

Annexure 'A'

PDPM

Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur

**Subject: Modifications in recruitment rules for Design Faculty**

**Reference: Agenda No. BOG/35/4 of the BOG meeting held on March 6, 2017.**

Modified Recommendations of the Committee for Preparation of Detail Guidelines and Terms and Conditions for recruiting Faculty members in Design Discipline without a PHD Degree in Design based upon the feedback given by

1. Prof. H. Karnick, IIT Kanpur
2. Prof. V. P. Bapat, IDC, IIT Bombay
3. Prof. D. K. Chakraborty, DOD, IIT Guwahati
4. Prof. S. Mehta, Product Design Discipline, National Institute of Design, Ahmedabad

The following committee constituted by the Director, for preparation of detail guidelines and terms and conditions for recruiting faculty members in Design Discipline, without a PhD degree in Design, met in the Design Studio of PDPM-IIITDM Jabalpur on 20<sup>th</sup> February 2017 for the second time in the light of some feedback given by the above experts.

1. Dr. Prabir Mukhopadhyay - Convener (Head: Design Discipline)
2. Prof. Puneet Tandon: Member (Professor: Design Discipline)
3. Dr. Atul Gupta: Member (Associate Professor: CSE Discipline)

The following modified guidelines, terms and conditions were recommended:

1. **Minimum Qualifications:**
  - a. Completed (two years) Master's Degree in Design, Engineering, Arts, Science (Physiology and Psychology), and Architecture etc.

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b1. **Registered for PhD Program:** The candidates should have completed at least two years from the date of their candidacy into PhD programme satisfactorily. He/She shall have made presentation of State of the Art Seminar at their parent institute. The candidates should get a 'No Objection Certificate' from their supervisor certifying their satisfactory progress and that the supervisor has no objection in the candidate completing the research work off the campus. The candidate should also convert his/her PhD programme into external/part-time or any other suitable category as per the rules of their parent institute, if selected for the position. The PhD registration should be in Design/Industrial Design, or Design related domains only.

OR

b2. **Not-Registered for PhD program:** Candidates not registered for PhD programme but having minimum of five years' experience, after their Master degree, as Industrial Designer in Industry or Academia.

2. **Age:** The upper age limit for applying for this position would be preferably below 50 years.
3. **Designation:** Faculty Associate
4. **Type of recruitment:** Recruitment for this position would be made through open advertisement/walk in interview. The recruitment would be purely contractual for an initial period of two years subjected to a review by a committee after one year. If found satisfactory, the contract may further be extended for another period of two years.
5. **Nature of appointment:** This is a purely contractual position and would be as per existing rules of the institute applicable to contractual employees.

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6. **Compensation:**

- a. Candidates having a Masters in Design with five years industry experience would be paid a gross, all inclusive, consolidated pay of Rs. 75,000/- (Rupees Seventy Five Thousand) per month, with 10% annual increment every year subject to a performance review by a committee.
- b. Candidates who have registered for PhD would be paid a gross, all inclusive, consolidated pay of Rs. 55,000/- (Rupees Fifty Five thousand) per month, with 10% annual increment every year subject to a performance review by a committee.
- c. Such candidates after completion of their PhD would have to apply afresh for faculty position as and when they are advertised. Recruitment for such positions would be done through open selection, as per Institute rules.

7. **Leave Rules:** This would be as per existing rules of the Institute applicable to contractual employees.

\*modified and approved by BOG/35/4 dated March 6, 2017.

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