponsored research project component as PI with project cost exceeding ₹15 lakhs. Candidates with experience of higher number of years are expected to have received higher research grants as PI.

(c) Any internal funding from the candidate's parent institute/organization including seed grant will not be considered for this criterion.

Exceptional criteria:

If a candidate does not meet the above minimum requirements, but demonstrated Scholarship through the following avenues for work done at previous assignments, may be considered for at most one of the above requirements. The exemption(s) could include:.

1. *High quality text books published by reputed publishers (Double counting to be avoided if said books are part of research papers).*
2. *High quality products/technology developed/transferred by the applicant that are outstanding.*
3. *Exceptional quality papers, such as those in journals listed in nature citation index, as evidenced by large citation scores.*
4. *Significant awards, such as, the S. S. Bhatnagar award, Swarnajayanti award, Science / Engineering Academy Young Researcher Awards / Fellowships, J.C. Bose Fellowship etc.*

Professor

General: The candidates should have a strong academic and research background with basic Engineering Degree in Civil Engineering or allied areas.

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of FOURTEEN (14) publications in SCI-indexed reputed journals, not counting the ones published based on their own Ph.D. thesis.

Out of the above, the candidates must have a minimum of EIGHT (8) publications in SCI-indexed reputed journals during their assessment period, not counting the ones published based on their own Ph.D. thesis.

A granted Patent with the candidate as an inventor will be counted as equivalent to one published journal paper.

High quality Textbook published by reputed publisher will be considered as equivalent to three journal papers.

Book chapter published by reputed publisher will be considered as equivalent to one journal paper.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Teaching experience:

Candidates should have some measurable (with excellent record of teaching feedback) teaching experience and demonstrated excellent teaching skills in their previous assignments.

Ph.D. guidance:

Candidates should have completed the supervision of at least THREE (3) Ph.D. students as sole or main supervisor. Suitable weightage for co-supervision may be considered.

Projects/Research Grants:

(a) Research grants should be with the candidate as PI of the project. Research grants received as co-PI will be given proportionate weightage.

(b) Research grants may be from a major national/international funding agency (sponsored mode).

The candidate should have at least one major sponsored research project component as PI with project cost exceeding ₹30 lakhs. Candidates with experience of higher number of years are expected to have received higher research grants as PI.

(c) Any internal funding from the candidate's parent institute/organization including seed grant will not be considered for this criterion.

Exceptional criteria:

If a candidate does not meet the above minimum requirements, but demonstrated Scholarship through the following avenues for work done at previous assignments, may be considered for at most one of the above requirements. The exemption(s) could include:

- 1. High quality text books published by reputed publishers (Double counting to be avoided if said books are part of research papers).*
- 2. High quality products/technology developed/transferred by the applicant that are outstanding.*
- 3. Exceptional quality papers, such as those in journals listed in nature citation index, as evidenced by large citation scores.*
- 4. Significant awards, such as, the S. S. Bhatnagar award, Swarnajayanti award, Science / Engineering Academy Fellowships, J.C. Bose Fellowship etc.*

Computer Science & Engineering Department

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Candidates should have, in total, a minimum of 12 post-PhD publications in reputed journals/conferences. Up to 2 *granted* patents can count as papers, but papers and patents representing the same work are not double-counted.

Out of the above, candidates should also have a minimum of 6 publications in reputed journals/conferences during their position as assistant professor. Up to 2 *granted* patents can count as papers, but papers and patents representing the same work are not double-counted.

Ph.D. guidance

Candidates should be the supervisor of at least one Ph.D. student, who has either graduated or is in an advanced stage. (At IITB, a student is considered to be at an advanced stage, upon completing his/her pre-synopsis and thereby being ready to submit the thesis for external review). Co-guide counts as 0.5 student. Cases where the co-guide requests more credit than 0.5 will be dealt with by the department on case by case basis.

The criteria of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Any other eligibility criteria

If a candidate does not meet the above minimum requirements, then demonstrated Scholarship through the following avenues may be considered for at most one of the requirements. The department must strongly recommend the exemption(s). 1. High quality books (including textbooks), monographs, and book chapters can be counted towards scholarship. (Double counting to be avoided if said books are part of research papers). 2. High quality products developed by the applicant that are outstanding. 3. Exceptional quality papers, as evidenced by citation scores or feedback from top experts in the area. 4. Significant awards such as the Bhatnagar award, IEEE or ACM Fellows and so on.

Professor

Publications criteria (overall and Assessment Period)

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Candidates should have, in total, a minimum of 20 post-PhD publications in reputed journals/conferences. Up to 2 *granted* patents can count as papers, but papers and patents representing the same work are not double-counted.

Out of the above, candidates should also have a minimum of 8 publications in reputed journals/conferences during their assessment period. Up to 2 *granted* patents can count as papers, but papers and patents representing the same work are not double-counted.

The criteria of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students who have graduated. Co-guide counts as 0.5 student.

Any other eligibility criteria

If a candidate does not meet the above minimum requirements, then demonstrated Scholarship through the following avenues may be considered for at most one of the requirements. The department must strongly recommend the exemption(s). 1. High quality books (including textbooks), monographs, and book chapters can be counted towards scholarship. (Double counting to be avoided if said books are part of research papers). 2. High quality products developed by the applicant that are outstanding. 3. Exceptional quality papers, as evidenced by -citation scores or feedback from top experts in the area. 4. Significant awards such as the Bhatnagar award, IEEE or ACM Fellows and so on.

Department of Earth Sciences

Associate Professor

Publications criteria:

The candidate must have published a minimum of 8 research papers in SCI-indexed journals/peer-reviewed conference proceedings in IEEE/and papers in SEG(IMAGE)/EAGE/The Leading Edge, out of which at least 4 research papers should have been published or accepted for publication during the preceding three years. The candidate must be one of the first three authors (or the corresponding author) in the publications.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Masters Project guidance:

Candidates from universities/colleges should have supervised/co-supervised at least 6 Master's theses. This criterion is not applicable for the candidates applying from industry/research institutes.

Ph.D. guidance:

Candidates from universities/colleges/research institutes should have supervised/co-supervised at least one PhD thesis. This criterion is not applicable for the candidates from industry.

Projects/Research Grants:

It is desirable that candidates from universities/colleges/research institutes should have been awarded at least one sponsored research grant. This criterion is not applicable for those applying from industry.

Additional/desirable criteria:

- Having established new labs or contributed to the development of existing labs may be considered as an additional advantage
- Having Awards/book chapters/ conferences conducted etc. may be considered as an additional advantage.

