F.No.33 - 9 / 2011 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi, dated, the 16th April, 2019

To

The Directors of all the National Institutes of Technology (NITs) and Director, IIEST, Shibpur.

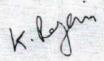
Subject:-

Implementation of Recruitment Rules for Faculty of NITs and IIEST - issue of clarifications as per recommendations of the Oversight Committee - regarding.

Sir \ Madam.

I am directed to refer to this Ministry's Order of even number dated 15th May, 2018 vide which an Oversight Committee was constituted under the Chairmanship of Prof. Sivaji Chakravorti, Director, National Institute of Technology, Calicut (Kerala) to look into further issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules (RRs) notified for Faculty on 24th July, 2017 and issued on 20th December, 2017 for Non-Faculty staff of the National Institutes of Technology (N!Ts) and Indian Institute of Engineering Science and Technology (IIEST), Shibpur (West Bengal).

- 2. At the same time, the Directors of all the NITs and IIEST, Shibpur were requested to forward the left out anomalies / issues in the RRs to the Chairman of the Oversight Committee. Accordingly, the Oversight Committee received suggestions / representation from various NITs and IIEST, Shibpur. The Oversight Committee has looked into the issues / anomalies, which are not yet covered / addressed in the revised Recruitment Rules of Faculty and Non-Faculty staff and has submitted its reports in respect of faculty of NITs and IIEST, Shibpur on 27th October, 2018.
- 3. The observations pointed out by this Ministry were further discussed in the Oversight Committee meeting held on 19th January, 2019. The recommendations submitted by the Oversight Committee on 27th October, 2018 and 19th January, 2019, respectively, have been examined in this Ministry. The recommendations of the Oversight Committee are divided into two categories viz. (i) clarifications on existing RRs and (ii) amendments in RRs notified on 24th July, 2017. With the approval of the competent authority it has been decided



to issue clarifications, as per recommendations of the Oversight Committee, on the following points in the first instance:-

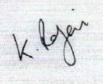
S.	Clarifications	Comments of the	
No.	sought by NITs / Faculties of NITs	Oversight Committee (OSC)	Decision
	Clarification on "One-time measure"	One-time measure means completion of first round of recruitment process for respective faculty positions after amendment in Statutes dated 24 th July 2017 and subsequent approval of the process by the BoG of respective Institutes. [amended on 19.01.2019]	
2.	Whether experience as Post-Doctoral Fellow is to be considered or not.	International / national Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Post Doctoral Fellowships offered by Institutions which are in QS / THE World Ranking upto 500 will be considered. "Experience as Post Doctoral Fellow will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000)" [amended on 19.01.2019].	Accepted.
3.	Clarification on Cumulative Credit Points	Amendment proposed on 19.01.2019 Credit Points mentioned at Sl.No.4 of the Table	The points, which are now non-exhaustible, in the existing RRs (2017), are as follows:-



5. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)		Decis	sion
LLG=2.53 OULAR	AND REAL PROPERTY OF THE PROPE	Oversight Committee (OSC) on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are now non- exhaustible credit points. • Credit Points mentioned at Sl.No.5 of the Table on Credit Point System given in Schedule E of the Statutes 23 (5) (a) are exhaustible credit points, i.e. after last appointment.	5. No 1.	Activity One external Sponsored R&D Projects completed or ongoing / Patent granted Consultancy projects Ph.D. completed (including thesis submitted cases)	Credits points 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 Credit points © Rs.5 takhs of consultancy, subject to maximum of 10 Credit points 8 per Ph.D. student. (in case there are more than one supervisor, then the Guide (1st Supervisor) gets
		The rest are Exhaustible Credit Points at every level of direct recruitment.	<u>4</u> .	One Journal papers in SCI / Scopus (Paid Journals not allowed) Fellow FNA, FNAE, FASC, FNASC	5 credit points per student and the rest to be divided equally among other supervisor(s)) 4 per paper since the last promotion. First author/Main supervisor will get 2 and rest will be divided among others. 10 credit points
			n a P	he rest (nentioned i re Exhaus oints at e irect recrui	The second section of the section of the second section of the section of the second section of the secti
4.	Carry forward of Credit Points.	for any movement from one position to other, if the Exhaustible Credit Points are more than the minimum required	a w il		

