



**IMI**

## **Faculty Recruitment Policy**

### **Revision History**

<b>Version number</b>	<b>Date</b>	<b>Remarks</b>
0	Feb 14, 2020	Initial version
1	Sep 21, 2022	Introduction of the Research Track
2	April 12, 2024	A research seminar would be a necessary step in selection process criteria for the faculty candidates for research track position. Only one kind of appointment, no separate research track and regular track.
3	December 31, 2025	Tighter research publication requirement for eligibility for recruitment
4	March 19, 2026	Virtual interview for screening shortlisted candidates followed by two day visit to campus for final evaluation that will include teaching session, research seminar, and one on meetings with several people.

## Recruitment

The faculty recruitment is one of the most critically important tasks at IMI. The quality of its faculty is critical to success of its mission to emerge as a top notch management Institute nationally and internationally. Key attributes expected in a potential faculty candidate are:

**Qualifications and academic record:** Consistently high academic performance, strong fundamentals in the subject, and positive referee reports.

**Teaching Abilities:** Passion for teaching and student engagement, capability to teach a range of courses well, good communication skills, innovations in teaching.

**Research Capabilities:** Track record of publishing quality research papers in reputed journals. Potential to carry out high quality independent research at the Institute, seek external research funding, supervising research students, and publishing in quality journals.

**Outreach and Consulting Capabilities:** Ability to build industry engagement through consulting and training.

**Personality Attributes:** Motivation and aspiration to make an impact, enthusiasm and energetic engagement with the Institute (and colleagues and students), ability to work as a team, capability to contribute to institute activities, and empathy and emotional intelligence. Collegiality and future leadership potential.

The minimum eligibility criteria for faculty positions at IMI and the selection process are described in the following sections. Journal tiers mentioned are as defined in Annexure A of this document.

### Eligibility:

#### a) Assistant Professor

- i) PhD/FPM degree in a relevant field, with first class or equivalent grade in the preceding degree and a strong academic record throughout. Candidates from reputed institutions who have submitted their final thesis may also be considered eligible to apply.
- ii) Minimum of two peer reviewed journal publications in an eligible journal, out of which at least one should be in a Tier 1, 2, or 3 journal. Acceptance of publication by the journal may be considered if actual publication has not already occurred or DOI has not yet been obtained.
- iii) Preference will be given to candidates with international experience, industry experience, and demonstration of leadership qualities and initiatives taken in co-curricular activities in the past.

**b) Associate Professor**

- i) PhD/FPM degree in a relevant field, with first class or equivalent grade in the preceding degree and a strong academic record throughout.
- ii) Minimum of seven peer reviewed journal publications in an eligible journal, out of which at least three should be in Tier 1, 2, or 3 journals. Acceptance of publication by the journal may be considered if actual publication has not already occurred or DOI has not yet been obtained.
- iii) Minimum five years of experience at the Assistant Professor and/ or Associate Professor level in reputed institutions or university departments, which involve teaching in post graduate management programs, during which period should have demonstrated significant innovation in teaching content, pedagogy, and assessment.
- iv) Preference will be given to candidates with international experience, industry experience, and significant institutional service contribution, particularly in areas related to curriculum innovation and accreditation.

**c) Professor**

- i) PhD/FPM degree in a relevant field, with first class or equivalent grade in the preceding degree and a strong academic record throughout.
- ii) Minimum of fifteen peer reviewed journal publications in an eligible journal, out of which at least six should be in Tier 1, 2 or 3 journals, including at least three in Tier 1 or 2 journals. Acceptance of publication by the journal may be considered if actual publication has not already occurred or DOI has not yet been obtained.
- iii) Minimum ten years of experience in reputed institutions or university departments, which involve teaching in post graduate management programs. Out of these ten years of experience, at least five years should be at the level of Associate Professor and/ or Professor, during which period should have demonstrated significant innovation in teaching content, pedagogy, and assessment.
- iv) Preference will be given to candidates with international experience, industry experience, and significant institutional service contribution, particularly in areas related to curriculum innovation and accreditation.