Professor

Publications criteria:

The candidate must have published minimum of 14 research papers in SCI-indexed journals/peer-reviewed conference proceedings in IEEE/and papers in SEG(IMAGE)/EAGE/ The Leading Edge, out of which at least 6 papers should have been published or accepted for publication during the preceding four years.

The candidate must be one of the first three authors (or the corresponding author) in the publications.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Masters Project guidance:

Candidates from universities/colleges should have supervised/co-supervised at least 8 Master's theses. This criterion is not applicable for the candidates applying from industry/research institutes.

Ph.D. guidance:

Candidates from universities/colleges/research institutes should have supervised/co-supervised at least two PhD theses.

Projects/Research Grants:

It is desirable that candidates from universities/colleges/research institutes should have been awarded at least two research grants. This criterion is not applicable for those applying from industry.

Additional/desirable criteria:

- Having established new labs or contributed to the development of existing labs may be considered as an additional advantage
- Having awards/book chapters/ conferences conducted etc. may be considered as an additional advantage.

Department of Economics

To be added

Electrical Engineering Department

Associate Professor (direct applicants from academia)

Publications criteria (overall and Assessment Period)

Candidates should have, overall, a minimum of 15 publications, including a minimum of 4 publications in (SCI/SCOPUS indexed) journals.

Candidates should also have a minimum of 3 publications in (SCI/SCOPUS indexed) journals over his/her tenure as Assistant Professor.

- A *granted* patent, on which the applicant is named as an inventor, will be considered as being equivalent to 1 journal publication (in the year of the patent being granted).
- An instance of technology developed by the applicant that is licensed to the industry will be considered as being equivalent to 2 journal publications (in the year the licensing agreement comes into force).
- A conference publication that is ranked A* or A by the Australian core rankings (<http://portal.core.edu.au/conf-ranks/>) will be considered as being equivalent to 1 journal publication in the same year.

Associate Professor (direct applicants from industry)

Publications criteria (overall and Assessment Period)

Candidates should have, overall, a minimum of 8 publications, including a minimum of 3 publications in (SCI/SCOPUS indexed) journals.

- A *granted* patent, on which the applicant is named as an inventor, will be considered as being equivalent to 1 journal publication (in the year of the patent being granted).
- A conference publication that is ranked A* or A by the Australian core rankings (<http://portal.core.edu.au/conf-ranks/>) will be considered as being equivalent to 1 journal publication in the same year.

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, overall, a minimum of 27 publications with a minimum of 10 papers in (SCI/Scopus indexed) journals.

Candidates should also have a minimum of 6 (SCI/Scopus indexed) publications in journals over his/her tenure as Associate Professor.

- A *granted* patent, on which the applicant is named as an inventor, will be considered as being equivalent to 1 journal publication (in the year of the patent being granted).

- An instance of technology developed by the applicant that is licensed to the industry will be considered as being equivalent to 2 journal publications (in the year the licensing agreement comes into force).
- A conference publication that is ranked A* or A by the Australian core rankings (<http://portal.core.edu.au/conf-ranks/>) will be considered as being equivalent to 1 journal publication in the same year.

Ph.D. guidance (For Professor)

The applicant should have graduated at least 2 PhD scholars.

A PhD student who is co-advised by the applicant will count as ½ student. However, the applicant should have been the *primary* PhD supervisor for at least one of the aforementioned students.

Projects/Research Grants

The applicant should have executed or have as ongoing at least 1 sponsored research/consultancy projects as the PI of the project.

Energy Science & Engineering Department

Associate Professor

Publications criteria Candidates should have, in total, a minimum of 9 publications in journals listed in SCIE or Scopus.

Candidates should also have a minimum of 4 publications in journals listed in SCIE or Scopus as Assistant Professor.

Ph.D. guidance

Candidates should have supervised at least one Ph.D. student.

Professor

Publications criteria

Candidates should have, in total, a minimum of 20 publications in journals listed in SCIE or Scopus.

Candidates should also have a minimum of 11 publications in journals listed in SCIE or Scopus as Associate Professor.

Teaching:

Candidate should have taught on average two courses per year during his academic career.

Ph.D. guidance

Candidates should have supervised/co-supervised at least three Ph.D. students (with at least one as main supervisor)

Projects/Research Grants

At least 1 Project/Research grant at the level of Associate Professor

Environmental Science and Engineering Department

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 8 publications in Scopus/SCI index reputed journals.

Out of the above, candidates must have a minimum of 5 publications in Scopus/SCI index reputed journals during their assessment period.

Each patent granted (not applied/filed) will be considered as equivalent to a quality publication in a reputed international journal.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Ph.D. guidance

Candidates should be the supervisor of at least one Ph.D. student.

Projects/Research Grants

Minimum 1 research grant in the assessment period.

Any other eligibility criteria

Minimum 1 Continuing Education Program or 1 consultancy or 1 other relevant professional activity in the assessment period.

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 16 publications in Scopus/SCI index reputed journals.

Out of the above, candidates must have a minimum of 8 publications in Scopus/SCI index reputed journals during their assessment period.

Each patent granted (not applied/filed) will be considered as equivalent to a quality publication in a reputed international journal.

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students who have graduated.

Projects/Research Grants

Minimum 1 research grant in the assessment period.

Any other eligibility criteria

Minimum 1 Continuing Education Program or 1 consultancy or 1 other relevant professional activity in the assessment period.

Humanities & Social Sciences Department

Associate Professor

Common eligibility criteria:

I. Publications (Overall and during assessment period):

Candidates should have published a minimum of six high quality publications or peer-reviewed research outputs. Additionally, two of the six high quality or peer-reviewed research outputs should have been published during the assessment period (Assistant Professor tenure).

Publication Equivalence: High quality publications other than in peer-reviewed journals (i.e. monographs, book chapters, edited books, published by reputed university/academic press) will be rated in terms of equivalence as follows:

a) One authored book from a reputed university/academic press is deemed equivalent to three peer-reviewed publications. b) One edited book (as editor/co-editor) with a reputed publisher is deemed equivalent to one peer-reviewed publication. c) One book chapter in a book published by a reputed university/academic press is deemed equivalent to one peer-reviewed publication.

Note: Such publication equivalence is applicable only after the minimum journal article criterion for the cadre within the individual discipline has been met.

II Teaching: Candidates should have a substantial teaching record in their previous positions, including teaching a variety of courses at the under-graduate and post-graduate level, and/or developing teaching materials.

III. PhD Guidance:

Candidates should be the supervisor/ co-supervisor of at least one Ph.D. student, who has either graduated, or is in an advanced stage in the programme. Advanced stage is defined as follows: a) the student has completed at least three years and has one publication, or b) the student has given the pre-synopsis seminar.

