

**F.No.33 – 9 / 2011 – TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
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Shastri Bhawan, New Delhi,  
dated, the 29<sup>th</sup> May, 2017

To

The Directors  
of all the National Institutes of Technology (NITs).

**Subject:- Recruitment Rules for Faculty in the National Institutes of Technology (NITs) – approval by the Board of Governors of NITs – regarding.**

Sir \ Madam,

I am directed to refer to this Ministry's communication of even number dated 15<sup>th</sup> January, 2014 vide which implementation of Four-Tier Flexible Faculty Structure in National Institutes of Technology (NITs) was conveyed.

2. The Council of the National Institutes of Technology, Science Education and Research (NITSER) in its 10<sup>th</sup> meeting held on 26<sup>th</sup> May, 2017 at IAS, Shimla (H.P.) has approved the RRs for faculty in NITs which will replace the existing Four-Tier Flexible Faculty Structure conveyed vide letter dated 15<sup>th</sup> January, 2014. The RR approved by the Council is placed at **Annexure**.

3. The Council has also decided that the RRs shall be made part of the Statutes of NITs. Therefore, following amendment to the Statutes 23 (5) (a) is proposed for adoption by all Board of Governors (BoG).

For the words "the Selection Committee for recruitment of Academic Staff (excluding Director and the Deputy Director), or for promotion shall be as under"

**TO BE REPLACED BY**

"The recruitment of Academic Staff (excluding Director), or promotion shall be in accordance with Recruitment Rules as specified in Schedule 'E' and the Selection Committee shall be as under".

...P2/-

4. Besides above, the Council of NITSER also approved modification in Statute 17 (1) of the First Statutes of NITs pertaining to constitution of the Selection Committee for the selection of the Director as given below:-


Existing clause	Amendment proposed
The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Selection Committee constituted by him consisting of atleast five members including the Chairman who are experts in the field of technical education with experience at national and international level.	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendations of a Search – cum – Selection Committee constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one its members besides three other experts in the field of technical education with experience at national and international level.

5. Statutes modification as mentioned at para 3 and 4 above of the letter are to be formally adopted by the Board of Governors of your Institute and convey the same to the Ministry **latest by 30<sup>th</sup> June, 2017** so as to enable this Ministry to take up the process of amendment of Statutes.

6. As this is a time bound task, therefore, it is requested to kindly accord it top priority and convey the approval of the Board of Governors of Institute at the earliest possible.

7. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,

  
Director (NITs)  
Tel: 23070186

Copy to:- The Chairpersons, Board of Governors of National Institutes of Technology (NITs) for information and further necessary action.

**ANNEXURE****Recruitment Rules (flexible faculty structure) for Faculty in National Institutes of Technology in Engineering, Sciences, Humanities and Architecture****1. Cadres**

<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute / Industry	10
*Assistant Professor PB-3 with Grade Pay of Rs.8000/- with a minimum pay of Rs.30000/-	Ph.D.	03 years after Ph.D. or 06 years total teaching and research experience in reputed academic Institute / R&D Labs / relevant industry	20
Associate Professor PB-4 with Grade Pay of Rs.9500/- with a minimum pay of Rs.42800/-	Ph.D.	(6) years after Ph.D. of which at least 3 years at the level of Assistant Professor with AGP Rs.8000/- Or (9) years total working experience, of which 3 years should be after Ph.D., with at least 3 years at the level of Assistant Professor with AGP Rs.8000/-.	50

<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
Professor PB-4 with Grade Pay of Rs.10500/- with minimum pay of Rs.48000/-	Ph.D.	10 years after Ph.D. or 13 years total working experience, out of which 07 years should be after Ph.D. At least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP of Rs.9000/- or combination of Rs.9000/- and Rs.9500/- or equivalent in an Institution of repute / R&D lab or relevant industry.	80
Professor (HAG Scale) Rs.67000- 79000	Ph.D.	Six years as Professor with AGP of Rs.10000/- or Rs.10500/- or a combination of Rs.10000/- and Rs.10500/- in an Institute of National Importance.	150

## **2. Notes:**

1. Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these Rules.
2. All new entrants shall have Ph.D. in the relevant / equivalent discipline and shall have first class in the preceding Degrees.
3. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute / QIP, the enrolment period of Ph.D. will be counted as teaching experience.
4. Contribution to Institute Administration should be recommended by concerned Head / Chairman and approved by the Director. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director.
5. For the departments which are not having any vacancy, movement in higher AGP / cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments.
6. Onetime measures at the time of notification of these Rules: The permanent faculty members who have put in more than 10 years

experience, but have not acquired Ph.D. qualification will be mapped into 4 tier system as per following norms:

a) Permanent faculty with age 50 or above:

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

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

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

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

- M.Arch./M.Plan. with 01 year professional experience : Assistant Professor at AGP of Rs.6000/-
- M.Arch./M.Plan. with 02 years of professional experience: Assistant Professor at AGP of Rs.7000/-
- For higher cadres the EQ and credit point requirement will remain same as given in the table for Engineering and Sciences.

### **3. Credit Point System**

The following shall be the credit point system:

<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)

<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))
4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others.
5.	One Conference paper indexed in SCI / Scopus / Web of science Conference / any internationally renowned conference	1 credit points/ paper up to a maximum of 10 credit points. First author / Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	HOD, Dean, Chief Warden , Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman / Convener institute academic committees, Faculty In charge Computer Center / IT Services / library / Admission / student activities and other institutional activities,	1 Credit / Semesters up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty in charges. (Each for one year duration) of different Units or equivalent	0.5 Credit / Semesters up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level committee for a min. period of one year.	0.5 Credit / Semesters up to a max of 3 credits points since the last promotion.
10.	Workshop / FDP / short term courses of min 05 working days duration offered as coordinator or convener	2 per course up to a maximum of 8 credits since the last promotion.

<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
11.	For conducting national programs like GIAN etc. as course coordinator Program of 2 week duration	2 credit points per course up to a max of 4 credit points since the last promotion.
	Program of 1 week duration	1 credit points per course up to a max of 2 credit points since the last promotion.
12.	National / International conference organized as Chairman / Secretary	3 per program up a max of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per year with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credits/credit hrs. up to a max of 6 credit points since the last promotion.
16.	PG Dissertation guided	0.5 credit points per project to a maximum of 10 points since the last promotion.
17.	UG Projects	0.25 credit points / project up to a maximum of 4 points since the last promotion.
18.	Text/Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a max. of 18 points since the last promotion.
19.	Text/ Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points / unit up to a max. of 6 points since the last promotion.
20.	Significant outreach Institute out Activities	1 credit points / activity up to a max of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only incharge of Placement)	for the placement cell officers/ Faculty
	above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total no of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

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