

## Koita Centre for Digital Health: Associate Professor and Professor Criteria

### Associate Professor:

Candidates should have, in total, a minimum of eight (8) publications in reputed journals or peer reviewed conferences.

Candidates should also have a minimum of four (4) publications in reputed journals or peer reviewed conferences during their assessment period.

*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 peer reviewed conference proceedings will be counted at par with reputed journals.*
- € *Each of up to three(3) granted patents in the Healthcare or Bio domain can be counted as equivalent to 1 publication.*
- € *Avoid double counting of patents and publications.*

Digital health oriented lab and product development efforts (technology, product, process, protocols, etc.) that have reached a stage of maturity viz., peer-reviewed demonstration of proof-of-concept such as in the form of acceptance by a funding agency or an industry for enhancement of TRL, deployment, etc., may be considered as equivalent to one or up to two original research publication(s) in Scopus (or equivalent) indexed journals.

### Masters' Project guidance

Candidates should have guided or co-guided at least four (4) Master's/Dual Degree 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(1) publications produced from the doctoral work.

*The criteria of 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 experience

Candidates should have demonstrated an excellent teaching record in the assessment period. Candidates should have taught at least an average of 2 full semester courses per year during the assessment period, excluding periods of long leaves.

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

## **Professor**

Candidates should have, in total, a minimum of fifteen(15) publications in reputed journals or peer reviewed conferences.

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

*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.*
- ∓ Each of up to 3 granted patents in the Healthcare or Bio domain can be counted as equivalent to 1 publication.*
- ∓ Avoid double counting of patents and publications.*

### Masters Project guidance

Candidates should have guided at least eight (8) Master's students during the assessment period.

### Ph.D. guidance

Candidates should be the supervisor/ co-supervisor of at least two Ph.D. students, who have either graduated or are 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.

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

### Teaching scores:

Candidates should have demonstrated an excellent teaching record in the assessment period. Candidates should have taught at least an average of two full semester courses per year during the assessment period, excluding periods of long leaves.

## Assistant Professor

### Publications Criteria:

#### Common eligibility criteria:

Candidates should have published a minimum of three high quality publications or peer reviewed research outputs.

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.

#### Eligibility criteria for individual disciplinary groups:

1. **Sociology:** At least three high quality publications, of which a minimum of one must be in a peer-reviewed journal.
2. **Philosophy:** At least three high quality publications, of which a minimum of one must be in a peer-reviewed journal.

#### 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.

3. **Psychology:** At least three high quality publications, of which a minimum of two should be in reputed peer-reviewed journals.

#### Additional points on Publication Equivalence for Psychology:

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

4. **English:** At least three high quality publications, of which a minimum of one must be in a peer-reviewed journal paper.

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.

5. **History:** At least 3 high quality publications, of which a minimum of one must be in a peer-reviewed journal.

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

6. **CISTS:** At least 3 high quality publications, of which a minimum of two should be in reputed peer-reviewed journals.

## Department of Economics, IIT Bombay

### Essential Eligibility criteria for all the posts:

Consistently good academic performance: PhD, with First Class or equivalent (in terms of Grades etc.), at the preceding degree and a good academic record throughout; candidates must have been awarded the Ph.D. degree at the time of applying.

### For the Post of Associate Professor:

We expect a minimum contribution in Teaching, Research, and PhD Student guidance from all the applicants.

1, Experience: At least 3 years in the post of Assistant Professor and a total of 6 years of professional experience in teaching/research.

2. Performance:

A. Publication of a minimum of 6 good papers, of which at least 4 should be in reputed peer reviewed journals [Scopus/ABDC/ABS or equivalent ranked/indexed journals]. The other papers could be in peer reviewed Edited Books published by reputed publishers and/or Working Papers from reputed institutions/forums. Additionally, three/four of the six papers should have been published during the assessment period (Assistant Professor Tenure or Equivalent).

B, Teaching: Consistently high scores (70% and above) in teaching evaluation; the average of 4 best performances in courses during the assessment period will be considered. Those from the industry or non-academic institution background must have demonstrated contribution to their organisation and leadership abilities during their work experience.

3. Capacity Building: Must be actively engaged in guiding Ph.D students (where applicable) and have guided at least one Ph.D. student in advanced stage [closer to submission] either as Supervisor or Co-Supervisor. Candidates from industry or non-academic institution background may be given relaxation for this criterion.

### For the Post of Professor:

1. Experience: At least 4 years in the post of Associate Professor and a total of 10 years professional experience in teaching/ research/ industry/ administration.

2. Performance:

A. Publication of a minimum of 12 good papers, at least 7 of which should be in reputed peer reviewed journals [Scopus/ABDC/ABS or equivalent ranked/indexed journals]. Additionally, six of the 12 papers should have been published during the assessment period (Associate Professor tenure).

B. Teaching: Consistently high scores (70% and above) in teaching evaluation; the average of 6 best performances in courses during the assessment period will be considered.

3. Capacity Building: Demonstrated contribution to capacity building by being actively engaged in guiding PhD dissertations. Must have guided at least 2 PhD dissertations as Supervisor.

4. Professional recognition: Established scholarship in the area of their research/expertise, with recognition in the form of awards, fellowships, grants etc.

## CMinDS Eligibility Criteria

### Associate Professor

#### **Publications**

A minimum of 12 post-PhD publications in reputed journals or conferences; up to 2 granted patents can count as papers, but papers and patents representing the same work will not be double-counted.

Candidates applying from academic institutions should have a minimum of 6 publications in reputed journals or conferences during their position as assistant professor. Up to 2 *granted* patents from this period can count as papers, but papers and patents representing the same work will not be double-counted.

Candidates with industry experience should have at least 6 publications in high reputed journals or conferences and there should be at least one granted patent for every year of industry experience. Each year with a provable lead role in the design and development of a cutting-edge product or application can be used to provide a relaxation of 1 paper or patent per year for the assessment period.

#### **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, students are considered to be at an advanced stage when they complete their pre-synopsis and are ready to submit the thesis for external review). Being a co-guide will count as 0.5 student. This criterion 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.

#### **Other 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 Centre 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.

Exceptional quality papers, as evidenced by citation scores or feedback from top experts.

This criterion has to be used very sparingly.

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

## Professor

### **Publications**

A minimum of 20 post-PhD publications in reputed journals or conferences; up to 4 granted patents can count as papers, but papers and patents representing the same work will not be double-counted.

Candidates applying from academic institutions should have a minimum of 8 publications in reputed journals or conferences during their position in the assessment period. Up to 2 *granted* patents from this period can count as papers, but papers and patents representing the same work will not be double-counted.

Candidates with industry experience should have at least 6 publications in reputed journals or conferences and at least one granted patent for every year of industry experience. Each year with a provable lead role in the design and development of a cutting-edge product or application can be used to provide a relaxation of 1 paper or patent per year.

### **Ph.D. guidance**

Candidates should be the supervisor of at least two Ph.D. students who have graduated at least one of which is solely guided by the candidate. Being a co-guide counts as 0.5 student. This criterion of Ph.D. guidance of students may be relaxed for candidates with excellent research records, if they are from industry or research labs or academic institutions that do not grant PhDs.

### **Other 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.

Highly prestigious research awards like IEEE or ACM Fellows, Swarna Jayanthi and Bhatnagar Fellowship.

This criterion has to be used very sparingly.

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