

SJM School of Management, IIT Bombay

Qualifications: Ph. D. with first class or equivalent (in terms of Grades, etc.) at the preceding degree and excellent academic record throughout.

Experience:

Professor: A minimum of 10 years post-Ph.D. teaching/research/professional experience of which at least 4 years should be at the level of Associate Professor in IITs, IISc, IISERs, IIMs or at an equivalent level in any other Indian/Foreign Universities/ Institutions of comparable level. The candidate should have demonstrated leadership in research in a specific area, with an excellent record of publications in reputed journals and conferences and should have graduated Ph.D. student(s). Candidates should also have demonstrated excellent teaching abilities at higher educational institutions. It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and has generated sufficient funding for research. It is also desirable that the candidate has external recognition in the area of specialization. The teaching and Ph.D. guidance requirements may be relaxed for candidates from research labs who have an exceptional research record.

Associate Professor: A minimum of 6 years post-Ph.D. teaching/research/professional experience of which at least 3 years should be at the level of Assistant Professor Grade I in IITs, IISc, IISERs, IIMs or at an equivalent level in any other Indian/Foreign Universities/ Institutions/Industries of comparable level. The candidate should have demonstrated research ability with an excellent record of publications in reputed journals and conferences and supervision of Ph.D. student(s). Candidates should also have demonstrated excellent teaching abilities at higher educational institutions. It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and has generated sufficient funding for research. The criteria of supervision of Ph.D. students and teaching at higher educational institutions may be relaxed for candidates who have joined from industry

Minimum Eligibility criteria for Associate Professor & Professor

Associate Professor
<p>Publications criteria:</p> <p>Post-Ph D: Candidates should have published in total a minimum of 8 papers in reputed journals. out of which at least 5 in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/Impact factor of 3 and above in Scopus Indexed Journals</p> <p>During Assessment Period (the period from when the candidate was employed at the Assistant Professor level Grade-I).</p> <p>A. Minimum 4 publications in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/ Impact factor of 3 and above in Scopus Indexed Journals</p> <p>OR</p> <p>B. Minimum 3 publications (published or accepted) A or higher-level journals listed in ABDC 2019/ERA 2010/ level 4 and above in ABS journal list / FT50</p> <p>Relaxation may be granted in lieu of 1 publication requirement in case of (A) above for any of following:</p> <ul style="list-style-type: none">• External research project grant of cumulative Rs 5 lakhs or above /Rs.10 lakhs or above as Principal Investigator (PI)/ Co-PI's share during the past 3 years• Worked for at least 2 years as Entrepreneur (Founder) /Founding team member of registered venture (incubator in IITs/IIMs or any Govt approved incubator)• At least 2 Cases, as sole/first or second author, published in HBS/Ivey Publishers/ACR Journal• Published at least 1 book as author with reputed international/national publisher
<p>Teaching criteria:</p> <ul style="list-style-type: none">• Candidates should have taught at least such number courses/credits per year in the assessment period which is not less than the average of the school during assessment period.• Teaching core courses of MBA program at least once in block of 3 years.
<p>Ph.D. guidance: Candidates should be the main supervisor of at least one Ph.D. student, who has graduated or is in an advanced stage. Advanced stage is when the student is submitted thesis.</p>

Professor

Publications criteria:

Post-Ph D: Candidates should have published in total a minimum of 12 ,out of which at least 8 should be in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/Impact factor of 3 and above in Scopus Indexed Journals

During Assessment Period (the period from when the candidate was employed at the Associate Professor level at previous Institute/Business School/University)

A. Minimum 4 publications in B or higher-level journals listed in ABDC 2019/ERA 2010 /level 2 and above in ABS journal list/ Impact factor of 3 and above in Scopus Indexed Journals

OR

B. At least 3 publications (published or accepted) in A or higher-level journals listed in ABDC 2019/ERA 2010/ level 4 and above in ABS journal list / FT50

Relaxation may be granted in lieu of 1 publication requirement in case of (A) above for any of following:

- External research project grant of cumulative Rs 10 lakhs or above /Rs.15 lakhs or above as Principal Investigator (PI)/Co-PI during assessment period
- Worked for at least 2 years as Entrepreneur (Founder) /Founding team member of registered venture (incubator in IITs/IIMs or any Govt approved incubator)
- At least 2 Cases published in HBS/Ivey Publishers/ACRJ during assessment period
- Published at least 1 book as author/editor/ co-author/co-editor with reputed international/national publisher

Teaching criteria:

- Candidates should have taught at least two 6 credit semester long courses/3 trimester long courses per year in the assessment period.
- Teaching core courses of MBA program at least once in block of 3 years

Ph.D. guidance

Candidates should be the main supervisor of at least two Ph.D. students who have graduated/*Viva Voce* completed.

Additional Criteria for both Associate and Full Professor:

The eligibility criteria specify the minimum requirements. However, the following criteria will be taken into account when considering the case of candidates applying for the position of Associate Professor and Professor:

1. Candidates applying within one year after satisfying the minimum experience criteria in the preceding post must have an outstanding research record as judged by the number of publications being substantially above the average of the relevant group/department, and as judged by the quality of publications measured by factors such as citations, publications in top-ranked journals or industrial impact.
2. Involvement in **service** activities such as administrative responsibilities.
3. **Externally visible R&D related activities** such as peer-review processes, members of national and/or international committees of importance, associate editorship/ editorship of national and international journals of repute/presenting papers in national/international conferences
4. Contribution to **outreach activities** such as MDP/EEP courses, conducting workshops, conferences, activities of professional organizations, consultancy projects, etc.

Note: Satisfying the minimum eligibility criteria does not guarantee shortlisting.