

CHRIST (Deemed to be University)

Employment Regulations (Direct Recruitments & Promotions) Rules 2018

These Rules for Employment Regulations in respect of Direct Recruitments and Promotions (Career Advancement) to higher levels of teaching positions shall be followed by the University with effect from June 2018.

1. Minimum eligibility for recruitment under Regulation 1 and 5 and for Promotion under Regulation 8 shall be as tabulated hereunder.

| Position | Level (Scale) | Experience (Years) | Min. Total Exp. (Yrs) | Publications* | Ph.D Guidance | Research Score |
|---------------------|---------------|--------------------|-----------------------|---------------|---------------|----------------|
| Assistant Professor | 9A | PG/NET | - | - | - | |
| Assistant Professor | 10 | PhD+0 | - | - | - | |
| Assistant Professor | 11 | L10+4 | 4 | 1 | - | |
| Assistant Professor | 12 | L11+3 | 7 | +2 | - | |
| Associate Professor | 12A | L12+3 | 10 | +2 | - | 70 |
| Associate Professor | 13A | L12A+3 | 13 | +3 | 1 | 90 |
| Professor | 14 | L13A+3 | 16 | +5 | 5 | 110 |
| Professor | 15 | L14+10 | 26 | +10 | 10 | 150 |

2. PhD in relevant discipline in accordance with UGC norms is essential eligibility qualification for the Level 10 and above. Any qualification which is approved by UGC/AICTE as equivalent to Ph.D shall be so recognised.
3. The University may consider upgrading experienced faculty not having PhD up to Level 11 only, based on performance and contribution to the advancement of education/research demonstrated by additional publications and/or Research Projects.
4. The experience referred to is normally teaching experience but in specific cases industry experience may also be considered. However reckoning of years of experience will be as may be recognised by the University depending on the position/designation, type of appointment, nature of responsibility and the profile of the institution. Relevant experience in a position equivalent to the recruited position in a reputed university or equivalent institution/industry will be given full credit for recognized experience. In other cases the actual experience may be discounted up to 30% to arrive at the recognized experience.
5. Only post qualification experience shall be recognised while matching the required eligibility norms.
6. Aspiring internal candidates having prescribed eligibility shall be required to apply for the position in the prescribed format (Annexure I) in response to the notification issued by the Personnel Officer of the University.
7. The Office of the Personnel Relations shall scrutinize the applications and shortlisted candidates meeting norms of qualification, experience and publications for selection shall be called for interview. Candidates with appraisal scores of less than 50 points in the immediate past two annual appraisals shall not be shortlisted.
8. The Selection process shall be in two stages consisting of accountability assessment and/or personal interview as may be decided by the Selection Committee. Candidates who do not secure minimum score of 60 points in Stage I shall be rejected for Stage II though however such candidates shall be eligible for reapplying as and when notified.

9. The Selection Committee (Interview Board) for the position of Associate Professor and Professor shall be as follows.

| Stage I | Stage II |
|---|---|
| Head of the Dept* | Independent Nominee** of Vice Chancellor |
| Subject Expert – Professor - (Internal) | |
| Subject Expert – Professor - (External) | Pro Vice Chancellor |
| Dean of the Faculty* | Vice Chancellor |
| Personnel Officer (Non-Member Secretary) | Registrar (Non-Member Secretary) |

* The person holding the position irrespective of their academic grade.

** Shall preferably be a person from the CHRIST Trust / Trust Nominee in Board of Management.

10. The interview / assessment in Stage I shall be based on specified parameters of consistency of appraisal Scores, Competence to Teaching / Learning, Research contribution, Publications (Peer reviewed / Impact factor basis), M.Phil/Ph.D Guidance, Contribution to Departmental Growth, Accountability and Team Spirit with distinct weightage for each parameter depending on the position applying for as specified in Annexure II.
11. The interview / assessment in Stage II shall be based on specified parameters of management perception about personal attitude and attributes, loyalty and Contribution to Institutional Vision and Mission with distinct weightage for each parameter as specified in Annexure III.
12. Assessment shall be done individually by each member of the Selection Committee and will be consolidated by the Secretary.
13. The list of candidates approved for promotion to specified levels will be forwarded to the Personnel Officer for implementing the Promotion and revision of fitment, as per recommendation of the committee.

Source: Staff Handbook

Head of the Department