The criteria of Ph.D. guidance of students may be relaxed for external candidates with excellent research records, if they are from industry/research labs/non Ph.D-granting academic institutions.

Eligibility criteria for individual disciplinary groups regarding publications:

1. Sociology: At least six high quality publications, of which a minimum of two must be in peer-reviewed reputed journals.

2. Philosophy: At least six high quality publications, of which a minimum of two must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for Philosophy:

a) A critical philosophical translation and/or a critical edition of a book-length work is deemed equivalent to two peer-reviewed publications. b) An article-length research paper in an encyclopaedia, or a paper in peer-reviewed conference proceedings is deemed equivalent to one peer-reviewed publication.

4. Psychology: At least six high quality publications, of which a minimum of four must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for Psychology:

a) One granted patent would be deemed equivalent to one publication. No more than two granted patents shall be considered for equivalence; b) A paper in indexed or peer-reviewed conference

proceedings will be deemed equivalent to one peer-reviewed publication.

5. English: At least six high quality publications, of which a minimum of two must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for English:

a) A book-length annotated translation with a critical introduction is deemed equivalent to two peer-reviewed publications. b) A paper in peer-reviewed conference proceedings will be deemed equivalent to one peer-reviewed publication. c) In the context of Performance Studies/Film and Media Studies, a full-length audio/visual presentation or performance as practice-based research will count as two peer-reviewed publications**.

** Practice-based research will be a shareable video documentation of the process and the final production/performance, and/or a website that archives the documentation comprehensively and presents the final product, accompanied by an article-length or longer written document. If not already peer-reviewed, the Head of Dept shall send the documents to subject experts for evaluation.

6. History: At least six high quality publications, of which a minimum of two must be in peer-reviewed reputed journals.

Additional point on Publication Equivalence for History:

a) A paper in peer-reviewed conference proceedings will be deemed equivalent to one peer-reviewed publication. b) One granted patent is deemed equivalent to one peer-reviewed publication. Not more than two granted patents can be considered for equivalence.

7. CISTS: At least six high quality publications, of which a minimum of four should be in reputed peer-reviewed journals.

Professor

Common eligibility criteria:

I. Publications (Overall and assessment period):

Candidates should have published a minimum of twelve high quality publications or peer-reviewed research outputs. Additionally, three of the twelve high quality publications or peer-reviewed research outputs should have been published during the assessment period (Associate Professor tenure).

Common Publication Equivalences: High quality publications other than in peer-reviewed journals (i.e. monographs, book chapters, edited books, published by reputed university/academic press) will be rated in terms of equivalence as follows:

a) One authored book from a reputed university/academic press is deemed equivalent to three peer-reviewed publications. b) One edited book (as editor/co-editor) with a reputed publisher is deemed equivalent to one peer-reviewed publication. c) One book chapter in a book published by a reputed university/academic press is deemed equivalent to one peer-reviewed publication.

Note: Such publication equivalence is applicable only after the minimum journal article criterion for the cadre within the individual discipline has been met.

II Teaching:

Candidates should have a substantial teaching record in their previous positions, including teaching a variety of courses at the under-graduate and post-graduate level, and/or developing teaching materials.

III. PhD Guidance:

Candidates should be the supervisor/co-supervisor of at least two Ph.D. students, of whom at least one

should have graduated, and another should be in an advanced stage in the programme. Advanced stage is defined as follows: a) the student has completed at least three years and has one publication, or b) the student has given the pre-synopsis seminar.

Eligibility criteria for individual disciplinary groups regarding publications:

1. Sociology: At least twelve high quality publications, of which a minimum of four must be in peer-reviewed reputed journals.
2. Philosophy: At least twelve high quality publications, of which a minimum of four must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for Philosophy:

a) A critical philosophical translation and/or a critical edition of a book-length work is deemed equivalent to two peer-reviewed publications. b) An article-length research paper in an encyclopedia, or a paper in peer-reviewed conference proceedings is deemed equivalent to one peer-reviewed publication.

4. Psychology: At least twelve high quality publications, of which a minimum of seven must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for Psychology:

a) One granted patent is deemed equivalent to one publication. Not more than two granted patents shall be considered for equivalence; b) A paper in indexed or peer-reviewed conference proceedings will be deemed equivalent to one peer-reviewed publication.

5. English: At least twelve high quality publications, of which a minimum of four must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for English:

a) A book-length annotated translation with a critical introduction is deemed equivalent to two peer-reviewed publication. b) A paper in peer-reviewed conference proceedings will be deemed equivalent to one peer-reviewed publication. c) In the context of Performance Studies/Film and Media Studies, a full-length audio/visual presentation or performance as practice-based research will count as two peer-reviewed publications**.

** Practice-based research will be a shareable video documentation of the process and the final production/performance, and/or a website that archives the documentation comprehensively and presents the final product, accompanied by an article-length or longer written document. If not already peer-reviewed, the Head of Dept shall send the documents to subject experts for evaluation.

6. History: At least twelve high quality publications, of which a minimum of four must be in peer-reviewed reputed journals.

Additional points on Publication Equivalence for History:

a) A paper in peer-reviewed conference proceedings will be deemed equivalent to one peer-reviewed publication. b) One granted patent is deemed equivalent to one peer-reviewed publication. Not more than two granted patents can be considered for equivalence.

7. CISTS: At least twelve high quality publications, of which a minimum of seven must be in peer-reviewed reputed journals.

Mathematics Department

Associate Professor

Publications criteria

Candidates should have, in total, a minimum of 8 publications in journals listed in MathSciNet, Scopus or SCI.

Out of the above, the candidates should have a minimum of 3 publications at the Assistant Professor level in journals listed in *MathSciNet, Scopus or SCI*.

Ph.D. guidance

Candidates should have graduated at least one Ph.D. Student as supervisor/co-supervisor.

Professor

Publications criteria

Candidates should have, in total, a minimum of 12 publications in journals listed in MathSciNet, Scopus or SCI.

Out of the above, the candidates should have a minimum of 4 publications at the Associate Professor level in journals listed in *MathSciNet, Scopus or SCI*.

Ph.D. guidance

Candidates should have graduated at least two Ph.D. students as the supervisor.

Mechanical Engineering Department

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a **minimum of Eight (08) publications** in reputed journals (Q1 or Q2, as per SJR Ranking).

Out of these, candidates should also have a **minimum of Five (05) publications** in reputed journals (Q1 or Q2, as per SJR Ranking) during their assessment period.

Candidates with more years of research experience are expected to have at least one additional publication in reputed journals (Q1 or Q2, as per SJR Ranking) *per year*.

