



Faculty Selection Process Policy

Revision History

Version number	Date	Remarks
0	Feb 14, 2020	Initial version
1.	Sep 21, 2022	Create the Research Track Appointment
2.	April 12, 2024	A research seminar would be a necessary step in selection process criteria for the faculty candidates for research track position.

The faculty selection process will be followed in two different tracks. The tracks and their corresponding selection process are as follows.

1. Regular Track Faculty Position

Regular track faculty are expected to both teach and publish research papers from the time they come on board.

Eligibility Criteria of Regular Track Faculty Position:

a) Assistant Professor

- i) PhD/FPM degree or submitted final thesis
- ii) At least two peer reviewed journal publications in Web of Science or Scopus indexed journals. Acceptance of publication by the journal will be considered if actual publication has not already occurred or DOI or has not yet been obtained.

b) Associate Professor

- i) PhD/FPM degree
- ii) At least seven peer reviewed journal publications in Web of Science or Scopus indexed journals. Acceptance of publication by the journal will be considered if actual publication has not already occurred or DOI or has not yet been obtained.
- iii) Minimum five years of experience at institutions or university departments, which are exclusively post graduate management education.

c) Professor

- i) PhD/FPM degree
- ii) At least twelve peer reviewed journal publications in Web of Science or Scopus indexed journals. Acceptance of publication by the journal will be considered if actual publication has not already occurred or DOI or has not yet been obtained.
- iii) Minimum ten years of experience at institutions or university departments, which are exclusively post graduate management education. Out of these ten years of experience, at least five years should be at the level of Associate Professor and/or Professor.

Selection Process of Regular Track Faculty Position:

Step 1: Applications received would be circulated among faculty members of the relevant area who would shortlist candidates to be called for subsequent process of selection.

Step 2: The candidates shortlisted by the area would be sent to the IMI Faculty Research Assessment Committee for evaluation of the research output quality of the published/ accepted papers given in their CV.

Step 3: Candidates found suitable by the research assessment committee would be invited for a 90 minute offline teaching session.

Step 4: Candidates found suitable after the teaching session round would be invited for the final interview panel round that would include an external expert and a nominee of the Board of Governors.

The final decision of whether or not to hire a faculty would be taken based on various inputs for research output quality, teaching session and interview. Reference calls would be made to verify the academic and work experience background of the candidate. Authenticity of educational qualifications would also be checked against original degrees/ certificates and any other verification, if required.

2. Research Track Faculty Position

Research track faculty are not expected to teach initially but are expected to only publish research papers when they first come on board. They will be gradually transitioned into a teaching role over time to finally become regular track faculty, at which time they will be expected to both teach and publish research papers. The teaching role transitioning will be as follows.

- a. No teaching load in the first two years. If a faculty member, however, voluntarily expresses the desire to teach then the area may allocate courses as per their assessment.

- b. In the first two years the area to assign a senior faculty mentor who has very good teaching feedback to groom the research track faculty member for future teaching. This may happen through sitting in the senior faculty member's classes.
- c. In the third year the assigned teaching load should be three course equivalents.
- d. From the fourth year onwards a normal five course equivalents teaching load will be assigned, and like all other faculty members subject to course waivers based on research publication output as per prevailing policy.

Faculty candidates who meet the following two conditions, are eligible for a research track faculty position.

- a. PhD or equivalent (full-time program) obtained not more than two years ago.
- b. At least two accepted publications in any combination of journals categorized as ABDC A, ABDC A*, or FT 50.

Step 1: The CVs of the candidates would be sent to the IMI Faculty Research Assessment Committee for evaluation of the research output quality of the published/ accepted papers given in their CV.

Step 2: Candidates found suitable by the research assessment committee would be invited to give a research seminar in the area of their research.

Step 3: Candidates found suitable after the research seminar would be invited for the final interview panel round that would include an external expert and a nominee of the Board of Governors.

The final decision of whether or not to hire a faculty would be taken based on various inputs for research output quality, research seminar and interview. Reference calls would be made to verify the academic and work experience background of the candidate. Authenticity of educational qualifications would also be checked against original degrees/ certificates and any other verification, if required.