

Department of Humanities & Social Sciences, IIT Bombay
Shortlisting Criteria for Faculty and Postdoctoral Positions

Executive Summary

Essential Eligibility criteria for all posts:

1. 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 Post-Doctoral Position;

1. One or two good publications arising out of Ph.. D. dissertation related research.
2. Good letters of recommendation from thesis supervisor or others conversant with the research work of the candidate.
3. Willingness of a faculty member of the department to act as guide/mentor.
Only fresh Ph.Ds will be considered for the Post-Doctoral position

For the Post of Assistant Professor (Regular and Contract):

1. Experience: At least 3 years of Post Ph.D research/teaching /industry experience [including Postdoctoral research experience]. Those who do not have adequate experience, but fulfill the eligibility criteria may be considered for contractual appointment in the rank of Assistant Professor.
2. Performance: Published at least 3 papers in reputed refereed journals or other high quality publications.

For the Post of Associate Professor:

The HSS Department expects minimum contributions in Teaching, Research, and Student guidance from all 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 papers, with at least 4 peer-reviewed/refereed papers in reputed journals, books or conference proceedings; single-authored books with reputed publishers will be deemed equivalent to three such papers; additionally, two of the six papers should have been published during the assessment period (Assistant Professor Tenure). At least one of the six papers should be in peer reviewed journal.
 - B. Teaching: Consistently high scores (55% and above) in teaching evaluation; the average of 4 best performances in courses during the assessment period will be considered.
3. Capacity Building: Must be actively engaged in guiding Ph.D./M.Phil. students (as applicable) and have guided at least one Ph.D. student for a period of three years as either Supervisor or Co-Supervisor.
4. Service to the Department/University/Institution: Minimum contribution is expected from all candidates.

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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. Published at least 12 papers, and/or a book [including text book, monograph or edited volume] with at - least 7 papers published in reputed journals; three of the 12 papers should have been published during the assessment period (Associate Professor tenure)
 - B. Teaching: Consistently high scores (55% 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 Ph.D/M.Phil dissertations. Must have guided at least 2 PhD dissertations or one student awarded, and another at an advanced stage of completion
4. Service to the department/university/institution: Minimum contribution is expected from all candidates.
5. Professional recognition: Established scholarship in the area of their research/expertise, with recognition in the form of awards, fellowships, grants etc.

Detailed Shortlisting Criteria for Faculty and Postdoctoral Positions as of Jan 31, 2018

The shortlisting criteria first discussed in the Departmental Faculty Meeting held on Jan 24, 2018 and then ratified by the DPC in the meeting held on Jan 31, 2018. The same were sent to IFAC on February 7, 2018 and presented in the IFAC meeting held on Feb 8, 2018.

Essential Eligibility Criteria for all Posts:

1. For all positions below, IIT Bombay criteria on minimum qualifications apply. Criteria specified below are in addition to these criteria.
2. Consistently good academic performance: Ph.D. 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 PhD degree at the time of applying.

For the Post of Post-Doctoral Position:

1. One or two good publications arising out of Ph.D. dissertation related research. Quality of publication and dissertation research to be assessed by the Department Committee.
2. Good letters of recommendation from thesis supervisor or others conversant with the research work of the candidate.
3. Willingness of a faculty member of the department to act as guide/mentor
4. Only fresh Ph.Ds will be considered for the Post-Doctoral position
5. **For all Faculty Positions:**

If candidates meet the experience criteria, the main criteria that is used for shortlisting pertains to performance as expressed in the form of publications and teaching; in assessing research

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publications, multiple criteria will be considered for eligibility depending on the discipline one is applying in (Economics, English Literature and Linguistics, Philosophy, Psychology, Sociology, and Cell for Indian Science and Technology in Sanskrit). These will include articles in peer reviewed and reputed journals, peer reviewed conferences. Proceedings, book chapters in edited books by reputed publishers (with rigorous peer review), monographs, edited books, text books, and authored books. Other than the performance criterion, we will also consider factors such as (a) area of interest of department; (b) sustained publications in the professional career; (c) Recommendation letters from experts; (d) Other evidence of scholarship and accomplishment; and (e) Seminar given to the department faculty.

For the Post of Assistant Professor (Regular and Contract):

1. Experience: At least 3 years of Post Ph.D. research/teaching /industry experience [including Postdoctoral research experience]. Those who do not have adequate experience, but fulfill the eligibility criteria may be considered for contractual appointment in the rank of Assistant Professor.
2. Performance: Published at least 3 papers in reputed refereed journals or other high quality publications.

For the Post of Associate Professor:

The HSS Department expects minimum contributions in Teaching, Research, and Student guidance from all 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:
 - C. Publication: Published a minimum of 6 papers, out of which at least 4 papers should be in reputed refereed journals; two of the six papers should have been published during the assessment period (Assistant Professor tenure)
 - D, Teaching: Consistently high scores (55% and above) in teaching evaluation; the average of 4 best performances in courses during the assessment period will be considered
 - Capacity Building: Must be actively engaged in guiding Ph.D./M.Phil. students (as applicable) and have guided at least one Ph.D. student for a period of three years as either Supervisor or Co-Supervisor.
3. Service to the department / university / institution: Minimum contribution is expected from all candidates.

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:
 - C. Published at least 12 papers, and/or a book [including text book, monograph or edited volume] with at least 7 papers published in reputed journals; three of the 12 papers should have been published during the assessment period (Associate Professor

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- D. Teaching: Consistently high scores (55% 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 Ph.D/M.Phil dissertations, Must have guided at least 2 PhD dissertations or one student awarded, and another at an advanced stage of completion
4. Service to the department/university/institution: Minimum contribution is expected from all candidates.
5. Professional recognition: Established scholarship in the area of their research/expertise, with recognition in the form of awards, fellowships, grants etc.

Additional criteria and points of clarification:

- A, In assessing performance for all positions, appropriate weightage will also be given to publications in the form of authored books, monographs or edited books, by reputed publishers which have undergone a rigorous process of peer review.

Rationale: The HSS Department consists of six disciplines and the professional / academic criteria in each discipline for assessing performance varies in terms of weightage and / or rating given to publications of different kinds: peer reviewed and reputed journal articles, peer reviewed conference proceedings, book chapters in edited books by reputed publishers (with rigorous peer review), monographs, edited books, and authored books. High quality publications other than in journals (monographs, edited books, authored books) will be rated in terms of equivalence as follows; a) 1 authored book from a reputed publisher is equivalent to 3 papers; b) one edited book (as editor / co-editor) is equivalent to one paper; contributed papers in a self-edited book will count as book chapters; c) papers in indexed or peer reviewed conference proceedings, book chapters, prestigious working / occasional paper series, etc. will be counted towards total publication requirements.

- B. Those who apply for a position just after fulfilling the minimum experience are expected to have achieved significantly higher level of performance in the current or previous position (1.33% of the performance criteria).
- C. In calculating post-Ph.D. experience, the date of defense, and not date of award of degree will be taken into account.
- D. Exceptional performance (recognition of teaching excellence, publications in high impact journals, and significant impacts of research) will be considered and highlighted while short-listing applications.
- E. Service to the department/ university / institution, contribution to the profession, and extension/ training activities will also be given due weightage while short Listing applications.