Ph.D. guidance

Candidates should be the supervisor of **at least one (01) Ph.D. student, who has either graduated or is in an advanced stage**. Here the advanced stage refers to when the student has either completed pre-synopsis seminar or has at least one (1) publication in a reputed journal as the lead author, produced from the doctoral work.

In case of multiple supervisors/ co-supervision, the candidate may specify appropriate weightage.

Projects/Research Grants

*For Associate Professor level, the candidate should have **at least one (01) externally funded research project** awarded to his or her credit.*

The criteria of Ph.D. guidance of students or research grants, may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a **minimum of Fifteen (15) publications** in reputed journals (Q1 or Q2, as per SJR Ranking).

Out of these, candidates should also have a **minimum of Six (06) publications** in reputed journals (Q1 or Q2, as per SJR Ranking) during their assessment period.

Candidates with more years of research experience are expected to have at least one additional publication in reputed journals (Q1 or Q2, as per SJR Ranking) *per year*.

Ph.D. guidance

Candidates should be the supervisor of **at least two (02) Ph.D. students** who have graduated. In case of multiple supervisors/ co-supervision, the candidate may specify appropriate weightage.

Teaching requirement

Candidates should have taught at least **five (5)** different theory courses.

Projects/Research Grants

*For Professor level, the candidate should have **at least two (02) externally funded research project** awarded in the assessment period and **three (03)** in cumulative period from the date of joining as*

Assistant Professor level or equivalent position.

The criteria of Ph.D. guidance of students or research grants or teaching requirements, may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Department of Metallurgical Engineering and Materials Science

Associate Professor

Publications criteria

Candidates who are applying with 6 years post-PhD experience, should have, in total, a minimum of 7 publications in reputed journals. For those candidates who are applying with more than 6 years of post-PhD experience, the total number of publications (in reputed journals) should at least be one more than the number of years of post-PhD experience.

Reputed publications refer to (Scopus/SCI/Ei Compendex/equivalent) indexed peer reviewed Journal publications.

Each granted patent can be considered equivalent to one publication.

Each book can be considered equivalent to three publications

Each book chapter can be considered equivalent to one publication.

Teaching :

Candidates should have taught at least 2 different courses at the under graduate level and demonstrated excellent teaching skills in their previous assignments.

Ph.D. guidance

Candidates should have supervised at least one Ph.D. student.

Projects/Research Grants

At least should have led at least one research and development project funded by agency outside their parent organization.

Professor

Publications criteria

Candidates who are applying with 10 years post-PhD experience, should have, in total, a minimum of 15 publications in reputed journals. For those candidates who are applying with more than 10 years of post-PhD experience, the total number of publications (in reputed journals) should at least be five more than the number of years of post-PhD experience.

Out of the above, candidates should have a minimum of 6 publications in reputed journals during their tenure as associate professor.

Reputed publications refer to (Scopus/SCI/Ei Compendex/equivalent) indexed peer reviewed Journal publications.

Each granted IPR patent can be considered equivalent to one publication

Each book can be considered equivalent to three publications

Each book chapter can be considered equivalent to one publication.

Teaching :

During the tenure as associate professor, the candidate must have taught at least 3 UG courses and a total of at least 8 courses. One Lab course is considered equivalent to one theory course. For shared courses, the teaching load will be appropriately proportioned.

Ph.D. guidance

Candidates should have supervised at least two Ph.D. students.

Projects/Research Grants

At least should have led at least two research and development projects funded by agency outside their parent organization.

Physics Department

Associate Professor

Publications criteria

- Candidate should have a minimum of **10** publications in Scopus indexed, peer-reviewed journals in Physics or Astronomy. Of these a minimum of **7** should be during the assessment period (Post-Ph.D. period).

Teaching :

- Candidate from academic background must have taught at least four different courses.
- Candidate from industrial or pure research background must have demonstrated the ability to teach.

Ph.D. guidance :

- Candidate from academic background must have graduated at least one Ph.D. student as the sole guide.
- Candidate from industrial or pure research background must have demonstrated ability to mentor Ph.D. level research.

Projects/Research Grants :

- Candidate from academic background must have got at least one sponsored project from an external funding agency.
- Candidate from industrial or pure research background must have demonstrated the ability to generate funding resources.

Professor

Publications criteria

- Candidate should have a minimum of **15** publications in Scopus indexed, peer-reviewed journals in Physics or Astronomy. Of these a minimum of **4** should be during the tenure of associate professorship.

Teaching:

- The candidate should have taught a minimum of four different courses during the tenure as an associate professor.
- The candidate should have taught a first year common course course at least once.

Ph.D. guidance

- Candidate should have graduated at least two PhD students as the sole guide.

Projects/Research Grants:

- Candidate should have got at least one sponsored project from an external funding agency during the tenure as an associate professor.

Ashank Desai Centre for Policy Studies

Associate Professor

Publications criteria

A candidate should have a minimum of 8 publications*, five of which should be journal publications.

A candidate should have a minimum of 5 policy relevant publications* in the assessment period, 3 of which should be journal publications.

A *publication refers to:

- paper in a refereed journal (indexed in Scopus/SCI, JSTOR, Sage, MUSE, ABDC or equivalent reputed journals);
- text book or a monograph from a reputed publisher (equal to 2 publications);
- chapter in a peer-reviewed edited volume (equal to 1 publication).

Teaching:

A candidate should have taught at least an average of 12 credits per year during the assessment period, excluding periods of long leaves.

Ph.D. Guidance:

Candidate must be actively engaged in guiding PhD students [either as a guide or as a co-guide], with at least one PhD student who has completed or is at an advanced stage.

An advanced stage indicates: having a student who has completed pre-synopsis or having co-authored 1 publication with a student.

If the candidate is a co-guide, it will be counted as guiding ½ a student. The count will be treated as 1 for the guide even if there is co-guide.

Master's students Guidance:

Candidate must be actively engaged in guiding Master's students [as a guide], with at least 2 full Master's dissertations completed.

Professor

Publications criteria (overall and Assessment Period):

A candidate should have a minimum of 12 publications*, 7 of which should be journal publications.

Candidate should have a minimum of 4 policy relevant publications* in the assessment period, 2 of which should be journal publications.

A *publication refers to:

- a paper in a refereed journal (indexed in Scopus/SCI, JSTOR, Sage, MUSE, ABDC or equivalent reputed journals);
- a text book or a monograph from a reputed publisher (equal to 2 publications);
- a chapter in a peer-reviewed edited volume (equal to 1 publication).

Teaching:

A candidate should have taught at least an average of 12 credits per year during the assessment period, excluding periods of long leaves.

A candidate should have taught at least 4 different courses during his/ her career.

