



IMI

Faculty Recruitment Policy

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:

- 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.
- e. **Teaching Demonstration:** Shortlisted candidates, who clear the application vetting phase, will deliver a guest lecture which is part of the course structure, attended by students and faculty. Written feedback will be collected from students and faculty. Faculty feedback will give special consideration to innovations in content and pedagogy.
- f. **Research Seminar:** Shortlisted candidates will be required to present a research seminar in their respective field of study. Written feedback will be collected from those present in the seminar.
- g. **Shortlisting for interview:** All information and feedback received will be considered to shortlist for a panel interview.
- h. **Interview panel composition:** Candidates will undergo a panel interview by a Selection Committee that will comprise:
 - I. Dean (Academics) and Dean/ Chair Research of the campus
 - II. Area Chairperson of area for which candidate is being interviewed
 - III. Other senior faculty of the campus
 - IV. Two External Subject Matter Experts
 - V. Subject matter experts from other two campuses
 - VI. Director/ Director General of the campus
 - VII. Nominee of Board of Governors
- i. **Final evaluation:** The Selection Committee will evaluate the candidate based on the application, referee reports, feedback from the faculty, students and application vetting committee, and the interview. It will consider the five attributes listed in the preamble of this document.

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.

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