

Academic unit wise Eligibility Criteria

Candidates for faculty positions at IIT Bombay must satisfy the institute eligibility criteria for the corresponding position, and the additional eligibility criteria as specified by the academic unit (Department/Centre/School/IDP). Satisfying the criteria does not guarantee shortlisting.

The term assessment period for Professor position refers to the period from when the candidate was employed at the Associate Professor level.

The term assessment period for Associate Professor position refers to the period from when the candidate completed their PhD.

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.

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

<p><u>Publications criteria (overall and Assessment Period):</u></p> <ul style="list-style-type: none">• Candidates should have, in total, a minimum of <u>10</u> publications in Scopus/SCI indexed journals.• Candidates should also have a minimum of <u>5</u> publications at Assistant Professor level in Scopus/SCI indexed journals.
<p><u>Teaching:</u></p> <ul style="list-style-type: none">• Candidates should have taught courses equal to <u>12</u> credits per year in the review period.
<p><u>Ph.D. guidance:</u></p> <ul style="list-style-type: none">• 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 <u>2</u> publications produced from the doctoral work.
<p><u>Projects/Research Grants:</u></p> <ul style="list-style-type: none">• Should have been awarded a minimum of one sponsored project from external agencies/Industry as Assistant Professor.

Professor

<p><u>Publications criteria (overall and Assessment Period):</u></p> <ul style="list-style-type: none">• Candidates should have, in total, a minimum of <u>20</u> publications in Scopus/SCI indexed journals.• Candidates should also have a minimum of <u>15</u> publications from the previous two positions as Assistant and Associate Professor, in Scopus/SCI indexed journals.
<p><u>Teaching:</u></p> <ul style="list-style-type: none">•• Candidates should have taught courses equal to <u>12</u> credits per year in the review period.
<p><u>Ph.D. guidance:</u></p> <ul style="list-style-type: none">• Candidates should be the supervisor/ co-supervisor of at least <u>2</u> Ph.D. (Viva Voce completed) awarded students.
<p><u>Projects/Research Grants [department option]:</u></p> <ul style="list-style-type: none">• 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.

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.

Eligibility criteria: 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

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of 8 publications in Scopus/SCI index reputed journals.</p> <p>Out of the above, candidates must have a minimum of 5 publications in Scopus/SCI index reputed journals during their assessment period.</p> <p>Each patent granted (not applied/filed) will be considered as equivalent to a quality publication in a reputed international journal.</p> <p>Candidates with more years of research experience are expected to have correspondingly higher research achievements.</p>
<p><u>Ph.D. guidance</u></p> <p>Candidates should be the supervisor of at least one Ph.D. student.</p>
<p><u>Projects/Research Grants</u></p> <p>Minimum 1 research grant in the assessment period.</p> <p><u>Any other eligibility criteria</u></p> <p>Minimum 1 Continuing Education Program or 1 consultancy or 1 other relevant professional activity in the assessment period.</p>

Professor

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of 16 publications in Scopus/SCI index reputed journals.</p> <p>Out of the above, candidates must have a minimum of 8 publications in Scopus/SCI index reputed journals during their assessment period.</p> <p>Each patent granted (not applied/filed) will be considered as equivalent to a quality publication in a reputed international journal.</p> <p>Candidates with more years of research experience are expected to have correspondingly higher research achievements.</p>
<p><u>Ph.D. guidance</u></p> <p>Candidates should be the supervisor of at least two Ph.D. students who have graduated.</p>
<p><u>Projects/Research Grants</u></p> <p>Minimum 1 research grant in the assessment period.</p> <p><u>Any other eligibility criteria</u></p> <p>Minimum 1 Continuing Education Program or 1 consultancy or 1 other relevant professional activity in the assessment period.</p>

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

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of Eight (08) publications in reputed journals (Q1 or Q2, as per SJR Ranking).</p> <p>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.</p> <p><i>Candidates with more years of research experience are expected to have at least one additional publication</i> in reputed journals (Q1 or Q2, as per SJR Ranking) <i>per year.</i></p>
<p><u>Ph.D. guidance</u></p> <p>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.</p> <p>In case of multiple supervisors/ co-supervision, the candidate may specify appropriate weightage.</p>
<p><u>Projects/Research Grants</u></p> <p><i>For Associate Professor level, the candidate should have at least one (01) externally funded research project awarded to his or her credit.</i></p> <p><i>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.</i></p>

Professor

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of Fifteen (15) publications in reputed journals (Q1 or Q2, as per SJR Ranking).</p> <p>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.</p> <p><i>Candidates with more years of research experience are expected to have at least one additional publication</i> in reputed journals (Q1 or Q2, as per SJR Ranking) <i>per year.</i></p>
<p><u>Ph.D. guidance</u></p> <p>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.</p>
<p><u>Teaching requirement</u></p> <p>Candidates should have taught at least five (5) different theory courses.</p>
<p><u>Projects/Research Grants</u></p>

*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

<p><u>Publications criteria</u></p> <p>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.</p> <p>Reputed publications refer to (Scopus/SCI/Ei Compendex/equivalent) indexed peer reviewed Journal publications.</p> <p>Each granted patent can be considered equivalent to one publication.</p> <p>Each book can be considered equivalent to three publications</p> <p>Each book chapter can be considered equivalent to one publication.</p>
<p><u>Teaching :</u></p> <p>Candidates should have taught at least 2 different courses at the under graduate level and demonstrated excellent teaching skills in their previous assignments.</p>
<p><u>Ph.D. guidance</u></p> <p>Candidates should have supervised at least one Ph.D. student.</p>
<p><u>Projects/Research Grants</u></p> <p>At least should have led at least one research and development project funded by agency outside their parent organization.</p>