Ph.D. Guidance:

Candidate must be actively engaged in guiding PhD students [either as a guide or as a co-guide], with at least **two** PhD students or one student awarded and another at an advanced stage of completion.

An advanced stage indicates: having a student who has completed pre-synopsis or having co-authored 1 publication with a student.

If the candidate is a co-guide, it will be counted as guiding $\frac{1}{2}$ a student. The count will be treated as 1 for the guide even if there is co-guide.

Master's students Guidance:

Candidate must be actively engaged in guiding Master's students [as a guide], with at least 4 full Master's dissertations completed.

Projects and Research Grants:

The candidate should have been a PI/ co-PI for at least one externally funded sponsored project during the assessment period.

Centre of Studies in Resources Engineering (CSRE)

Associate Professor

Publications criteria

Candidates should have, in total, a minimum of 8 publications in Scopus/SCI indexed journals.

Patent(s) granted and Book(s) published will be considered equivalent to journal publications.

Ph.D. guidance

The candidate should have graduated **one** Ph.D. student.

If the candidate is a co-supervisor of a student who has graduated, it will be counted as guiding 1/2 a student.

The count will be treated as 1 for the main supervisor, even if there is a co-supervisor.

Projects/Research Grants

The applicant is expected to have sponsored/consultancy project(s) with a total sanctioned grant of approximately Rs. 20 lakhs.

For candidates from industry: the candidate should be involved in execution of projects related to geoinformatics and earth observation.

Professor

Publications criteria

Candidates should have, in total, a minimum of 14 publications in Scopus/SCI indexed journals.

Out of the above, the candidate must have a minimum of 6 publications in Scopus/SCI indexed journals as Associate Professor.

Patent(s) granted and Book(s) published will be considered equivalent to journal publications

Teaching Criteria

Candidates should have taught at least one course per semester as Associate Professor.

Ph.D. guidance

The candidate should have graduated **two** Ph.D. students.

If the candidate is a co-supervisor of a student who has graduated, it will be counted as guiding 1/2 a student.

The count will be treated as 1 for the main supervisor, even if there is a co-supervisor.

Projects/Research Grants

The applicant is expected to have sponsored/consultancy project(s) with a total sanctioned grant of approximately Rs. 50 lakhs.

For candidates from industry: the candidate should be involved in execution of projects related to geoinformatics and earth observation.

Centre For Technology Alternatives For Rural Areas (CTARA)

Associate Professor

Publications criteria (overall and Assessment Period which is at Assistant Professor Grade I level)

High quality research, evidenced by publications in Scopus/SCI indexed journals/conferences, book chapters, patents (granted), and important case studies.

Candidates should have, in total, a minimum of **10** publications in Scopus/SCI indexed journals.

Candidates should also have a minimum of **6** publications during their assessment period including minimum **3** publications in international peer reviewed journals.

While the remaining 3 publications may come in the following forms –

- book chapters/conference proceedings
- granted patent
- published case studies/monographs

Masters Project guidance:

Candidates should have guided at least 6 Master's students.

Ph.D. guidance:

Candidates should be the main supervisor of at least one Ph.D. student, who has either graduated or completed presynopsis.

Projects/Research Grants:

At least one extramural research project (sponsored) initiated as a PI in the current position.

Other desirable criteria:

Candidate should have demonstrated interest and ability to:

(1) identify and formalise problems of relevance to broader society, and this may be demonstrated by:

(i) key formal interactions with ground agencies and elected bodies leading to consultancy/technology output useful to local agency.

(ii) demonstrated technology and/or policy intervention.

(2) teach in the area of technology and development.

Professor

Publications criteria (overall and Assessment Period)

High quality research, evidenced by publications in Scopus/SCI indexed journals/conferences, book chapters, patents (filed and granted), and important case studies.

Candidates should have, in total, a minimum of **18** publications in Scopus/SCI indexed journals.

Candidates should also have a minimum of **10** publications in Scopus/SCI indexed journals during their assessment period including minimum **6** publications in international peer reviewed journals.

While the remaining 4 publications may come in the following forms –

- book chapters/conference proceedings
- granted patent
- published case studies/monographs

Teaching:

Candidates should have taught a variety of courses (minimum 4 different courses).

Masters Project guidance:

Candidates should have guided at least 8 Master's students.

Ph.D. guidance

Candidates should be the supervisor of at least **two** Ph.D. students who have graduated or at least one student graduated and one completed presynopsis.

Projects/Research Grants:

At least **two** extramural research projects (sponsored) initiated as a PI in the current position and one completed as a PI during the assessment period.

Other desirable criteria:

Candidate should have demonstrated interest and ability to:

(1) identify and formalise problems of relevance to broader society, and this may be demonstrated by:

(i) key formal interactions with ground agencies and elected bodies leading to consultancy/technology output useful to local agency.

(ii) demonstrated technology and/or policy intervention.

(2) teach in the area of technology and development.

Centre for Urban Science and Engineering (CUSE)

Associate Professor

A) Publications criteria (Overall, and during the Period as Assistant Professor Grade I level)

Candidates should have, in total, a minimum of SIX (6) publications in reputed journals. Out of the above:

- i. The candidates must have a minimum of TWO (2) publications in reputed journals during their assessment period.
- ii. A granted Patent with the candidate as an inventor will be counted as equivalent to one published journal paper.
- iii. Academic book published by reputed publisher will be considered as equivalent to three journal papers.
- iv. Book chapter published by reputed publisher will be considered as equivalent to one journal paper

Candidates with more years of research experience are expected to have correspondingly higher research achievements.

B) Teaching*:

Candidates should have measurable (with excellent record of teaching feedback) teaching experience and demonstrated excellent teaching skills in their previous assignments.

**The criteria of teaching requirement may be relaxed for candidates with excellent research records, if they are from industry/research labs/non-academic institutions*

C) Student Thesis Guidance*

i. Ph.D. Guidance:

Candidates should be the main supervisor of at least ONE (1) Ph.D. student, who has either graduated or is in an advanced stage. Advanced stage is when the student has one of the following:

- a. completed pre-synopsis, or
- b. has at least one peer-reviewed publication produced from the doctoral work (as the first author) and the concerned student has completed third APS successfully in their PhD program under the Candidate's guidance, or
- c. has two peer reviewed journal publications based on the student's doctoral work (as the first author) under the Candidate's guidance.

**The criteria of Ph.D./Masters thesis guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non-Ph.D. granting academic institutions.*

Proportional weightage will be given for co-supervised PhD students who are graduated or

completed pre-synopsis.

D) Projects/Research Grants*:

At least one externally funded research/outreach project initiated as a PI in the current position.

