

The Rules, regulations, instructions, manuals and records, held by it or under its control or used by its employees for discharging its functions

[Section 4(1)(b) (v)]

IMG FACULTY RECRUITMENT AND PROMOTION RULES

1. The rules may be called The IMG Faculty (Recruitment and Promotion) Rules

2. Constitution

The faculty shall consist of the following positions:

- a. Professor
- b. Associate Professor
- c. Assistant Professor
- d. Lecturer

3. Method of Recruitment

- i. Recruitment to all positions of the faculty shall normally be made on the basis of merit through all India advertisement.
- ii. The selection of candidate shall be done by a Committee constituted by the Executive Committee. The selection committee shall consist of the Director and two members of the Executive Committee and at least two subject experts of whom one shall be from a reputed Institution outside the state.
- iii. Faculty members in the service of the Institute shall be eligible to apply for any post of faculty advertised for recruitment and they will be eligible for relaxation in the prescribed age limit provided that if selected, such faculty members would have at least two years of service in the new post.
- iv. In exceptionally deserving cases, where the Selection Committee feels that the age limit and/or experience prescribed below may be relaxed in order to get suitable candidates. The Executive Committee will be empowered to give such relaxations.

4. Qualifications and Experience

The minimum qualifications and experience required for appointment to the different Faculty positions shall be as follows

Sl.No.	Name of Post	Qualifications and Experience
1	Lecturer	<p>Master's degree with at least 55% marks and consistently good academic record.</p> <p>Desirable: Research/Teaching Experience</p> <p>Age Limit: Should not have completed 35 years of age on the date of notification for recruitment. Relaxation in age limit for 5 years for persons belong to SCs/STs and 3 years of OBCs.</p>
2	Assistant Professor	<p>Master's Degree with at least 55% marks and consistently good academic record.</p> <p>Ph.D in the relevant field. In the absence of Ph.D a professional degree in a management subject like MBA from a reputed Institute/University</p> <p>or</p> <p>An M.Phil Degree along with publications of a high standard will be considered as adequate qualification.</p> <p>Experience: 5 years teaching/training experience in an Institute of repute with proven ability for organizing and co-ordinating research.</p> <p>Age Limit: Should not have completed 40 years of age on the date of notification for recruitment. Relaxation in age limit for 5 years for persons belongs to SCs/STs and 3 years for OBCs.</p>
3	Associate Professor	<p>Master's Degree with 55% marks and consistently good academic record.</p> <p>Ph;D in the relevant areas, MBA will be an additional qualification. In the absence of Ph.D publication of a comparable standard will be considered as qualification equivalent for Ph.D.</p> <p>Experience: Minimum 10 years teaching/training experience with ability to organize research/training and publications, extensive background in organization building.</p> <p>Age limit: Should not have completed 45 years of age on the date of notification for recruitment.</p>

		Relaxation in age limit for 5 years for persons belong to SCs/STs and 3 years for OBCs.
4	Professor	<p>Master's Degree with 55% marks and consistently good academic record.</p> <p>Ph;D in the relevant areas, MBA will be an additional qualification.</p> <p>Experience: Minimum 10 to 12 years of teaching/training experience of which at least 5 years should be in the grade of Reader or Associate Professor. Extensive Research work and publications, identify in at least one area of specialisation, concrete contribution to developing one or more professional areas.</p> <p>Age limit: Should not have completed 50 years of age on the date of notification for recruitment. Relaxation in age limit for 5 years for persons belonging to SC/STs and 3 years for OBCs.</p>

5. Career Advancement for Faculty Members

- i. A Lecturer after 6 years of service will be considered for promotion as a senior Lecturer after a screening. For those in possession of Ph.D at the time of recruitment 2 years relaxation will be given and for M.Phil/MBA one year relaxation will be allowed. For the purpose service in IMG alone will count.
- ii. Assistant Professor & Associate Professor: Lecturers on completion of 5 years of service (in the Senior scale) will be considered for promotion as Assistant Professor/Associate Professor. If they are found fit in the selection, the faculty members having Ph.D will be designated as Associate Professors and others as Assistant Professors.
- iii. Assistant Professors acquiring Ph.D after such appointment will be re-designated as Associate Professors on completion of 3 years from the date on which they acquire Ph.D. In the case of Ph.D holders on direct recruitment as Assistant Professors, they will be re-designated as Associate Professors on completion of 3 years of service.
- iv. Existing Assistant Professors as on date irrespective of the fact that they have acquired Ph.D. In the case of Ph.D holders on direct recruitment as Assistant Professors, they will be re-designated as Associate Professors on completion of 3 years of service. However, such re-designation in respect of any incumbent will not be earlier than the date of appointment of any existing Associate Professor.
- v. Promotion to the grade of Senior Grade Lecturer and Assistant Professor and also re-designation as Associate Professor will be considered with

retrospective effect ie. from the date on which they become eligible to be considered for screening/ re-designation as the case may be virtue of their length of service, notionally and arrears if any will be paid only from the date of orders of promotion.

- vi. Associate Professors will be considered for promotion to the grade of Professors after 8 years of service as Associate Professor. In the process of screening for Professorship, research contribution, published works, contribution to teaching/academic environment/institutional development range of areas/subjects taken up for training and teaching etc. will be considered.
- vii. Section Committee will ordinarily meet in March every year. A faculty member considered by the Selection Committee for promotion for any position and not found fit for promotion will be considered again only after 2 years. Selection for promotion will be made on merit alone.
- viii. All promotions will be made on merit alone.

6. Deputation for the purpose of Teaching Government Rules, Procedures etc.

Persons from Government Service in the supervisory grade can be taken on deputation to teach Government procedure, rules and regulations etc. Such persons should possess the minimum qualifications prescribed for lecturers. Normally they shall be repatriated on completion of the period of deputation. If however, the Director deems it necessary in the interest of the Institute, to retain a deputationist based on proven ability and outstanding record he may seek extension of deputation.

7. Appointment on Contract/Tenure, Part time and Consultancy Assignments

Notwithstanding anything contained in these rules, the Executive Committee shall have power to make appointments to Faculty positions, on tenure basis/contract, for consultancy assignments and on part-time basis, in the interest of the Institute based on the recommendation of the Director. The terms of each such appointment shall be specifically decided by the Executive Committee according to circumstances of each case.

8. Probation

Persons appointed on a regular basis to a post shall be on probation for a period of one year within a continuous period of two years. Rules 2.11 and 2.12 of Chapter II of IMG Service Rules shall be applicable.

9. Power to interpret Rules

If any doubt arises in regard to the interpretation or application of any of the provisions of these rules, the matter shall be referred to the Executive Committee where decision thereon shall be final.



Scale of pay

Sl.No.	Designation	Present Scale of Pay
1	Professor	16400-450-20900-500-22400
2	Asst/Asso.Professor	12000-420-18300
3	Lecturer	8000-275-13500
4	Lecturer Senior Grade	10000-325-15200
5	Lecturer Selection Grade	12000-420-18300