Professor

<p><u>Publications criteria</u></p> <p>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.</p> <p>Out of the above, candidates should have a minimum of 6 publications in reputed journals during their tenure as associate professor.</p> <p>Reputed publications refer to (Scopus/SCI/Ei Compendex/equivalent) indexed peer reviewed Journal publications.</p> <p>Each granted IPR patent can be considered equivalent to one publication</p> <p>Each book can be considered equivalent to three publications</p> <p>Each book chapter can be considered equivalent to one publication.</p>
--

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 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 $\frac{1}{2}$ 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 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 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 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

<p><u>Publications criteria</u></p> <p>Candidates should have, in total, a minimum of 8 publications in Scopus/SCI indexed journals.</p> <p>Patent(s) granted and Book(s) published will be considered equivalent to journal publications.</p>
<p><u>Ph.D. guidance</u></p> <p>The candidate should have graduated one Ph.D. student.</p> <p>If the candidate is a co-supervisor of a student who has graduated, it will be counted as guiding 1/2 a student.</p> <p>The count will be treated as 1 for the main supervisor, even if there is a co-supervisor.</p>
<p><u>Projects/Research Grants</u></p> <p>The applicant is expected to have sponsored/consultancy project(s) with a total sanctioned grant of approximately Rs. 20 lakhs.</p> <p>For candidates from industry: the candidate should be involved in execution of projects related to geoinformatics and earth observation.</p>

Professor

<p><u>Publications criteria</u></p> <p>Candidates should have, in total, a minimum of 14 publications in Scopus/SCI indexed journals.</p> <p>Out of the above, the candidate must have a minimum of 6 publications in Scopus/SCI indexed journals as Associate Professor.</p> <p>Patent(s) granted and Book(s) published will be considered equivalent to journal publications</p>
<p><u>Teaching Criteria</u></p> <p>Candidates should have taught at least one course per semester as Associate Professor.</p>
<p><u>Ph.D. guidance</u></p> <p>The candidate should have graduated two Ph.D. students.</p> <p>If the candidate is a co-supervisor of a student who has graduated, it will be counted as guiding 1/2 a student.</p> <p>The count will be treated as 1 for the main supervisor, even if there is a co-supervisor.</p>
<p><u>Projects/Research Grants</u></p> <p>The applicant is expected to have sponsored/consultancy project(s) with a total sanctioned grant of approximately Rs. 50 lakhs.</p> <p>For candidates from industry: the candidate should be involved in execution of projects related to geoinformatics and earth observation.</p>

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:

- The candidates must have a minimum of TWO (2) publications in reputed journals during their assessment period.
- A granted Patent with the candidate as an inventor will be counted as equivalent to one published journal paper.
- Academic book 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.

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*

- 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:

- completed pre-synopsis, or
- 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
- 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.

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

Teaching Experience

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.

Student Guidance

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.

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 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.

Candidates should also have a minimum of 6 publications (as defined above), in the previous four years.

Sponsored Projects

Candidate should be the principal investigator/co-PI of at least 2 R&D or industrial projects supported by external agencies/candidate's organization.

Other Eligibility Criteria

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.

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.

SJM 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.

IDP in Climate Studies

Associate Professor

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of 9 publications in Scopus/SCI indexed journals related to Climate Studies.</p> <p>Candidates should also have a minimum of 6 publications in Scopus/SCI indexed journals related to climate studies during their assessment period.</p> <p>For the policy stream, two peer reviewed book chapters / books / monographs can be counted as equivalent to 2 publications.</p>
<p><u>Ph.D. guidance</u></p> <p>Candidates should be the supervisor/ co-supervisor of at least one Ph.D. student, who has graduated.</p> <p><i>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.</i></p>
<p><u>Projects/Research Grants</u></p> <p>The candidate should have conducted at least one sponsored research project as PI, funded by external agency.</p> <p><u>Any other eligibility criteria</u></p> <p>*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.</p> <ul style="list-style-type: none">• 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

<p><u>Publications criteria (overall and Assessment Period)</u></p> <p>Candidates should have, in total, a minimum of 17 publications in Scopus/SCI indexed journals related to Climate Studies.</p> <p>Candidates should also have a minimum of 8 publications in Scopus/SCI indexed journals related to Climate Studies during their assessment period.</p>

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

<p><u>Publications criteria (overall and Assessment Period)</u></p> <ul style="list-style-type: none">• 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.
<p><u>Teaching:</u></p> <p>Candidate must have demonstrated ability to teach courses relevant to Industrial Engineering/ Operations research.</p>
<p><u>Ph.D. Guidance :</u></p> <p>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.</p>
<p><u>Projects/Research Grants</u></p> <ul style="list-style-type: none">• At least 1 external sponsored project (externally funded) during the assessment period.

Professor

<p><u>Publications criteria (overall and Assessment Period)</u></p> <ul style="list-style-type: none">• 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.
<p><u>Teaching:</u></p> <p>Candidate must have demonstrated ability to teach courses relevant to Industrial Engineering/ Operations research.</p>
<p><u>PhD Guidance:</u></p> <ul style="list-style-type: none">• Candidates should be the supervisor of at least two Ph.D. students who have graduated.
<p><u>Projects/Research Grants</u></p> <ul style="list-style-type: none">• 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>