**The criteria for research grants may be relaxed for candidates with excellent research records, if they are from industry/research labs.*

Research grants received as co-PI will be given proportionate weightage.

E) Other desirable criteria*:

- Candidate should have demonstrated interest and ability to:
 - i. identify and formalise problems of relevance to urban issues, and this may be demonstrated by:
 - a. key formal interactions with industry/government/urban local bodies.
 - b. demonstrated technology and/or policy intervention.
 - ii. teaching in topics related to urban issues.

**The desirable criteria may be relaxed for candidates with excellent research records, if they are from industry/research labs.*

Professor

A) Publications criteria (Overall and during the Assessment Period)

Candidates should have, in total, a minimum of TEN (10) publications in reputed journals. Out of the above:

- i. The candidates must have a minimum of FOUR (4) publications in reputed journals during their assessment period.
- ii. A granted Patent with the candidate as an inventor will be counted as equivalent to one published journal paper.
- iii. Academic book published by reputed publisher will be considered as equivalent to three journal papers.
- iv. Book chapter published by reputed publisher will be considered as equivalent to one journal paper

B) Teaching:

Candidates should have measurable (with excellent record of teaching feedback) teaching experience and demonstrated excellent teaching skills in their previous assignments (during four years at the Associate Professor level).

C) Student Thesis Guidance

i. Ph.D. guidance*:

Candidates should be the main supervisor of at least TWO (2) Ph.D. students, who have either graduated or is in an advanced stage. Advanced stage is when the student has one of the following:

- a. completed pre-synopsis, or
- b. has at least one peer reviewed publication produced from the doctoral work (as the first author) and the concerned student has completed 3rd APS successfully in their PhD program under candidate's guidance, or
- c. has two peer reviewed journal publications based on the student's doctoral work (as the first author) under candidate's guidance.

**The criteria of Ph.D. guidance of students may be relaxed to ONE (1) for candidates with excellent research records, if they have partly served in industry/research labs/non-Ph.D. granting academic institutions during the overall assessment period.*

Proportional weightage will be given for co-supervised PhD students who have graduated.

D) Projects/Research Grants:

At least one externally funded research/outreach project initiated as a PI in the current position. Appropriate weightage may be considered for participation as a Co-PI.

E) Other desirable criteria:

- Candidate should have demonstrated interest and ability to:
 - i. Identify and formalise problems of relevance to urban issues, and this may be demonstrated by:
 - key formal interactions with industry/government/urban local bodies.
 - demonstrated technology and/or policy intervention.
 - ii. Teaching in topics related to urban issues.

Koita Centre for Digital Health (KCDH)

To be added

Center for Machine Intelligence and Data Science (CMInDS)

To be added

IDC School of Design

Associate Professor

A minimum of 6 years teaching/research/professional experience (excluding the duration of the tenure of Ph.D.) of which at least 3 years should be at the level of Assistant Professor Grade I in IITs, IISc, IISERs, IIMs or at an equivalent level in any other Indian/Foreign Universities/ Institutions/Industries of comparable level. The candidate should have demonstrated research ability with an excellent record of publications in reputed journals and conferences and must have supervised of Ph.D. students. Candidates should also have demonstrated excellent teaching abilities at higher educational institutions. It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and has generated sufficient funding for research. The criteria of supervision of Ph.D. students and teaching at higher educational institutions may be relaxed for candidates who have joined from industry.

Professor

A minimum of 10 years teaching/research/professional experience (excluding the duration of the tenure of Ph.D.) of which at least 4 years should be at the level of Associate Professor in IITs, IISc, IISERs, IIMs or at an equivalent level in any other Indian/Foreign Universities/ Institutions of comparable level. The candidate should have demonstrated leadership in research in a specific area, with an excellent record of publications in reputed journals and conferences and should have graduated Ph.D. students. Candidates should also have demonstrated excellent teaching abilities at higher educational institutions. It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and has generated sufficient funding for research. It is also desirable that the candidate has external recognition in the area of specialization. Teaching and Ph.D. guidance requirements may be relaxed for candidates from research labs if they have an exceptional research record.

Shailesh J. Mehta School of Management

Associate Professor

Publications criteria:

Post-Ph D: Candidates should have published in total a minimum of 8 papers in reputed journals. out of which at least 5 in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/Impact factor of 3 and above in Scopus Indexed Journals

During Assessment Period: (Assessment Period for the position of Associate Professor is ' period from when the candidate was employed at the Grade-I Assistant Professor level)

A. Minimum 4 publications in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/ Impact factor of 3 and above in Scopus Indexed Journals

OR

B. Minimum 3 publications (published or accepted) A or higher-level journals listed in ABDC 2019/ERA 2010/ level 4 and above in ABS journal list / FT50

Relaxation may be granted in lieu of 1 publication requirement in case of (A) above for any of following:

- External research project grant of cumulative Rs 5 lakhs or above /Rs.10 lakhs or above as Principal Investigator (PI)/ Co-PI's share during the assessment period.
- Worked for at least 2 years as Entrepreneur (Founder) /Founding team member of registered venture (incubator in IITs/IIMs or any Govt approved incubator)
- At least 2 Cases, as sole/first or second author, published in HBS/Ivey Publishers/ACR Journal
- Published at least 1 book as author with reputed international/national publisher

Teaching criteria:

- Candidates should have taught at least such number courses/credits per year in the assessment period which is not less than the average of the school during assessment period.
- Teaching core courses of MBA program at least once in a block of 3 years.

Ph.D. guidance:

Candidates should be the main supervisor of at least one Ph.D. student, who has graduated or is in an advanced stage. Advanced stage is when the student has submitted the thesis.

Professor

Publications criteria:

Post-Ph D: Candidates should have published in total a minimum of 12 ,out of which at least 8 should be in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/Impact factor of 3 and above in Scopus Indexed Journals

During Assessment Period:

A. Minimum 4 publications in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/ Impact factor of 3 and above in Scopus Indexed Journals

OR

B. At least 3 publications (published or accepted) in A or higher-level journals listed in ABDC 2019/ERA 2010/ level 4 and above in ABS journal list / FT50

Relaxation may be granted in lieu of 1 publication requirement in case of (A) above for any of following:

- External research project grant of cumulative Rs 10 lakhs or above /Rs.15 lakhs or above as Principal Investigator (PI)/Co-PI during assessment period
- Worked for at least 2 years as Entrepreneur (Founder) /Founding team member of registered venture (incubator in IITs/IIMs or any Govt approved incubator)

At least 2 Cases published in HBS/Ivey Publishers/ACRJ during assessment period

- Published at least 1 book as author/editor/ co-author/co-editor with reputed international/national publisher

Teaching criteria:

- Candidates should have taught at least two 6 credit semester long courses/3 trimester long courses per year in the assessment period.
- Teaching core courses of MBA program at least once in block of 3 years

Ph.D. guidance

Candidates should be the main supervisor of at least two Ph.D. students who have graduated/*Viva Voce* completed

Additional Criteria for both Associate and Full Professor:

The eligibility criteria specify the minimum requirements. However, the following criteria will be taken into account when considering the case of candidates applying for the position of Associate Professor and Professor:

1. Involvement in **service** activities such as administrative responsibilities.
2. **Externally visible R&D related activities** such as peer-review processes, members of national and/or international committees of importance, associate editorship/ editorship of national and international journals of repute/presenting papers in national/international conferences
3. Contribution to **outreach activities** such as MDP/EEP courses, conducting workshops, conferences, activities of professional organizations, consultancy projects, etc.

