

IMI FACULTY RECRUITMENT POLICY

1. Purpose

Faculty recruitment is one of IMI's most consequential institutional responsibilities. The purpose of this policy is to ensure that every faculty appointment advances IMI's academic quality, research standing, student learning, industry engagement and institutional culture, while providing candidates with a rigorous, timely, fair and respectful experience.

2. Scope

This policy applies to the recruitment of regular faculty at the levels of Assistant Professor, Associate Professor and Professor across all IMI campuses. Visiting, adjunct, fixed-term and Professor of Practice appointments may be governed by separate policies or appointment rules.

3. Attributes Expected of Faculty Candidates

- **Qualifications and academic record:** strong subject foundations, appropriate qualifications, evidence of sustained learning and credible referee assessments.
- **Teaching capability:** passion for learning and student engagement, ability to teach a range of courses, communication skill, academic rigour and innovation in content, pedagogy and assessment.
- **Research capability:** quality and trajectory of research, ability to undertake independent work, publish in credible outlets, seek funding and supervise research students.
- **Outreach and consulting capability:** ability to build meaningful engagement through executive education, consulting, cases, partnerships and practitioner-facing intellectual contribution.
- **Institutional contribution and leadership:** motivation to contribute, reliability, teamwork, empathy, openness to feedback, collegial conduct and potential to assume academic leadership.

4. Eligibility

4.1 General Requirements

Eligibility requirements in this section are institutional requirements and shall be read together with applicable statutory and regulatory norms. International degrees and grading systems shall be assessed for appropriate equivalence. Vague pedigree labels shall not substitute for assessment of the candidate's actual work, achievement and potential.

4.2 Assistant Professor

- A PhD/FPM in a relevant field, with first class or equivalent performance in the preceding degree and a strong academic record. Candidates from international institutions, IIMs, or IITs or top-tier private institutions who have formally submitted their final thesis may be considered, subject to completion requirements stated in the offer.
- Standard research route: at least two peer-reviewed publications in eligible journals, including at least one in a Tier 1, Tier 2 or Tier 3 journal.
- High-potential route: an exceptional job-market paper or thesis, a credible research pipeline and strong external assessments may substitute for the publication threshold. Use of this route requires a written recommendation from the Area Chair, two subject experts, and the Director/Director General, followed by approval of the CEO.
- International exposure, relevant industry experience, teaching innovation, leadership initiative and co-curricular contribution may strengthen the assessment but are not automatic prerequisites.

4.3 Associate Professor

- A PhD/FPM in a relevant field, with first class or equivalent performance in the preceding degree and a strong academic record.
- At least seven peer-reviewed publications in eligible journals, including at least three in Tier 1, Tier 2 or Tier 3 journals.
- Eight years of total experience including at least five years post-PhD, OR at least five years of relevant academic experience at Assistant Professor and/or Associate Professor level **at an international institution, IIM or IIT, or NIRF Top 50 private institution**, with evidence of effective postgraduate or other relevant teaching and innovation in content, pedagogy or assessment.
- Evidence of an active recent research trajectory, high quality teaching, international experience, industry experience, consulting and industry-sponsored research, MDPs, institutional contribution and the ability to contribute to curriculum, accreditation, executive education, industry engagement or academic leadership.

4.4 Professor

- A PhD/FPM in a relevant field, with first class or equivalent performance in the preceding degree and a strong academic record.
- At least fifteen peer-reviewed publications in eligible journals, including at least six in Tier 1, Tier 2 or Tier 3 journals.
- At least six peer-reviewed publications and two successfully guided PhDs after reaching the level of Associate Professor.

- At least ten years of relevant academic experience, including at least five years at Associate Professor and/or Professor level, preferably at an international institution, IIM, IIT, or NIRF Top 50 private institution.
- Evidence of sustained research quality and recent trajectory, teaching leadership, international experience, industry experience, consulting and industry-sponsored research, MDPs, development of faculty or researchers, institutional contribution and the capacity to advance IMI's academic and external standing.

4.5 Journal Eligibility and Classification

For a publication to be considered, it must be published in, or unconditionally accepted by, an eligible peer-reviewed journal and be verifiable.

For publications to be considered as eligible for recruitment, they must be published in journals that are indexed in the Scopus database. For Tier 1 and 2 all subject categories of Scopus will be considered. For Tier 3 and Tier 4 either of the following subject categories of Scopus will be considered:

Business, Management and Accounting” (BMA)

Social Sciences (SS)

Economics Econometrics & Finance (EEF)

Computer Science (CS)

Decision Sciences (DS)

Psychology

Mathematics

Journal category assignment will be as per the following table:

Journal Category	Journal Quality Classification	Subject area
Tier 1	FT50/ UTD24	Scopus - all
Tier 2	ABDC A*/ ABS 4* or 4	Scopus - all
Tier 3	ABDC A/ ABS 3	Scopus - BMA/SS/EEF/CS/DS/Psychology/Mathematics
Tier 4	ABDC B/ ABS 2	Scopus - BMA/SS/EEF/CS/DS/Psychology/Mathematics