

Department specific Eligibility criteria

Biosciences and Bioengineering

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.

Humanities & Social Sciences

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. **Economics:** At least six high quality publications, of which a minimum of four should be in reputed peer-reviewed journals [Scopus/ABDC/ABS or equivalent ranked/indexed journals].

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

3. **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. **Economics:** At least twelve high quality publications, of which a minimum of seven must be in peer-reviewed reputed journals [Scopus/ABDC/ABS or equivalent ranked/indexed journals].

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

3. **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 encyclopaedia, 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.

IDC School of Design

Associate Professor

Publication Criteria

A minimum of six (6), papers in reputed peer reviewed conferences / journals, patents, design registrations, book chapters, books and / or design projects implemented or in advanced stages of implementation is required. Design projects include design of physical or virtual objects, visual design projects, films, exhibitions etc. Among these, at least three (3) should be during the assessment period.

Undergraduate, Postgraduate and PhD Guidance

A candidate is expected to have supervised at least 10 student thesis projects with a good mix of undergraduate and postgraduate thesis. A candidate is expected to also have experience in supervising a PhD student who has completed or is at an advanced stage. Advance stage is when the student has completed pre-synopsis or has at least one publication produced from the doctoral work. The criteria for student guidance may be relaxed for candidates with excellent research or design practice experience if they are from the industry or from academic institutions which do not grant some of these degrees.

It is desirable that the candidate has carried out course development / studio development / innovative work leading to patents and has generated research funding. A candidate who has won awards, funding grants etc. will have an advantage.

Professor

Publication Criteria

A minimum of nine (9), papers in reputed peer reviewed conferences / journals, patents, design registrations, book chapters, books and / or design projects implemented or in advanced stages of implementation is required. Design projects include design of physical or virtual objects, visual design projects, films, exhibitions etc. Among these, at least three (3) should be during the assessment period.

Undergraduate, Postgraduate and PhD Guidance

A candidate is expected to have supervised at least 20 student thesis projects with a good mix of undergraduate and postgraduate thesis. A candidate is expected to also have experience in supervising two PhD students who have completed or are at an advanced stage. Advance stage is when the student has completed pre-synopsis or has at least one publication produced from the doctoral work. The criteria for student guidance may be relaxed for candidates with excellent research or design practice experience if they are from the industry or from academic institutions which do not grant some of these degrees.

It is desirable that the candidate has carried out course development / studio development and has generated research funding. A candidate who has won awards, funding grants etc. will have an advantage. Those with outstanding achievements such as new thinking in design, education or research or award winning iconic designs will have an advantage.

Koita Centre for Digital Health

Associate Professor:

Publications criteria (overall and Assessment Period)

Candidates should have, in total, a minimum of 10 publications in reputed journals or peer reviewed conferences.

Candidates should also have a minimum of 5 publications in reputed journals or peer reviewed conferences during their assessment period.

KCDH Criteria: Reputed Journals or Conference Proceedings with 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.

- *Reputed conference proceedings at par with reputed journals .*
- *Every granted patent 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.*
- *Every filed patent can be counted as equivalent to ½ a publication.*
- *Avoid double counting of patents and publications.*

Masters Project guidance [department option]

Candidates should have guided at least 5 Master's students during the assessment period.

Ph.D. guidance (For Associate Professor)

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 1 publications produced from the doctoral work. *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.*

Teaching scores:

Candidates should have a minimum of 60% median teaching evaluation score for courses taught in the assessment period.

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

Any other eligibility criteria

1. Candidates applying within one year after satisfying the minimum experience criteria in the preceding post must have an outstanding research record as judged by the number of publications being substantially above the average of the relevant group/department, and as judged by the quality of publications measured by factors such as citations, publications in top-ranked venues, or industrial impact.
2. Involvement in **service** activities such as administrative responsibilities as assigned by academic units/institute and participation in institute level activities (e.g. GATE/JAM/JEE related operations).
3. **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.
4. Contribution to **outreach activities** such as CEP courses, conducting workshops, conferences, activities of professional organizations, consultancy projects, etc.

Eligibility criteria: Associate Professor (direct applicants from industry/ Hospital/ MedTech)

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

Professor

Publications criteria (overall and Assessment Period) Candidates should have, in total, a minimum of 15 publications in reputed journals or peer reviewed conferences.

Candidates should also have a minimum of 6 publications in reputed journals or peer reviewed conferences during their assessment period.

KCDH Criteria: Reputed Journals or Conference Proceedings with 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.

- *Reputed conference proceedings at par with reputed journals .*
- *Every granted patent 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.*
- *Every filed patent can be counted as equivalent to ½ a publication.*
- *Avoid double counting of patents and publications.*

Masters Project guidance

Candidates should have guided at least 6 Master's students during the assessment period.

Ph.D. guidance

Candidates should be the supervisor/ co-supervisor of at least two Ph.D. student, who have either graduated or are in an advanced stage. Advanced stage is when the student has completed pre-synopsis or has at least 1 publications produced from the doctoral work.

Projects/Research Grants [department option]

At least one project/ Research grant at the level of Associate professor

Teaching scores:

Candidates should have a minimum of 60% median teaching evaluation score for courses taught in the assessment period.

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

Any other eligibility criteria

5. Candidates applying within one year after satisfying the minimum experience criteria in the preceding post must have an outstanding research record as judged by the number of publications being substantially above the average of the relevant group/department, and as judged by the quality of publications measured by factors such as citations, publications in top-ranked venues, or industrial impact.
6. Involvement in **service** activities such as administrative responsibilities as assigned by academic units/institute and participation in institute level activities (e.g. GATE/JAM/JEE related operations).
7. **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.
8. Contribution to **outreach activities** such as CEP courses, conducting workshops, conferences, activities of professional organizations, consultancy projects, etc.