FACULTY OPENINGS: Minimum Eligibility and Norms

Applications received up to February, 2020 (Monday) shall be considered for this round of selection
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Applications are invited from well qualified candidates for faculty positions at the level of **Professor, Associate Professor, and Assistant Professor (III / II / I)** in the following Academic Units (please refer to document on specializations required).

LMT School of Management, School of Liberal Arts and Sciences, and School of Humanities and Social Sciences.

Essential Qualifications, Experience and Research Parameters:

PROFESSOR Minimum Basic*: ₹ 1,75,000/-, Minimum Annual Package : ₹ 30,47,286/-	• First class PG degree and a good academic record throughout. • 20 years post-Master's experience at appropriate levels.
ASSOCIATE PROFESSOR Minimum Basic*: ₹ 1,50,000/-, Minimum Annual Package : ₹ 26,21,083/-	• A Ph.D. degree / Fellow Program or equivalent with First class in the preceding degree and a good academic record throughout. • At least 5 years of full time (minimum 4 year Post-Ph.D.) research and corporate experience or equivalent.
ASSISTANT PROFESSOR (III) Minimum Basic*: ₹ 1,10,000/-, Minimum Annual Package : ₹ 19,38,678/-	• First class PG degree and a good academic record throughout.
ASSISTANT PROFESSOR (II) Minimum Basic*: ₹ 92,000/-, Minimum Annual Package : ₹ 16,38,075/-	• First class PG degree and a good academic record throughout.
ASSISTANT PROFESSOR (I) Minimum Basic*: ₹ 78,000/-, Minimum Annual Package : ₹ 14,02,474/-	• First class PG degree and a good academic record throughout.

Higher salary may be considered for exceptionally bright candidates.

Table A

SN	Publication Category	Points
1	UTD-24	50
2	FT-50	40
3	A* (ABDC)	30
4	A (ABDC)	20
5	B (ABDC)	10
6	B or C (ABDC) /SSCI/SCI/AHCI (Impact Factor - > 2)	15
7	B or C (ABDC) /SSCI/SCI/AHCI (Impact Factor - > 1)	12
8	C (ABDC) /SSCI/SCI/AHCI (Impact Factor - > 0.5)	8
9	C (ABDC) { Max 50% of the scholarly points will be considered from this category}	5
10	SSCI/SCI	5
11	Top Conference List (within the last three years)	8
12	Cases published with Top Publishers (Harvard Business School, Richard Ivey School of Business, Darden School, INSEAD, Stanford Graduate School of Business, Kellogg School of Management, IESE Barcelona, The Case Centre)	8

Table B

Competencies [Very High (Prof.) / High (Associate) / Fairly High (Assistant) competence in all the five areas]	Contributions
Teaching	
Demonstrated understanding of content knowledge in one or several areas	SRS
Demonstrated ability to engage students	Number of mentees
Evidence of new course development	Number of new courses developed
Evidence of development of popular online courses	Number of courses taught
Demonstrated ability of developing innovative pedagogies	Number of MOOCS developed
Evidence of effective oral and written communication	Text Books
	Teaching videos
Research	
Demonstrated capacity to formulate innovative research ideas	Research publications
Demonstrated relevance of one's research	Research monographs

Evidence of effectively communicating research ideas, both oral and written communication	Books edited
Demonstrated contribution to theory and practice	Ph.D. students guided (2 in case of Professor, 1 in the case of Assoc. Prof)
Demonstrated contribution to scholarly community, doctoral guidance, journal editorship, reviewer ship	Conference presentations
	FT-50/A* publications
Community / Corporate Engagement / Career Management / Institution Building	
Community / Corporate Engagement	Mentoring students
Efforts directly leading to community or corporate impact	Making corporate connections
Working towards sustainable goals	Real life community impact
Contribution towards solving national and local societal changes	Championing accreditation efforts
Applied research	Coordinator / chair functions of the school
Career Management	Extra ordinary student feed back
Evidence of helping students achieve career and higher education goals.	Professionalism, citizenship behaviour and institutional contribution
Institution Building	Contributing to new program development
Everything to make above four happen	Leading Accreditations and rankings activities
Committee memberships	
University volunteer activities	

Table C	
Category	**Criteria (Refer Main Table)**
Professor	Other good publications (SCI/AL/PubMed etc.) or cases not covered in the above publication category will also be considered (the equivalence will be determined based on the impact factor / paper citation and or content etc.). In exceptional cases books, patents and research monographs can substitute part of publication requirements (the equivalence will be determined based on content / citation etc.). Moreover, number of PhDs guided, consulting / sponsored projects and demonstrated capability to organize MDPs/FDPs/EDPs/Short-term programs etc. will also be considered when making selection / promotion decisions. AND One UTD 24 publication in the last five years OR one FT50 in the last four years OR one A* (ABDC) publication in the last three years OR two A (ABDC) publication in the last four years. One-year relaxation (in publication years) is given to candidates who make extraordinary contribution to the other four pillars (teaching, community/corporate engagement, career management of students and institution building) of University Excellence.
Associate Professor	Other good publications (SCI/AL/PubMed etc.) or cases not covered in the above category of publication will also be considered (the equivalence will be determined based on impact / citation etc.). The selection / promotion committee may consider books, cases, number of PhDs guided, consulting / sponsored projects and demonstrated capability to organize MDPs/FDPs/EDPs/Short-term programs etc. will also be considered when making selection / promotion decisions.

HOW TO APPLY:

Please visit

http://www.thapar.edu >> **Faculty Openings** for *related information* and also to *apply online*.

For technical support, our support team can be reached at khushneet.jindal@thapar.edu or at 0175- 2393914/2393882.

Applications received up to February 3rd, 2020 (Monday) will be considered for this round of selection

This, however, is a rolling advertisement. You may contact our Personal Section @ 0175 - 2393849 2393803; or Prof. R.S. Kaler, Dean of Faculty Affairs, Thapar Institute of Engineering and Technology @ 0175 - 2393882, 2393914, for more information.

NOTE:

- *Applicants desiring to apply for more than one Department/School should send separate applications for each Department/School.*

- The Institute reserves the right to screen and call only such candidates as are found prima-facie suitable for being considered by the Selection Committee. Thus, mere fulfilling the prescribed conditions would not entitle one to be called for interview.

- *The candidates who appeared before the selection committee during last selection process should be able to demonstrate a considerable improvement in their CV.*

- The Institute reserves the right to fill or not to fill any or all the posts advertised.

- *The Institute at its discretion may relax the minimum requirements in case of outstanding candidates.*

- Any wrong information shall straightway lead to disqualification.

- *No correspondence will be entertained from candidates regarding electronic delays, conduct & results of interview and reasons for not being called for interview.*

Dean of Faculty Affairs