



विश्वेश्वरय्या राष्ट्रीय प्रौद्योगिकी संस्थान, नागपुर  
VISVESVARAYA NATIONAL INSTITUTE OF TECHNOLOGY, NAGPUR

**Table No. 1**

**Recruitment Rules (Under 4-tier 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>
<b>*Assistant Professor</b> (On contract) PB-3 with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
<b>*Assistant Professor</b> (On contract) with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute /Industry	10
<b>*Assistant Professor</b> 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
<b>Associate Professor</b> PB-4 with Grade Pay of Rs.9500/- with a minimum Pay of Rs.42800/-	Ph.D	06 years after Ph.D of which at least 3 years at the level of Assistant Professor with AGP Rs. 8000/- or 09 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>Professor</b> PB-4 with Grade Pay of Rs.10500/- With minimum Pay of Rs.48000/-	Ph.D	10 years experience 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
<b>Professor (HAG Scale)</b> Rs.67000–79000	Ph.D	Six years experience 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. NOTE

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 Professor 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 Professor 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 Professor 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:

Sr. No	Activity	Credits points
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)
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.
11.	For conducting national programs like GIAN etc. as course coordinator Program of 2 week duration Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion. 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.

<b>S. No.</b>	<b>Activity</b>	<b>Credits points</b>
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, FNSc	10 credit points
*22.	Placement percentage (only for the placement cell officers/ 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 no of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.