Faculty Recruitment @ BITS Pilani at its Campuses at Pilani, Goa and Hyderabad

Introducing BITS to Prospective Faculty

BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE (BITS) PILANI

Introducing BITS Pilani

Birla Institute of Technology and Science (BITS) Pilani was founded in 1964 and declared "deemed to be a university" under Section 3 of the UGC act, 1956. Its campuses consists of facilities that make an ideal setting for serious study and a well-rounded education. The highly competitive and culturally vibrant campus atmosphere reflects the diversity of the student population who come here from all over the country. Ranked as one of the best Technology University in India, BITS produces some of India's finest Science, Pharmacy, Engineering and Management graduates. BITS has a clearly focused mission of producing self-reliant and capable professionals.

The Institute has its campuses at Pilani, Goa, and Hyderabad in India and an International campus at Dubai.

BITS Education System

Three Tier Structure of Education

Ph. D. Degrees			
Higher Degrees			
On-campus Programmes		**Off-campus Work-Integrated Learning Programmes**	
M.E. Biotechnology, Chemical, Chemical with specialization in Petroleum Engineering, Civil with specialization in Structural Engineering, Civil with specialization in Infrastructure Systems, Civil with specialization in Transportation Engineering, Communication Engineering, Computer Science, Design Engineering, Electrical with specialization in Power Electronics & Drives, Embedded Systems, Manufacturing Systems Engineering, Mechanical, Microelectronics, Software Systems **M.Pharm.** M.Pharm., M.Pharm. with specialization in Pharmaceutics, M.Pharm. with specialization in Pharmaceutical Chemistry **M. Phil.** Biological Sciences, Chemistry, Economics, English, Management, Mathematics, Physics **Master of Business Administration (MBA)** Engineering & Technology Management, IT Enabled Services Management **Master of Public Health (MPH)**		**M. Phil.** Hospital & Health Systems Management, Optometry, Physician Assistant **M.S.** Consciousness Studies, Consultancy Management, Educational System Management, Embedded Systems, Engineering Management, Manufacturing Management, Mechanical Systems Design, Medical Laboratory Technology, Microelectronics, Pharmaceutical Operations and Management, Pharmaceutics, Quality Management, Science Communication, Software Engineering, Software Systems, Systems Engineering, Telecommunications & Software Engineering.	
Integrated First Degrees			
On-campus Programmes		**Off-campus Work-Integrated Learning Programmes**	
Group A **B.E. (Hons.)** Biotechnology, Chemical, Civil, Computer Science, Electrical & Electronics, Electronics & Communication, Electronics & Instrumentation, Manufacturing, Mechanical **B. Pharm. (Hons.)**	**Group B** **M.Sc. (Hons.)** Biological Sciences, Chemistry, Economics, Mathematics, Physics	**Group C** **M.Sc. (Tech.)** Engineering Technology, Finance, General Studies, Information Systems,	**B.S.** Engineering Design, Engineering Technology, Industrial Engineering & Technology, Information Systems, Manufacturing Engineering, Marine Engineering, Nautical Sciences Nautical Technology, Ophthalmic Assistant, Optometry, Physician Assistant, Power Engineering, Process Engineering **M.Sc. (Tech.)** Pharmaceutical Chemistry

Salient Features

- Merit Based Admissions
- Three Tier Education
- Strong Foundation Courses
- Flexibilities
- Dual Degree
- Practice School
- Evaluation with Letter grading
- Industry Interface
- Work Integrated Learning
- Technology Enabled Campuses
- Modular and credit based semester system with continuous and internal evaluation

Admissions

Students seeking admission to the Four year Integrated First Degree Programmes must have completed 12 years of school education with Physics, Chemistry, Mathematics and adequate English.

Admissions are made purely on merit. The admission to the Indian campuses is through a computer based online test, BITSAT. Further, the candidate should have obtained a minimum of aggregate 80% marks in Physics, Chemistry and Mathematics subjects in 12th examination, with at least 60% marks in each of the Physics, Chemistry, and Mathematics subjects.

For admission to Higher Degree programmes leading to M.E./M.Pharm./M.Phil./ M.B.A./MPH, shortlisted candidates are required to appear for tests and/or Group discussions and the final admissions are made on the basis of performance in such test/interviews.

Admissions to the Dubai campus are made based on the performance of candidates in the qualifying (12th) examination. For details, please see www.bitsdubai.com

BITS operates on a semester system with continuous and internal evaluation.

Practice School

BITS is a pioneer Institute in the field of University-Industry linkages and its bold and radical innovations in this regard have no parallel. The most important and successful of these is the Practice School programme.

