

A Clarification Note on Faculty Selection

In response to its advertisement in newspapers, as well as on-going, open advertisement on its website, IIT Delhi is getting a lot of applications for faculty, particularly at entry level, many of whom do not even satisfy the minimum eligibility criteria of having a PhD in CS/IT/allied discipline. To help potential candidates evaluate their suitability for faculty in IIT Delhi, the Institute would like to provide some information.

- A PhD in CS/IT or other disciplines IIITD announces from time to time is the *minimum requirement*. Out of those who satisfy the minimum requirement, only a few are likely to be short-listed for further evaluation.
- If the prospective applicant does not have a strong academic background as shown by degrees from good institutions in the country and PhD from a premier institute in India or elsewhere in the world, or an excellent research record demonstrated by publications in high impact conferences and journals and good citation count, it is unlikely that he/she will be short-listed.
- IIT Delhi is using standards for faculty selection that are used in IITs, and plans to raise the entry bar even further as it progresses. So, if the applicant feels that he/she is not ready for a faculty position in an IIT, then he/she is probably not ready for a position in IIITD. One way to evaluate this is to look at the profile of faculty at the appropriate level in some IITs (www.cse.iitd.ac.in, www.cse.iitb.ac.in, www.cse.iitk.ac.in) and apply if the applicant compares favorably.
- IIT Delhi plans to follow a tenure model in which an initial contract is given for some duration, at the end of which an extensive evaluation of performance is done. If the faculty member's performance is excellent, he/she can expect to get promoted to the next level, and a new contract will be offered. Otherwise, the contract may not be renewed. In other words, if an applicant is looking for a permanent position, then IIT Delhi may not be suitable.
- At senior levels, IIT Delhi's hopes to attract a few top people with well established global reputation in research and development and who can create new streams, centers, programs, etc.