

**Qualifications and other terms and conditions of appointment of academic
Staff of IIT Bhagalpur as per various notifications on the Recruitment Rule of NIT**

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	Assistant Professor, Grade - II (to be appointed on contract basis) in Level-10 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.	Ph.D.	NIL	NIL
2.	Assistant Professor, Grade-II (to be appointed on contract basis) in Level-11 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be	Ph.D.	One-year post Ph.D. experience of Teaching and Research in Institution of repute or Industry.	10
3.	Assistant Professor, Grade-I in Level-12 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be	Ph.D.	Three years after Ph.D. or six years total teaching and research experience in Institution of repute or Research and Development Labs or relevant Industry.	20
4.	Associate Professor in Level-13A2 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be	Ph.D.	Six years after Ph.D. of which at least three years' experience at the level of Assistant Professor Grade-I in Level-12 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the	50

			Central Government or the Council, as the case may be, or equivalent in an Institution of repute or Research & Development lab or relevant industry; or nine years total working experience, of which three years shall be after Ph.D. and with three years' experience at the level of Assistant Professor Grade-I in Level-12 of the Pay Matrix of the 7th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be, or equivalent in an Institution of repute or Research & Development lab or relevant industry	
5.	Professor in Level-14A of the Pay Matrix of the 7th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be	Ph.D.	Ten years after Ph.D. or thirteen years total working experience, out of which seven years shall be after Ph.D. and with three years' experience at the level of Associate Professor in Level-13A2 of the Pay Matrix of the 7th Central Pay Commission or four years at the level of Associate Professor in Level-13A1 or combination of Level-13A1 and Level-13A2 or equivalent in an	80

			Institution of repute or Research and Development lab or relevant industry.	
6.	Professor (Higher Administrative Grade) in Level-15 of the Pay Matrix of the 7 th Central Pay Commission or any other corresponding pay scale or pay level approved by the Central Government or the Council, as the case may be.	Ph.D.	Six years as Professor in Level 14 or equivalent or Level 14A or equivalent or a combination of service in Level 14 and Level 14A in an Institute of National Importance: Provided that upto a maximum of 40% of the total number of Professors in position, after rendering regular service of six years as Professor may be granted Higher Administrative Grade scale after fulfilling the eligibility conditions and on the recommendations of duly constituted Selection Committee.	150

Note 1:

- (1) Any change in the pay scale shall be through an open advertisement and on the recommendations of the duly constituted Selection Committee, except where specifically exempted in these Statutes: Provided that the Assistant Professor Grade-II appointed on contract basis in the Institute shall be, on successful completion of one year of service in Level-10 of the Pay Matrix of the 7th Central Pay Commission, may be upgraded to Level-11 of the Pay Matrix of the 7th Central Pay Commission or any other corresponding pay scale or grade pay or pay level, if found suitable by a duly constituted Selection Committee, but not through open advertisement.
- (2) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in preceding degree.

- (3) For existing Faculty members who completed their Ph.D. along with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.
- (4) Contribution of Institute Administration shall be recommended by the concerned Head or Chairman and approved by the Director.
- (5) For the department which are not having any vacancy, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process, but it will be restricted to only for serving faculty members of the respective departments.

(Point 6 & 7 of Schedule 'E' of Statutes 23(5)(a) of the First Statutes of the National Institute of Technology (Amendment) Statutes, 2017 are omitted due to non-relevance to IIIT Bhagalpur)

Note 2: Credit point System**The following shall be the credit point system:**

Sl. No.	Activity	Credit points
1.	One External Sponsored Research and Development Projects completed or ongoing or Patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)
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 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor
4.	One Journal papers in Science Citation Index or Scopus (Paid Journals not allowed)	4 point per paper since the last appointment. First author or Main supervisor will get 2 point and rest will be divided among others.
5.	One Conference paper indexed in Science Citation Index of Scopus or Web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief Warden, Professor In-charge (Training and placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last appointment.
7.	Warden, Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, Faculty In charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities.	1 credit point per semester up to a maximum of 8 credits points since the last appointment.
8.	Chairman and Convener of different standing committee and special committee (Exofficio status will not be considered). Faculty in-charges of different Units or equivalent	0.5 credit point per Semesters up to a maximum of 3 credits points since the last appointment.
9.	Departmental activities identified by Head of the Department like lab in charges, or department level committee.	0.5 credit point per Semesters up to a maximum of 3 credits points since the last appointment.
10.	Workshop or Faculty Development program or short-term courses of min 05 working days duration offered as coordinator or convener	2 credit points per course up to a maximum of 8 credits points since the last appointment.

11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator	2 credit points per course up to a maximum of 4 credit points since the last appointment.
	Program of two weeks duration	1 credit point per course up to a maximum of 2 credit points since the last appointment.
	Program of one week duration	
12.	National or International conference organized as Chairman or Secretary	3 credit points per program up to a maximum of 6 credits points since the last appointment.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per semester with maximum of 10 credit points since the last appointment.
14.	Establishment of New Lab(s)	4 credit points since the last appointment.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credit point or credit hrs. up to a maximum of 6 credit points since the last appointment.
16.	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last appointment.
17.	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last appointment.
18.	Text or Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a maximum of 18 points since the last appointment.
19.	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points per unit up to a maximum of 6 points since the last appointment.
20.	Significant outreach activities outside Institute	1 credit point per activity up to a maximum of 4 credit points since the last appointment.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only for the placement cell officers or Faculty incharge of Placement)	
	Above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total number of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

Including clarification as per recommendation of the oversight committee, Letter No. F. No. 33-9/2011-TS.III dated 16th April 2019.