**Selection Process for Faculty Position:**

**Communicate the faculty positions widely through various media channels. Additionally , doctoral program coordinators of top programs may be contacted and services of professional search firms may be engaged.**

- a. **Application Submission:** Interested candidates must submit an application form as prescribed by the Institute.
- b. **Applications Screening:** Applications undergo preliminary screening in the first instance by the Academic Area Chair of the campus concerned.

- c. **Reference Letters:** Referee letters will be sought for candidates that pass through the preliminary screening.
- d. **Application Vetting:** Applications shortlisted by the Area Chair would be reviewed by a set of individual faculty members nominated by the Director/ Director General to evaluate the overall quality of the application. This review will include the CV and the referee letters. All members will give their independent and individual evaluation in writing and there will not be an attempt to create a consensus one way or the other by the faculty members. This feedback will be evaluated by the Director/ Director General for further screening.
- e. **Shortlisting for interview:** The FSDEC will consider all information and feedback received to shortlist for further processing.
- f. **Interview:** Candidates will undergo a virtual interview round with Head HR, Area Chair, and two subject matter experts (one internal and one external). Those who clear this round will be invited to campus.
- g. **Invitation to campus:**

Candidates may be invited to campus typically for two days and engage in the following:

  - i. **Teaching Demonstration:** Candidates will deliver a guest lecture in a student class which is part of the course structure. All faculty members of the area who are in town are expected to attend the lecture. Written feedback will be collected from students and faculty individually. Faculty feedback should give special consideration to innovations in content and pedagogy.
  - ii. **Research Seminar:** Candidates will present a research seminar in their respective field of study. Written feedback will be collected from those present in the seminar in their individual capacity.
  - iii. One-on-one meetings with a number of faculty members, area chair, and Director/ Director General. For Associate Professor and Professor hiring, the candidate will also meet a nominee of the Board of Governors.
- h. **Final evaluation:** Candidates who are invited to campus will be evaluated collectively by all people whom they met, based on the application, referee reports, feedback from the teaching demonstration and research seminar, virtual interview, and individual interactions. It will consider the five attributes listed in the preamble of this document.
- i. **Selection:** Multiple candidates will be invited to campus for each vacant position. Based on the final evaluation of each candidate, only the candidates found to be the most suitable will be selected.

The authenticity of all educational qualifications must be supported by original degree certificates, and the institution reserves the right to conduct additional verification procedures at any stage as deemed necessary.

#### **Probation period:**

Faculty members hired at all levels will go through a two year probation period prior to regularization of appointment. This period will be used to assess teaching, research and overall collegiality expectations of IMI. At the end of this probation period, the appointment

may normally be either regularized or terminated. In exceptional circumstances where the candidate shows potential that could not be translated to outcomes in the first two years, the probation period may be extended by a maximum of two more years. After this extended probation period, no further extension of the probation period will be possible, with either a regularization of appointment or termination of appointment occurring at the end of the extended probation period.

**Effective date:**

This new faculty recruitment policy will be effective January 1 2026.

**Transition from old policy to new policy:**

Recruitment processes that have already started as per the old policy with at least the teaching sessions concluded before January 1 2026, will be completed and offers rolled out, but the probation period will be as per the new policy. Recruitment processes for which the teaching sessions have not concluded before January 1 2026 will be processed as per the new policy.

## Annexure A

### Journal Eligibility:

For publications to be considered for recruitment, they must be published in journals that are indexed in either the “Business, Management and Accounting” (BMA) subject category of the Scopus database or the “Management” subject category of the Web of Science (WoS) database. Publications in journals outside of these subject categories and databases will not be considered for recruitment.

Journal tiering, that is referred to in the recruitment policy, is based on the journals eligible for recruitment consideration, satisfying the following criteria.

Journal Category	Criteria
Tier 1	FT50/ UTD24
Tier 2	ABDC A*/ ABS 4*/ ABS 4
Tier 3	ABDC A/ ABS 3/ Scopus BMA Q1/ WoS Management Q1
Tier 4	ABDC B/ ABS 2/ Scopus BMA Q2/ WoS Management Q2