Desai Sethi School of Entrepreneurship

Associate Professor

Teaching Experience

Candidates should have at least 2 years of experience in teaching courses or giving guest lectures, preferably related to technology innovation / entrepreneurship in indicated areas of specialization.

Student Guidance

Candidates should have guided/co-guided at least one PhD student (graduated OR completed pre-synopsis OR has at least one publication) OR 2 Masters students.

The criteria of student guidance may be relaxed for candidates with an excellent track record of R&D, if they are from industry/research labs/non-PhD granting institutions.

Publications Criteria

Candidates should have at least 6 publications in indicated areas of specialisation (including books/chapters, management case studies and granted patents). Journals papers and case studies must be listed in Scopus or Science Citation Index.

Candidates should also have a minimum of 3 publications (as defined above), in the previous four years.

Sponsored Projects

Candidate should be the principal investigator/co-PI of at least one R&D or industrial project supported by external agencies/candidate's organization.

Other Eligibility Criteria

Candidates should have translated and commercialized (licensed) at least one research project, OR founded/ co-founded at least one start-up company OR headed an R&D group/ innovation lab/ business incubator.

Exceptional Clause

Exceptional performance and recognitions in any one category may be considered to compensate for the shortage in at most two of the other requirements..

Professor

<p><u>Teaching Experience</u></p> <p>Candidates should have at least 4 years of experience in teaching courses or giving guest lectures, preferably related to technology innovation / entrepreneurship in indicated areas of specialization.</p>
<p><u>Student Guidance</u></p> <p>Candidates should have guided/co-guided at least 2 PhD students (graduated OR completed pre-synopsis OR have at least one publication each) OR 4 Masters students.</p> <p>The criteria of student guidance may be relaxed for candidates with an excellent track record of R&D, if they are from industry/research labs/non-PhD granting institutions.</p>
<p><u>Publications Criteria</u></p> <p>Candidates should have at least 12 publications in indicated areas of specialisation (including books/chapters, management case studies and granted patents). Journals papers and case studies must be listed in Scopus or Science Citation Index.</p> <p>Candidates should also have a minimum of 6 publications (as defined above), in the previous four years.</p>
<p><u>Sponsored Projects</u></p> <p>Candidate should be the principal investigator/co-PI of at least 2 R&D or industrial projects supported by external agencies/candidate's organization.</p>
<p><u>Other Eligibility Criteria</u></p> <p>Candidates should have translated and commercialized (licensed) at least 2 research projects, OR founded/ co-founded at least one start-up company OR headed an R&D group/innovation lab/ business incubator.</p>
<p><u>Exceptional Clause</u></p> <p>Exceptional performance and recognitions in any one category may be considered to compensate for the shortage in at most two of the other requirements.</p>

IDP in Climate Studies

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 9 publications in Scopus/SCI indexed journals related to Climate Studies.

Candidates should also have a minimum of 6 publications in Scopus/SCI indexed journals related to climate studies during their assessment period.

For the policy stream, two peer reviewed book chapters / books / monographs can be counted as equivalent to 2 publications.

Ph.D. guidance

Candidates should be the supervisor/ co-supervisor of at least one Ph.D. student, who has graduated.

The criteria of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Projects/Research Grants

The candidate should have conducted at least one sponsored research project as PI, funded by external agency.

Any other eligibility criteria

*If a candidate does not meet the above shortlisting criteria, then demonstrated Scholarship through the following avenues for work done during the assessment period may be considered for **at most one** of the above listed requirements.

- For Science stream, high quality books (including textbooks), high impact monographs, edited books and book chapters (high impact reports such as IPCC Assessment Reports, FAO reports, WMO reports, etc.) can be counted towards scholarship.
- High quality products developed by the applicant that are deemed outstanding by the IDP-PC. This includes successful translation and commercialization of the candidate's research.
- Exceptional quality papers, as evidenced by citation scores or feedback from top experts in the area.
- Significant awards related to published papers or of national and international stature.

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 17 publications in Scopus/SCI indexed journals related to Climate Studies.

Candidates should also have a minimum of 8 publications in Scopus/SCI indexed journals related to

Climate Studies during their assessment period.

For the policy stream, two peer reviewed book chapters / books / monographs can be counted as equivalent to 2 publications.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students, who have graduated.

The criteria of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Projects/Research Grants

The candidate should have conducted at least two sponsored research projects as PI, funded by external agency.

Any other eligibility criteria

*If a candidate does not meet the above shortlisting criteria, then demonstrated Scholarship through the following avenues for work done during the assessment period may be considered for **at most one** of the above listed requirements.

- For Science stream, high quality books (including textbooks), high impact monographs, edited books and book chapters (high impact reports such as IPCC Assessment Reports, FAO reports, WMO reports, etc.) can be counted towards scholarship.
- High quality products developed by the applicant that are deemed outstanding by the IDP-PC. This includes successful translation and commercialization of the candidate's research.
- Exceptional quality papers, as evidenced by citation scores or feedback from top experts in the area.
- Significant awards related to published papers or of national and international stature.

IDP in Education Technology

Associate Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 6 publications on EdTech related topics in reputed journals. Since the area is interdisciplinary and has conferences with rigorous peer review, two full papers in the conferences specifically identified by the department may be considered in lieu of one journal paper; conference papers may be considered in lieu of at most 2 journal papers.

Candidates should also have a minimum of 4 journal papers in reputed journals during the past 6 years. 4 full papers in conferences specifically identified by the department may be considered in lieu of at most 2 journal papers.

Journals indexed in Scopus/SCI index, or CORE Ranking of B or higher, are considered reputed. The list of conferences approved is at [this link](#).

Teaching

Candidates should have taught at least an average of two courses in EdTech domain per year during the preceding 3 years.