S. No.	Clarifications sought by NITs / Faculties of NITs	Comments of the Oversight Committee (OSC)	Decision
		Credit Points for the selected position, then differential Credit Points from the	Required Credit Points: 50
		Exhaustible Credit Points shall be carried forward to the Exhaustible component only.	20 Non-exhaustible Credit Points And 60 Exhaustible Credit Points, carried forward Credit Points will be 20 + (60-50)= 30
		Illustration: Assistant Prof. to Associate Prof.: Minimum Required Credit Points: 50 i. For a candidate having 20 Non- exhaustible Credit Points and 60 Exhaustible Credit Points, carried forward Credit Points will be 20+ (60-50) = 30 ii. For a candidate having 40 Non- exhaustible Credit Points and 40 Exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit	ii. For a candidate having 30 Non-exhaustible Credit Points and 40 Exhaustible Points, carried forward Credit Points will be 30 + (40-40)= 30. Credit Points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.
5.	Clarification on First class.	respective University / Institution. If not specifically mentioned by the University / Institution, then 60% marks or 6.5 CGPA. New entrants are as	
		defined in MHRD letter No. 33-9/2011-TS. III, dated 31 st January	considered as new entrant." It has been decided to

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			continue with the same while agreeing to the clarification on first class degree.
6.	Clarification on "Preceding Degrees"	Preceding Degrees mean Bachelors' Degree onwards.	Accepted.
7.	Clarification on "Institution of repute"	THE PROPERTY OF THE PROPERTY O	Accepted.
		i. Fully funded Central Educational Institutions	
		ii. IIMs and other management Institutions ranked by NIRF upto 50 for any two years;	
		iii. State Educational Institutions funded by respective State Governments;	
		iv. Other Educational Institutions ranked by NIRF upto 100 in overall, Universities, Engineering, upto 50 for Pharmacy and 10 for Architecture, for any two years.	
		However, with regard to recommendation on	WARLES



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		Institute of repute, the BoGs of respective Institute may take a call on relaxing the criteria, if needed, with recorded justification.	
8.	Clarification on "Book chapter weightage"	As per existing provisions of Statutes.	Accepted.
9.	Carry forward of Credit Points for award of Ph.D. & Paper publication in between date of eligibility & date of joining.	the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward.	Accepted.
10.	Clarification on "Industry of repute"		It has been decided that the Board of respective Institute may define the criteria.
11.	Clarification on Project amount of R&D projects.		Accepted.
12.	Distribution of points for patents.		Accepted.
13.	The Contract of the Contract o		
14.	Counting of Credit Points on Conference paper since last promotion.		
15.	To review the	Already taken care of	Accepted.



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	comments about since "last promotion"	in Point No.5.	
16.	Clarification regarding the term 'promotion' used in RRs	1: (1), any change in the AGP in 6 th CPC / Level in 7 th CPC, is through direct recruitment through open advertisement. Therefore, the term "promotion" used in RRs / Guidelines / MHRD communications should be read as "Appointment through Direct Recruitment".	
17.	For grant of HAG Scale to Professors: 40% of sanctioned post of Professors	40% of total no. of Professors in position.	Accepted.

- 4. All the NITs and IIEST are advised to place the recommendations of the Oversight Committee (as indicated in para 3 above) before the Board of Governors for its adoption and ensure strict adherence of the instructions.
- 5. This issues with the approval of the competent authority in the Ministry.

Yours faithfully, .

[K. Rajan]

Under Secretary to the Government of India

Tel: 23384159

Copy to:-

- (i) The Chairperson, Board of Governors of all the NITs and IIEST, Shibpur.
- (ii) PS to HRM / PS to MoS (SPS) for kind information.
- (iii) Webmaster, MNIT, Jaipur with a request to upload the communication on the website of the Council of NITSER.
- (iv) Guard File.