

APPROVED MINUTESMINUTES OF THE 95<sup>th</sup> BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 14 AUGUST 2021 AT 11:00 HRS VIA ZOOM**BGM 95.7 Proposal for creating Regular and Promotion Quota in Faculty Recruitment**

IIM Kozhikode has a sanctioned strength of 128 faculty positions at present. The cadre strength of Assistant Professor, Associate Professor and Professor are 48, 44 and 36 respectively. As per the decision taken in the 93<sup>rd</sup> meeting of the Board held on 06 February 2021, Flexible cadre strength is introduced among the faculty positions with a condition that the total cadre strength of Assistant Professor, Associate Professor and Professor shall not exceed the total number of faculty posts sanctioned. The Board also directed to follow the reservation rules of Govt. of India while filling up the above posts.

For effective implementation of the reservation policy, the faculty posts have to be grouped into direct recruitment quota and promotion quota. Being entry level post, all Assistant Professor (Grade I) posts may be grouped to direct recruitment quota and the Associate Professor and Professor level posts may be filled on promotional basis. In order to attract better talents at higher levels, a portion of the post of Associate Professor and Professor may be filled on direct recruitment basis also.

Therefore, it is proposed that following distribution of posts may be approved and the posts may be filled following the reservation rules of Govt. of India as amended from time to time.

Position	Direct recruitment quota	Promotion quota	Cadre strength
Professor	3	33	36
Associate Professor	6	38	44
Assistant Professor	48	Not applicable	48
<b>Total</b>			<b>128</b>

To manage the recruitment and promotions effectively in a flexible manner so that the academic requirements can be met, the Board may also approve a flexibility in quota not exceeding 10% of the total in each category to be adjusted against future vacancies.

*The Board may kindly approve the above proposal for creating Regular and Promotion Quota in Faculty Recruitment.*

**The Board approved the above proposal for creating Regular and Promotion Quota in Faculty Recruitment.**

*Julius George*

ले कर्नल एम. जॉर्ज (सेवानिवृत्त)

Lt. Col. M. George (Retd)

सचिव, मानव संसाधन मंडल

Secretary, Board of Governors

भारतीय प्रबंधन संस्थान कोच्चिकोड

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