

## FACULTY OPENINGS: Information & Instruction Sheet

**Applications received up to June 11, 2018 (Monday) shall be considered for this round of selection**

Applications are invited from well qualified candidates for faculty positions at the level of **Associate Professor, and Assistant Professor (III / II / I)** in the Academic Units and the areas / specializations mentioned below.

### A. Academic Units:

LMT School of Management, and School of Humanities and Social Sciences.

### B. Required Specializations in Above Academic Units:

Academic Unit	Specialization / sub-areas / disciplines
LMT School of Management	Sustainability, Strategy & International Management; Operations & Decision Science / Statistics Organizational Behavior & Human Resource Management; Organizational Psychology / Cognitive Science; Marketing; Finance & Accounting; Information Systems
School of Humanities and Social Sciences	English Literature / Linguistics / Communication Skills;  Clinical Psychology / Counseling Psychology / Cognitive Psychology / Experimental Psychology  Financial Markets

**C. Essential Qualifications, Experience and Research Parameters for the Academic Units at A:**

<p><b>ASSOCIATE PROFESSOR</b></p> <p>Minimum Basic: 45500*, AGP: 10000</p>	<ul style="list-style-type: none"> <li>• A Ph.D. degree / Fellow Program or equivalent with First class in the preceding degree and a good academic record throughout.</li> <li>• At least 5 years of teaching experience of which 4 years Post-PhD experience and at least 4 years as Assistant Professor. Every 10 additional scholarly points will compensate with 1 year total experience OR 1 year Post-PhD experience OR 1 year Assistant Professor Experience. In all 3 cases, the relaxation will be of a maximum one year each.</li> <li>• Minimum 50 scholarly publication points (Table A). A 1 year relaxation in total experience and Post-PhD is given if there is one additional 'A*/A/FT-50' category publication beyond counting the required 50 points.</li> <li>• Consulting / Sponsored Projects and demonstrated capability to organize MDPs/FDPs/EDPs/Short-term programs etc. will also be considered.</li> </ul>
<p><b>ASSISTANT PROFESSOR (III)</b></p> <p>Minimum Basic: 30000*, AGP: 8500</p>	<ul style="list-style-type: none"> <li>• A Ph.D. degree / Fellow Program or equivalent with First class in the preceding degree and a good academic record throughout.</li> <li>• 1 year Post-PhD experience.</li> <li>• Minimum 30 scholarly publication points (Table A). However, candidates with more than 6 years of full-time teaching experience will be given 5 (Five) points relaxation.</li> </ul>
<p><b>ASSISTANT PROFESSOR (II)</b></p> <p>Minimum Basic: 26000*, AGP: 8000</p>	<ul style="list-style-type: none"> <li>• Ph.D. with First class in the preceding degree and a good academic record throughout.</li> <li>• Minimum 25 scholarly publication points (Table A). However, candidates with more than 4 years of full-time teaching experience will be given 5 (Five) points relaxation.</li> </ul>
<p><b>ASSISTANT PROFESSOR (I)</b></p> <p>Minimum Basic: 22000*, AGP: 7000</p>	<ul style="list-style-type: none"> <li>• Ph.D. with First class in the preceding degree and a good academic record throughout.</li> <li>• Minimum 10 scholarly publication points (Table A). However, the candidates with more than 2 years of full-time teaching experience will be given 5 points relaxation.</li> </ul>

*\*Higher salary may be considered for exceptionally bright candidates.*

<b>Table A</b>		
<b>SN</b>	<b>Publication Category</b>	<b>Points</b>
1	UTD-24	50
2	FT-50	40
3	A* (ABDC)	30
4	A (ABDC)	20
5	B (ABDC)	10
6	B or C (ABDC) /SSCI/SCI/AHCI (Impact Factor = > 2)	15
7	B or C (ABDC) /SSCI/SCI/AHCI (Impact Factor = > 1)	12
8	C (ABDC) /SSCI/SCI/AHCI (Impact Factor = > 0.5)	8
9	C (ABDC) { Max 50% of the scholarly points will be considered from this category }	5
10	SSCI/SCI	5
11	Top Conference List (within the last three years)	8
12	Cases published with Top Publishers (Harvard Business School, Richard Ivey School of Business, Darden School, INSEAD, Stanford Graduate School of Business, Kellogg School of Management, IESE Barcelona, The Case Centre)	8

<b>Table B</b>	
<b>Competencies [Very High (Prof.) / High (Associate) / Fairly High (Assistant) competence in all the five areas]</b>	<b>Contributions</b>
<b>Teaching</b>	
Demonstrated understanding of content knowledge in one or several areas	SRS
Demonstrated ability to engage students	Number of mentees
Evidence of new course development	Number of new courses developed
Evidence of development of popular online courses	Number of courses taught
Demonstrated ability of developing innovative pedagogies	Number of MOOCS developed
Evidence of effective oral and written communication	Text Books
	Teaching videos
<b>Research</b>	
Demonstrated capacity to formulate innovative research ideas	Research publications
Demonstrated relevance of one's research	Research monographs

