

No. PEC/RG/4094-4112

Dated: 29 JAN 2016

Subject: Guidelines for engagement of faculty at PEC University of Technology, Chandigarh

A. Regular Faculty:

1. **Objective:** The key objective to engage Regular Faculty is to make arrangement from the eligible candidates having the qualification as is approved by BOM/BOG in reference to UGC guidelines.

2. **Potential participants under scheme:** Qualifications & Experience approved by BOM/BOG which is as under:

**Professor (Engineering):**

(i) Essential:

A Ph.D. Degree with First Class at Bachelor's and Master's Degree in the appropriate branch of Engg. & Tech. and experience of ten years in teaching, research and /or industry out of which at least five years at the level of Assistant Professor, Reader or equivalent grade.

(ii) Without prejudice to the above, the following conditions may be considered as desirable:

1. Teaching, research, industrial and /or professional experience in a reputed organization.
2. Published work, such as research papers patents filed/obtained books and /or technical reports.
3. Experience of guiding the project work/dissertation of PG/ Research Students or supervising R&D projects in industry.
4. Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities.

### Professor (Applied Sciences)

(i) Essential:

- An eminent scholar with Ph.D. qualification(s) in the concerned /allied/relevant discipline, first class at master level and published work of high quality, actively engaged in research with evidence of published work with a minimum with evidence of published work with a minimum of 10 publications as books and/or research / policy papers.
- ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.

### Associate Professor (Engineering)

i. Essential:

- Ph.D. Degree with First Class at Bachelor's and Master's Degree in the appropriate branch of Engg. & Tech, and experience of eight years in teaching, research and/or industry at the level of lecturer or equivalent grade excluding period spent on obtaining the research degree.
- ii. Without prejudice to the above, the following conditions may be considered desirable:
1. Teaching, research industrial and/or professional experience in a reputed organization.
  2. Published work, such as research papers, patents filed/obtained books and/or technical reports.
  3. Experience of guiding the project work/ dissertation of PG/Research Students or supervising R&D projects in industry.

### Associate Professor (Applied Sciences)

- i. Good academic record with a Ph.D. degree in the concerned/allied/relevant disciplines.
- ii. A Master's degree with first class (or an equivalent grade in a point scale wherever grading system is followed).



- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.

**Assistant Professor (Engineering except for Materials & Metallurgical Engg.)**

i. Essential:

ii. First class in both Master's Degree and Bachelor Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech.).

ii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research, industrial and/ or professional experience in a reputed organization.
2. Papers presented at conferences and/or in refereed journals.
3. Candidates with PhD would be considered for higher emoluments.

**For Materials & Metallurgical Engg.**

i) Essential:

1. First class in both Master's Degree and Bachelor Degree in Engineering &/ or Technology in the field of Metallurgy / Materials.

Or

2. First class in both Master's Degree and Bachelor Degree Mechanical (Engineering / Technology)/ Production (Engineering/ Technology) followed by Ph.D in materials/ Metallurgy related topic.

Or

3. First class in Bachelor Degree in Mechanical (Engineering/ Technology)/ Production (Engineering / Technology) followed by First class in Master's Degree in Engineering &/ or Technology

in Materials / Metallurgy with Ph.D in Materials / Metallurgy related topic.

Or

4. \* First class in Master's Degree in Material Science / Chemistry / Physics followed by first class in Master's Degree of Engineering &/ or Technology in Materials / Metallurgy with Ph. D in Materials / Metallurgy related topic.

iii. Desirable:

1. Teaching, research, industrial and/ or professional experience in a reputed organization.
  2. Papers presented at Conference and/or in refereed journals.
- \* Maximum two posts will be filled with this qualification.

**Assistant Professor (Applied Sciences)**

**For Chemistry / Physics / Mathematics**

i. Essential:

1. First class (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
2. Cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
3. Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. degree) Regulations, 2009.

**For Humanities / Communication Skills / Psychology**

i. Essential:

1. First class (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level in a relevant subject (Management) from an Indian University, or an equivalent degree from an accredited foreign university.



2. Cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
3. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.1, candidates, who are, or have been awarded a Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET shall also not be required for such Master Programmes in disciplines for which NET/SLET/SET is not conducted.

iii) **Selection process:**

Applications invited through advertisement in leading newspapers and notification on PEC website. The Selection process is given as under:

- a) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulation in Tables I to IX of Appendix III.
- b) The Selection Committee for the post of Assistant professor, Associate Professor and Professor in the University shall have the following composition.
  1. The Director shall be the Chairman of the Selection Committee.
  2. Three experts in the concerned subject nominated by the Director out of the panel of names approved by the relevant statutory body of the University.
  3. Nominee of the Chandigarh Administration.
  4. Head of the concerned Department
  5. One representative of SC Category, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.
  6. One representative of OBC Category if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

Note: At least four members, including two outside subject experts shall constitute the quorum.

iv) **Pay Band, Academic Grade Pay and Allowances:**

Assistant Professor	:	15,600-39,100+ AGP 6000
Associate Professor	:	37,400-67000+ AGP 9000
Professor	:	37,400-67000+ AGP 10,000

In addition, the post carry allowances (such as dearness allowance, house rent allowance, medical allowance, CCA etc.) as approved by the Chandigarh Administration and the Board of Governors / Board of Management of the institute.

v) **Age of superannuation:** 62 years

vi) **Broad expectations:** Good performance during their engagement in the institute.

