

AAO (HR) Fac

APPROVED MINUTES

MINUTES OF THE 100<sup>th</sup> BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 08 OCTOBER 2022 AT 11:00 HRS IN CHENNAI

**BGM 100.12 Policy for Regularization of Assistant Professor (Grade II) to the position of Assistant Professor (Grade I)**

As per the Sixth CPC, the initial recruitment of faculty in IIMs was made as Assistant Professor (Contractual). The nomenclature of these contractual positions have been changed to Assistant Professors (Grade II) vide MHRD letter no. 15-4/2017- TC dated 27.10.2017. The letter also directed the IIMs to put in place a system for discontinuation of non-performers.

Currently there is no policy with regard to consideration of faculty members appointed as Assistant Professor (Grade-II) for higher positions. In order to comply with the Ministry's directions, it is proposed that the policy and process as detailed in **Annexure-C** may be adopted for consideration of the cases of Assistant Professor (Grade-II) for higher positions.

*Submitted to the Board for kind consideration and approval of the proposed policy.*

**The Board approved the Policy for Regularization of Assistant Professor (Grade II) to the position of Assistant Professor (Grade I) as per the proposed policy.**



ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

आई.आई.एम.के. कैंपस पी.ओ., कोषिकोड 673570

IIMK Campus P.O., Kozhikode - 673570

**Annexure C**

(Refers to Agenda Item BGM 100.12)

**POLICY FOR REGULARIZATION OF ASSISTANT PROFESSOR (GRADE II) TO  
THE POSITION OF ASSISTANT PROFESSOR (GRADE I)****PERFORMANCE EVALUATION SHEET**

<b>(a) Teaching at IIMK</b>	<b>Maximum score</b>	<b>Score obtained</b>
a) Taught in PGP/PGP-Finance/PGP-LSM/PGP-BL (1 point for every 30 hours of teaching).	<b>2</b>	
b) Taught in DPM/EPGP (IOL)/EPGP (Kochi)/Post Graduate Certificate Programmes (1 point for every 30 hours of teaching).	<b>2</b>	
c) Introduction of new elective courses in PGP/PGP-Finance/PGP-LSM/PGP-BL, which are subscribed and conducted (2 points for every new subscribed and conducted course).	<b>4</b>	
d) Received consistently good average overall course feedback in PGP, PGP-Finance, PGP-LSM, PGP-BL (4.5 to 5.0:12 points; 4.0 to 4.49:8 points; 3.5 to 3.99: 6 points; 3.0 to 3.49: 4 points).	<b>12</b>	
<b>(b) Research at IIMK*</b>		
* Relevant research activities during the tenure of the faculty with IIMK mentioned as the first affiliation will only be considered.		
a) Evidence of being active in research with demonstrable outcomes - published working papers and case studies, presented papers in reputed national and international conferences. 1. At least one international conference conducted abroad: 1 point 2. At least one national conference: 0.5 point 3. At least <b>one</b> published working paper/case study: 0.5 point	<b>2</b>	
b) Published scientific papers in the leading journals <sup>#</sup> belonging to the area of specialization (FT50 journal publication: 12 points; A* journal publication: 8 points; A journal publication: 6 points; B journal publication: 4 points). <sup>#</sup> As per the latest journal ranking listing adopted by the Institute	<b>12</b>	
c) Publication of books for academic audience (publisher included in the latest SENSE ranking).	<b>2</b>	
d) Guided doctoral students (RAC Chairperson: 2 points; RAC member: 1 point).	<b>2</b>	
e) Written articles for general audience in well reputed magazines and newspapers.	<b>2</b>	
<b>(c) Other Institutional Contribution</b>		
a) Served IIMK with distinction in important administrative and academic roles (Area Chairperson: 1 point; Member of regular executive committees: 0.5 point).	<b>1</b>	

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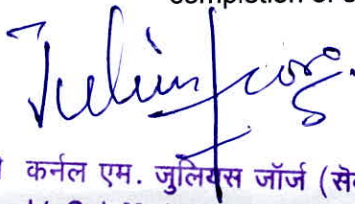
b)			
Chairperson-PGP	4 points	4	
Chairperson of Doctoral Programmes/EPGP (IOL)/EPGP (Kochi)/Placements/Students' Affairs	3 points		
Chairperson of PGP-Finance/ PGP-LSM/ PGP-BL	3 points		
Chairperson of MDP/Admissions/Research/Accreditation & Ranking	3 points		
Head of IIMK Centres of Excellence/IIMK Live	2 points		
Chairperson of International Relations/Alumni Relations	1 point		
c) Taught in MDPs/EMDPs/FDPs(1 point for every 10 hours of teaching).		2	
d) Participated in admission interviews(1 point for every 10 days of admission interview participation).		3	
	<b>TOTAL</b>	<b>50</b>	

## PERFORMANCE EVALUATION PROCESS

- On completion of minimum three years at IIMK, faculty members serving in the position of Assistant Professor Grade II may apply for the position of Assistant Professor Grade I via a web-form outlining their contributions. All applications will be processed by the Dean (FA&D)'s office and will be submitted to the Director. To be eligible for the position of Assistant Professor Grade I, candidates must meet the following minimum requirements.

Performance Areas	Minimum Score	Maximum Score
Teaching	10	20
Research	10	20
Institutional Contribution	5	10
Overall	25	50

- Those candidates who meet the minimum requirements for the position of Assistant Professor Grade I will be called for an interview by a committee, appointed by the Director consisting of the following members:
  - Director
  - Dean (FA&D)
  - An external expert in the field of Management
- Those candidates who fail to meet the minimum requirements for the position of Assistant Professor Grade I, may be given another term of three years to meet the minimum performance requirements. The contract will not be extended beyond six years even if they fail to meet the minimum performance requirements upon the completion of six years.



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