INDIAN STATISTICAL INSTITUTE
203 BARRACKPORE TRUNK ROAD
KOLKATA 700 108

<u>OFFICE ORDER NO. D.O./2017/</u> 110   DATED 02 MARCH 2017

Pursuant to the decision taken by the Council in its meeting held on 18 February 2017 and in supersession of all previous Office Orders in this regard, the following Recruitment Rules for faculty members of the Institute will be implemented.

(1) <u>Assistant Professor (On contract)</u>

(i) Assistant Professor (on contract) are not part of the regular faculty cadre in the Institute. Appointment at this level may be made as Assistant Professor on contract basis to enable bright young Ph.D.s to teach and earn experience. Appointment of Assistant Professor (on contract) will be purely on temporary basis generally for a maximum period of 3 (three) years.

(ii) At the entry level they may be placed in Pay Band 3 of Rs.15,600–39,100 with Academic Grade Pay (AGP) of Rs.6,000/- p.m. with seven non-compounded advance increments.

(iii) After one year of post Ph.D. experience, these Assistant Professors (on contract) shall be placed in the AGP of Rs.7,000/- p.m.

(2) <u>Assistant Professor</u>

(i) To be appointed in PB-3 with AGP of Rs.8,000/- per month. For direct recruits minimum pay in the Pay Band to be fixed at Rs.30,000/-.

(ii) For appointment as Assistant Professor, the candidate must have a Ph.D. in the appropriate branch and should have a first class or equivalent at the preceding degree with a very good academic record throughout. The candidate should have at least 3 years (relaxable in exceptional cases) of post doctoral research/teaching/industrial experience.

(iii) After completion of 3 years service in PB-3 they will be placed in PB-4, i.e., Rs.37,400-67,000, with AGP of Rs.9,000/- plus allowances.

(iv) Age : Preferably below 35 years.

(3) <u>Associate Professor</u>

(i) To be appointed in PB-4 (Rs.37,400-67,000) with AGP of Rs.9,500/- per month. For direct recruits minimum pay in the Pay Band-4 to be fixed at Rs.42,800/-.

(ii) For appointment as Associate Professor, the candidate must have a Ph.D. in the appropriate branch and should have made outstanding contribution in their area of research and are also expected to have supervised major research projects. The candidate should have at least 6 years (relaxable in exceptional cases) of Post-doctoral research/teaching/industrial experience, of which at least 3 years should be at the level of Assistant Professor/Senior Technical Officer Grade-II/Computer Engineer/Programmer.
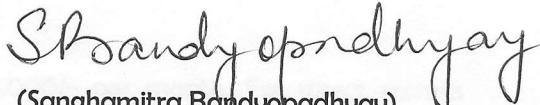
(iii) Age : Preferably below 45 years.

(4) Professor

(i) To be appointed in PB-4 (Rs.37,4000–67,000) with AGP of Rs.10,500/- per month. For direct recruits minimum pay in the Pay Band to be fixed at Rs.48,000/-.

(ii) For appointment as Professor, the candidate must have a Ph. D. in the appropriate branch and should have made outstanding contribution in their area of research and should have supervised doctoral students/major research projects. The candidate should have at lease 10 years' (relaxable in exceptional cases) of Post-doctoral research/ teaching/industrial experience, of which at least 4 years should be at the level of Associate Professor/Senior Technical Officer Grade-I/Computer System Engineer Grade-II/Numerical Analyst Grade-II.

(iii) Age : Preferably below 45 years.

(iv) Up to a maximum of 40% of the posts of Professors at any given point of time will be eligible for HAG scale (Rs.67,000 – Rs. 79,000 p.m. without Grade Pay) after six years of regular service in the AGP of Rs.10,500/- per month subject to performance evaluation based on research publications, Ph.D. supervision, teaching and consultancy services etc.

Suitable relaxations will be given for reserved (SC/ST/OBC/PH) candidates as per GOI rules.

This order will come into force with immediate effect.

(Sanghamitra Bandyopadhyay)
Director

Copy to :   All Professors-in-Charge/Head, SQC & OR Division
All Heads of Centres
All Heads of Departments/Sections/Units including outlying Centres/Branches
Chief Executive (A&F)
Personnel Unit
Council Section
Director's Office.