**B. Faculty under Self Supporting Programme:**

1. **Objective:** The key objective to engage faculty for fixed tenure under Self Supporting Programme from the eligible candidates having the qualification as approved by BOM/BOG.

2. **Potential participants under scheme:** Qualifications & Experience as approved by BOM/BOG which is reproduced as under:

**Production & Industrial Engg. for Self Supporting Programme of ME (Industrial Design)**

i. **Essential:**

1. First class BE / B.Tech. degree in Mechanical / Production / Industrial/ Electronics Engineering.

Or

2. First Class MDes degree or ME/M.Tech. Degree in Mechanical, Design, Machine Design, CAD/CAM, CIM, Production, Industrial, Production & Industrial, Industrial Design or discipline related to Industrial Design.



- ii. Without prejudice to the above, the following conditions may be considered desirable:
1. Teaching, research, industrial and/ or professional experience in a reputed organization.
  2. Papers presented at conferences and/or in refereed journals.
  3. Candidates with PhD would be considered for higher emoluments.

### ME Self Supported Programme in Computer Science & Engineering (Information Security)

i. Essential:

First Class in both Master's Degree and Bachelor Degree in the Computer Science & Engineering or equivalent.

ii. Desirable:

1. Teaching, research industrial and/or professional experience in a reputed organization in the area of Information Security.
2. Papers presented at Conferences and / or in refereed journals.
3. Candidates with Ph.D. would be considered for higher emoluments.

### For M.Tech (TQM)

i. Essential:

1<sup>st</sup> class Bachelor's degree in Engineering and /or Technology in any branch of Engineering

and 1<sup>st</sup> class Masters degree in Quality Management/Quality Engineering, Management with specialization in quality, statistics and computation, operation research, preferable from prestigious institutions of national and international repute and  
Ph.D. in quality engineering and/or management.

3. **Selection process:** Same as in the case of regular faculty.

4. **Remuneration:** They may be paid lump sum salary by calculating initial of the scale plus AGP plus DA of Assistant Professor if selection is made for six months. The lump sum salary of the faculty under Self Supporting

Programme must be fixed less than the salary of regular faculty.  
Candidates with Ph.D. will be given 3 increments on initial of pay scale.

If the selection for 3 years on temporary basis shall be paid salary at par with the regular faculty

5. **Period of Engagement:** As per requirement.
6. **Broad expectations:** Good performance during their engagement in the institute.

### C. Contractual Faculty

1. **Objective:** The key objective to engage Contractual Faculty is to make time being arrangement from the eligible candidates having the qualification as is approved in the cases of regular faculty. Such involvement helps in sharing the teaching load.
2. **Potential participants under scheme:** Qualifications & Experience shall be the same as in the case of regular faculty.
3. **Selection process:** Same as in the case of regular faculty (Assistant Professor).
4. **Remuneration:** They may be paid lump sum salary by calculating initial of the scale plus AGP plus DA of Assistant Professor. The lump sum salary of the contractual faculty must be fixed less than the salary of regular faculty. Candidates with Ph.D. will be given 3 increments on initial of pay scale.
5. **Period of Engagement:** Six months or filling up the post by regular faculty whichever is earlier. Period of engagement shall be extended with a notional break.
6. **Broad expectations:** Good performance during their engagement in the institute.

### D. Visiting Faculty:

1. **Objectives:** One of the key objectives to engage visiting faculty is to have a strong and robust collaboration between the educational institution and industry. Such involvement helps in bringing external



prospective to regular teaching to make classes more interesting and to further enrich existing knowledge of faculty members. In addition to this, the engagement of such faculty can provide support institute development activities with an active industry interface.