Evidence of effectively communicating research ideas, both oral and written communication	Books edited
Demonstrated contribution to theory and practice	Ph.D. students guided (2 in case of Professor, 1 in the case of Assoc. Prof)
Demonstrated contribution to scholarly community, doctoral guidance, journal editorship, reviewership	Conference presentations
	FT-50/A* publications
<b>Community / Corporate Engagement / Career Management / Institution Building</b>	
<b>Community / Corporate Engagement</b>	Mentoring students
Efforts directly leading to community or corporate impact	Making corporate connections
Working towards sustainable goals	Real life community impact
Contribution towards solving national and local societal changes	Championing accreditation efforts
Applied research	Coordinator / chair functions of the school
<b>Career Management</b>	Extra ordinary student feed back
Evidence of helping students achieve career and higher education goals.	Professionalism, citizenship behaviour and institutional contribution
<b>Institution Building</b>	Contributing to new program development
Everything to make above four happen	Leading Accreditations and rankings activities
Committee memberships	
University volunteer activities	

<b>Table C</b>	
<b>Category</b>	<b>Criteria (Refer Main Table)</b>
<b>Professor</b>	<p>Other good publications (SCI/AL/PubMed etc.) or cases not covered in the above publication category will also be considered (the equivalence will be determined based on the impact factor / paper citation and or content etc.). In exceptional cases books, patents and research monographs can substitute part of publication requirements (the equivalence will be determined based on content / citation etc.). Moreover, number of PhDs guided, consulting / sponsored projects and demonstrated capability to organize MDPs/FDPs/EDPs/Short-term programs etc. will also be considered when making selection / promotion decisions.</p> <p>AND</p> <p>One UTD 24 publication in the last five years OR one FT50 in the last four years OR one A* (ABDC) publication in the last three years OR two A (ABDC) publication in the last four years. One year relaxation (in publication years) is given to candidates who make extraordinary contribution to the other four pillars (teaching, community/corporate engagement, career management of students and institution building) of University Excellence.</p>
<b>Associate Professor</b>	<p>Other good publications (SCI/AL/PubMed etc.) or cases not covered in the above category of publication will also be considered (the equivalence will be determined based on impact / citation etc.). The selection / promotion committee may consider books, cases, number of PhDs guided, consulting / sponsored projects and demonstrated capability to organize MDPs/FDPs/EDPs/Short-term programs etc. will also be considered when making selection / promotion decisions.</p>

#### **D. MONETARY ADVANTAGES @ TU:**

**The Total Salary at TU includes** Basic Pay, Grade Pay, Dearness Allowance, PF Management Share, Transportation Allowance, Medical Allowance, Communication Allowance, Academic Allowance, HRA, and Professional Development Allowance (PDA). These allowances are as per TU norms.

*Professional Developments Allowance (PDA):* This allowance is given to regular faculty members of the rank of Assistant Professor and above. *This allowances is given on yearly basis and faculty members can accumulate this allowance up to 3 years. As of now, this allowance is:*

- *Rs. 0.75 lakh for Professors and above; Rs. 0.40 lakh for Associate Professors and Rs. 0.30 for lakh Assistant Professors*

**In addition to the Total Salary, TU offers the following to its regular employees:**

- *Reservation in admission for the wards of the employees on merit basis. Full fee waiver for one child for education in TU and full fee waiver for 2nd child on merit basis*
- Gratuity and Leave Encashment
- L.T.C., and Group Medical Insurance
- Children Education Allowance

**In addition to above, regular faculty members are entitled to the following as per TU rules:**

- Annual performance award scheme
- Initial Research Grant up to 5 lakhs
- Participation in Conferences abroad
- Laptop Computer.

## **E. HOW TO APPLY:**

Please visit

<http://www.thapar.edu> >> Faculty Openings

for related information and also to apply online.

For technical support, our support team can be reached at [recruitment@thapar.edu](mailto:recruitment@thapar.edu) or at 0175-2393819.

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This, however, is a rolling advertisement. You may contact our Personal Section @ 0175 - 2393849 2393083; or Professor R.K. Sharma, Dean of Faculty Affairs, Thapar University @ 0175 - 2393882, 2393914, for more information.

### **NOTE:**

- *Applicants desiring to apply for more than one Department/School should send separate applications for each Department/School.*
- The University reserves the right to screen and call only such candidates as are found prima-facie suitable for being considered by the Selection Committee. Thus, mere fulfilling the prescribed conditions would not entitle one to be called for interview.
- *The candidates who appeared before the selection committee during last selection process should be able to demonstrate a considerable improvement in their CV.*
- The University reserves the right to fill or not to fill any or all the posts advertised.
- *The University at its discretion may relax the minimum requirements in case of outstanding candidates.*
- Any wrong information shall straightway lead to disqualification.
- *No correspondence will be entertained from candidates regarding electronic delays, conduct & results of interview and reasons for not being called for interview.*

**Dean of Faculty Affairs**