KAKATIYA INSTITUTE OF TECHNOLOGY & SCIENCE, WARANGAL-15
FACULTY NORMS
ESSENTIAL QUALIFICATIONS AND EXPERIENCE
(Prescribed by the AICTE, New Delhi for Engineering/Technology)

Programme	Cadre	Qualifications	Experience
Engineering/ Technology	**Assistant Professor**	B.E./B.Tech. and M.E./M.Tech. in relevant branch with First class or equivalent either in B.E/B.Tech. or M.E./M.Tech.	---
	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and Ph.D or equivalent, in appropriate discipline. Post Ph.D publications and guiding Ph.D students is highly desirable.	**M**inimum of 5 years experience in teaching/research/industry of which 2 years post Ph.D experience is desirable. Consolidated API Score requirement of 300 points from Category III of APIs.
	Professor	Qualification as above that is for the post of Associate Professor, as applicable Post Ph.D publications and guiding Ph.D students is highly desirable.	**M**inimum of 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor. Or Minimum of 13 years experience in teaching and /or research and /or Industry. Consolidated API Score requirement of 400 points from Category III of APIs. In case of research experience good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the selection committee.

			If the experience in Industry is considered, the same shall be at managerial level equivalent to associate professor with active participation record, in devising / designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/ Patents, etc. as deemed fit by the expert members of the selection committee.
	Principal	Qualifications as above that are for the post of Professor, as applicable. Post Ph.D Publications and guiding Ph.D students is highly desirable.	**Minimum of 10 years** teaching/research/industrial experience out of which at least 3 years should be at the level of Professor. Or Minimum of 13 years experience in teaching and / or research and / or Industry. Consolidated API Score requirement of 400 points from Category III of APIs. In case of research, good academic record and books/research paper publications/IPR/ Patents record shall be required as deemed fit by the expert members of the selection committee. If the experience in Industry is considered, the same shall be at managerial level equivalent to Professor level with active participation record, in devising / designing, planning, executing, analyzing, quality control, innovating, training, technical books/research

			paper publications/IPR/ Patents, etc. as deemed fit by the expert members of the selection committee. Flair for management and leadership is essential.
Humanities & Sciences **(Mathematics, Physics Chemistry & English)**	**Assistant Professor**	(i) Master's degree in relevant subject of Humanities & Sciences with first class or equivalent, at Bachelor's or Master's Level from any recognized Indian University. (ii) Besides fulfilling the above qualification, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET. Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause; a candidate, who has a Ph.D Degree awarded before 2009, or has been awarded a Ph. D Degree after 2009 in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/ SLET/SET for recruitment and appointment as Assistant Professor in Technical Institutions.	----

1. Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having accumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.

2. PhD shall be from a recognized University.

3. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55 %
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

4. Pay scales will be as per AICTE F.No. 37-3/Legal/2010 dated the 22nd January, 2010.

5. **API score of Category III:** The scores as stipulated in the Academic Performance Indicator (API) based Performance Based on Appraisal System (PBAS), set out in AICTE Regulations 2012. (F. No. 37-3/Legal/AICTE/2012 , dated 8th November,2012)

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