2. **Potential participants under scheme:** Senior Industry Professional who have worked in Organized sector in companies of repute preferably with Engineering Applications, Academicians from universities, institutes, R&D Labs, industry or Government in India and abroad including those on sabbatical leave from other institutions or retired may be inducted into the institutions.
  3. **Selection process:** They may be appointed by the Director on recommendations of the concerned Head of the Department, DFA & DAA.
  4. **Remuneration:** They may be inducted into the institution with or without remuneration. They may be provided with mutually agreed honorarium and facilities (e.g. residential accommodation) on discretion of Director but salary not exceeding Rs. 1.8 lac per month as of now maximum salary admissible to a Professor.
  5. **Period of Engagement:** They may be engaged into the institution for a maximum period of 3 years.
  6. **Broad expectations:**
    - Practical experience & knowledge can add significant value to theory. Sharing of Real time experiences.
    - Increase in Industry Institutes interactions.
    - Valuable inputs in the development of Entrepreneurial activities.
- It is independent of sanctioned strength but doesn't exceed 01 per department.

#### **E. Emeritus Professor:**

1. **Objectives:** The key objective of Emeritus Professor shall be to promote the R&D activities in the department and play the role of mentor to the faculty members of the department.

2. **Potential participants under scheme:** Superannuated Professors of IIT/ IIM/ IISC and other Institutions of similar repute across globe who have been actively engaged in research and teaching programmes in the preceding years to undertake research, without any restriction of position or pay scales.
3. **Selection process:** Applications may be invited through ONLINE mode once in a year through advertisement in leading newspapers & employment news. Short notification may also be uploaded in the PEC website. The composition of the Emeritus Professor Committee is as follows:
  - Director
  - Dean faculty Affairs
  - Dean Academic Affairs
  - Dean Research and Development

The eligibility will be based on the quality of research and published work contributed by the teacher in his/her service career. Such appointment shall be made against sanctioned faculty posts only. The faculty with sufficient R&D work and having suitable externally sponsored projects or comparable activities will be considered.

4. **Remuneration:** An honorarium of Rs. 90,000/- per month (or Salary minus Pension) shall be paid to the PEC Chair Professor by PEC. In addition, a contingency grant of Rs 50,000/- per annum shall be provided for meeting expenditure related to research activities such as chemicals, consumables, materials, equipment and instruments; on reimbursement basis at the end of each year.
5. **Period of Engagement:** They may be engaged into the institution for a maximum period of 3 years, extendable by 2 more years. However, an age limit of 70 years may be followed.
6. **Broad expectations:** Research Contribution, Teaching and Learning Contribution curriculum development, Leadership Development, creating a conducive research environment research collaborations with outside world.



## **F. Chair Professor:**

- 1. Objectives:** The objective of Chair Professorship is to encourage engineers/technologists with outstanding research contributions, promote long-term participation in academic research and enhance the research standards in institution in specific area.
- 2. Potential participants under scheme:** Prominent professionals who have worked in well-recognized teaching /research institutions in India. A new faculty post with terms identical to regular faculty may be created. An existing regular faculty position or a visiting faculty, or an emeritus faculty at PEC may be declared as an external Chair where the donation received from external agency will provide such benefit as top-up salary, travel grant or any other benefit to incumbent.
- 3. Selection process:** The process of selection of Chair Professor would be based on peer reviews of the overall research achievements and other achievements in the recent past. Contributions made to the growth of the institute can also be given due weightage. The selection committee will comprise of the Director, Concerned HOD, DFA & DAA. The nominee of the donor will be an observer in the selection committee.
- 4. Remuneration:** May be fixed as per terms and conditions of sponsoring agency/donor.
- 5. Period of Engagement:** May be fixed as per terms and conditions of sponsoring agency/donor.
- 6. Broad expectations:** Research contributions, Promote long-term participation in academic research, enhance the research standards in institution.

## **G. Guest Faculty**

- 1. Objectives:** To engage faculty on a short notice on the recommendations of the HOD or engagement of an expert for a particular course as per requirement of the course.

2. **Potential participants under scheme:** Senior industry professional or experienced faculty who have worked / are working in Engineering College / University.

3. **Selection process:** They may be engaged on the recommendations of HOD with the approval of Director

4. **Remuneration:** (Approved in the 32<sup>nd</sup> meeting of BOM held on 05.05.2011 vide agenda item no.32.8)

i) As per UGC norms Rs.1000/- per hour for lecture and Rs.500/- per hour for tutorial/Lab course


Or

Rs.14000/- to teach one credit course and multiple there after

ii) The amount payable to an individual shall not exceed Rs.25000/- in a month.

5. **Period of Engagement:** As per requirement intimated by HOD.

6. **Broad expectations:** Practical experience & knowledge can add significant value to theory. Sharing of Real time experiences. Feedback should be obtained from the students regarding a guest faculty.


  
Registrar

Endstt.No.PEC/ 6094- L/112

Dated: 29 JAN 2016

A copy of the above is forwarded to the following for information and necessary action: ( Circulate by E-mail.)

1. Deputy Director
2. All Heads of Departments
3. All Deans
4. P.A. to Director

  
Registrar