Masters Project guidance

Candidates should have guided at least 3 Master's students in EdTech domain.

Ph.D. guidance

Candidates should be the supervisor of at least one Ph.D. students in EdTech domain who have graduated.

Projects/Research Grants

Awarded at least one sponsored research grants or consultancy projects during the review period.

Other criteria

- Carrying out outreach activities such as NPTEL or Continuing Education Program courses during the review period will be considered as an additional advantage.
- Carrying out research initiatives towards capacity building at the local/regional level will be considered as an additional advantage.
- Establishing new labs or contribution to the development of existing Labs or courses, will be considered as an additional advantage.
- Awards/book chapters/conferences organized etc. may be considered an additional advantage.
- Serving the department/institute as a committee member or in any other capacity is desirable.

Exceptions can be made if warranted. **Exceptional criteria include:** *Prestigious fellowship/ awards like Swarnajayanthi, Bhatnagar, highly successful translation and commercialization of the candidate's research.*

Professor

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 12 publications on EdTech related topics in reputed journals. Since the area is interdisciplinary and has conferences with rigorous peer review, two full papers in the conferences specifically identified by the department may be considered in lieu of one journal paper; conference papers may be considered in lieu of at most 4 journal papers.

Candidates should also have a minimum of 6 journal papers in reputed journals during the past 7 years. 4 full papers in conferences specifically identified by the department may be considered in lieu of at most 2 journal papers.

Journals indexed in Scopus/SCI index, or CORE Ranking of B or higher, are considered reputed. The list of conferences approved by DPC is at [this link](#).

Teaching

Candidates should have taught at least an average of two courses per year in EdTech domain for 4 years within the preceding 7 years.

Ph.D. guidance

Candidates should be the supervisor of at least two Ph.D. students in EdTech domain who have graduated.

Projects/Research Grants

Awarded at least two sponsored research grants or consultancy projects during the review period.

Other criteria

- Carrying out outreach activities, such as NPTEL or Continuing Education program courses will be considered as an additional advantage.
- Carrying out research initiatives towards capacity building at the local/regional level will be considered as an additional advantage.
- Establishing new labs or contribution to the development of existing Labs or courses, will be considered as an additional advantage.
- Awards/book chapters/conferences organized etc. may be considered an additional advantage.

Exceptions can be made if warranted. **Exceptional criteria include:** *Prestigious fellowship/ awards like Swarnajayanthi, Bhatnagar, highly successful translation and commercialization of the candidate's research.*

Industrial Engineering & Operations Research (IEOR)

Associate Professor

Publications criteria (overall and Assessment Period)

- Candidates should have, in total, a minimum of 8 publications in reputed journals or refereed conference proceedings.
- Out of the above, the candidates should also have a minimum of 3 publications in reputed journals or refereed conference proceedings during Assistant Professor Grade I or equivalent.
- Journals and conference proceedings listed in Scopus or SCI or CORE or ABDC or AMS MathSciNet will be considered. In addition, other reputed journals and conference proceedings that will be considered as approved and listed on a link at www.ieor.iitb.ac.in.
- Reviewed Book chapters, upto 2, can be counted as equivalent to 1 publication each.
- Granted patents, upto 2, can be counted as equivalent to 1 publication each.

Teaching:

Candidate must have demonstrated ability to teach courses relevant to Industrial Engineering/ Operations research.

Ph.D. Guidance :

Candidates should be supervisor/co-supervisor of at least one Ph.D. student.

The criteria of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry/research labs/non Ph.D. granting academic institutions.

Projects/Research Grants

- At least 1 external sponsored project (externally funded) during the assessment period.

Professor

Publications criteria (overall and Assessment Period)

- Candidates should have, in total, a minimum of 12 publications in reputed journals or conference proceedings.
- Out of the above, the candidates should also have a minimum of 4 publications in reputed journals or conference proceedings during their assessment period.
- Journals and conference proceedings listed in Scopus or SCI or CORE or ABDC or AMS MathSciNet will be considered. In addition, other reputed journals and conference proceedings that will be considered as approved and listed on a link at www.ieor.iitb.ac.in.
- Reviewed Book chapters, upto 2, can be counted as equivalent to 1 publication each.
- Granted patents, upto 2, can be counted as equivalent to 1 publication each.

Teaching:

Candidate must have demonstrated ability to teach courses relevant to Industrial Engineering/ Operations research.

PhD Guidance:

- Candidates should be the supervisor of at least two Ph.D. students who have graduated.

Projects/Research Grants

- At least 1 external sponsored project (externally funded) during the assessment period.

Systems and Control Engineering (SysCon)

Associate Professor

<p><u>Publications criteria</u></p> <p>The candidate should have, in total, a minimum of 6 publications accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.</p> <p>In addition to the above minimum specified the candidate must have, on average, at least 1 additional publication for every full year after the first full year since the completion of their Ph.D., that are accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.</p> <p>Each patent granted will be counted as equivalent to two journal publications and each patent filed will be counted as equivalent to 0.5 journal publications for the above criteria.</p>
<p><u>Ph.D. guidance</u></p> <p>The candidate should have supervised/co-supervised at least one Ph.D. student who has either graduated or is in an advanced stage of graduation. Advanced stage is when the student has either completed pre-synopsis or has at least 1 publication, primarily authored by the student, accepted in a journal indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet, produced from the doctoral work.</p>
<p><u>Any other eligibility criteria</u></p> <p>In case the candidate does not meet the publication criteria, then books/monographs may be considered towards meeting the criteria.</p>

Professor

<p><u>Publications criteria</u></p> <p>The candidate should have, in total, a minimum of <u>16</u> publications accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.</p> <p>In addition to the above minimum specified the candidate must have, on average, at least <u>1</u> additional publication for every full year after the first full year since the completion of their Ph.D., that are accepted in journals indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet.</p> <p>Each patent granted will be counted as equivalent to two journal publications and each patent filed will be counted as equivalent to 0.5 journal publications for the above criteria.</p>
<p><u>Ph.D. guidance</u></p> <p>The candidate should have supervised/co-supervised at least two Ph.D. students who have graduated and another who has graduated or is in an advanced stage of graduation. Advanced stage is when the student has either completed pre-synopsis or has at least <u>1</u> publication, primarily authored by the student, accepted in a journal indexed in INSPEC/Scopus/SCIE and/or abstracted in mathscinet, produced from the doctoral work. The candidate should be the main supervisor of at least one of these students.</p>
<p><u>Any other eligibility criteria</u></p> <p>In case the candidate does not meet the publication criteria, then books/monographs may be considered towards meeting the criteria.</p>