

## RECRUITMENT POLICY

### ***Authority***

The Chairman is the competent authority to appoint any employee based on the recommendations of the selection committee. The appointment orders shall be issued by the Principal.

### ***Qualifications: Engineering and Technology stream***

#### *Assistant Professor*

BE/B. Tech and ME/M. Tech in relevant branch with First Class or equivalent in any one of the degrees

#### Associate Professor

Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

#### Professor

Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor and at least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as supervisor / co-supervisor till the date of eligibility of promotion

### ***Qualifications: Science and Humanities stream***

#### Assistant Professor

Good academic with at least 55% marks or, an equivalent CGPA at the master's degree level, in the relevant subject from an Indian university, or an equivalent degree from a foreign university with Ph. D/Slet/Net pass.

#### Associate Professor

Qualification as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD student is highly desirable. Minimum of 5 years' experience in Teaching and/or Research of which at least 2 years shall be post PhD is desirable.

Professor

Qualifications as above that are for the post of Associate Professor, as applicable. Post PhD publications and guiding PhD students is highly desirable. Minimum of 10 years teaching and/or research 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.

SALARY DETAILS FOR ASSISTANT PROFESSOR					
Sl. No	Designation	Years of Experience	Scale of Pay	AGP	DA
1	Assistant Professor	Fresher	Rs. 15600-39100	NIL	
2	Assistant Professor (Senior Grade)	5 Years as Assistant professor (Ordinary Grade)	Rs. 15600-39100 + AGP	Rs. 7000	
3	Assistant professor (Senior Grade)	5 Years as Assistant professor (Senior Grade)	Rs. 15600-39100 + AGP	Rs. 8000	
PROMOTION/DIRECT RECRUITMENT: SALARY DETAILS FOR ASSOCIATE PROFESSOR					
4	Associate Professor	8 Years as Assistant Professor	Rs. 37400-67000	NIL	
PROMOTION/DIRECT RECRUITMENT: ELIGIBILITY AND SALARY DETAILS FOR PROFESSOR					
5	Professor	5 Years as Associate Professor	Rs. 37400-67000 + AGP	Rs. 10000	

## Selection committee

The Selection Committee consists of the following members

1. Chairman of Governing Body, TKM College Trust (Chairman)
2. Treasurer, TKM College Trust
3. Executive Director, TKM College Institutions
4. Principal, TKM Institute of Technology
5. Head of Department of respective department