The Practice School (PS) is a controlled simulation of real life where the student relates and applies his classroom knowledge and skills to real life problems identified by industry. For seven and a half months, the students under the supervision of practice school faculty work in National Laboratories, Research and Development Centres, Software Companies, Publishing Houses, Banks and various Production units located throughout the length and breadth of the country. A few of the PS stations are established abroad as well. The programme stresses on the importance of teamwork, the need for leadership qualities and the need to fulfill a time schedule. The system institutionalizes the much needed link between the educational and professional worlds.

Work Integrated Learning Programmes

The Institute offers Off-campus Work-Integrated Learning Programmes as a means of Continuing Education for employed professionals. The faculty of the Institute actively participates in designing new curriculum, teaching and evaluation of courses offered under this scheme.

Academic Flexibilities

The admission policy and the educational processes at BITS take care of multiple point entry into the programmes and allow several other flexibilities.

While the bulk of admissions are made in the First Semester, a few admissions are also made in the Second Semester. Whenever a student comes with a preparation higher than the minimum required, he will be considered under admission with advanced standing.

One of the most popular flexibilities provided in the Institute's educational structure is the dual degree scheme under which it is possible for a student to work for and complete concurrently two first degrees within a reasonable period of time. There are also flexibilities like transfer from one degree programme to another, horizontally as well as vertically.

BITS Pilani Campuses

Pilani Campus

Pilani is located on the fringes of the shifting sands of the Thar, in the desert state of Rajasthan. It is about 200 km. west of Delhi and about 220 km. North of Jaipur. The Institute buildings, hostels and residential quarters for staff with neatly laid out roads, lawns and gardens, constitute the Pilani campus of about 331 acres.

The climate of Pilani is generally dry and pleasant. Summer temperatures normally peak at 45˚C. In winter, temperatures may drop to 0˚C. Annual rainfall is about 30 cm.

Central Facilities

The Central Library housed in a new building, covering about 65,000 sq ft area has a collection of over 2,21,000 volumes. It subscribes to 525 periodicals and about 4000 full text e-journals covering the entire range of subjects offered at BITS. Reprographic and offset printing facilities are also available in the Institute.

The Central Workshop is well-equipped with all basic production machines and modern process equipments. The Information Processing Centre which has more than 850 Pentiums and more than 10 SMP Servers, caters to the need of the students and staff. There are also a number of smaller computer centers at different locations of the Institute.

The Institute has a state-of-the-art switched, IPv6-capable, voice enabled network providing connectivity to each hostel room, staff houses, library building, lecture halls, labs and guest-house, with a 42 MBPS circuit to the outside world. All students and staff members are provided Internet and mailing facility. Instrumentation Centre provides equipment service and maintenance and also facilities for design and development of projects in electronics & instrumentation areas. There is also a Central Analytical Lab. equipped with sophisticated instruments. The Central Animal Facility caters to the needs of faculty and students from Science and Engineering Disciplines involved in animal research and related teaching.

Centres/Labs for Specialized Activities

The campus has set up a number of centers and laboratories of research & development: Centre for Entrepreneurial Leadership, Technology Business Incubation Centre, Centre for Software Development, Centre for Robotics & Intelligent Systems, Centre for Bio-technology, Centre for

Renewable Energy and Environment Development, BITS – Motorola Embedded Controller Application Centre, Centre for Instructional Software, Centre for Competency in IBM Visual Age for Java & DB2 Flexible Manufacturing Systems Lab., Fibre Optics Lab., Process Control Lab., Radio Isotope Lab., CISCO-Advanced Networking Lab., Computerised Language Lab., VLSI Design Oyster Lab., etc.

Student Life

BITS provides facilities and services that encourage the personal development of every student in the social, physical, cultural and interpersonal domains. These are in direct support of its mission to produce self-reliant young professionals. The cultural and other activities of the students are centered around the Students' Union, a body of 15 representatives elected democratically every year. The Union Clubs include the English Language Activities Society, Hindi Activities Society, English Drama Club, Hindi Drama Club, Music Club, Creative Activities Centre, and Photography Club. There are also other clubs like the Cuckoo Club (bird-watching), Health Club and the Athletics Club that cater to specific student interests.

Apart from enriching cultural life on campus, these clubs have a role to play during OASIS which is the annual All-India cultural festival and the pride of every BITSian. Probably the biggest such youth festival in the country, OASIS has been widely acclaimed for its professionalism and creativity. APOGEE, which is an all India academic week organized by the students every year, brings together students and professionals from all over for exchange of ideas, viewpoints and experiences.

How to Reach Pilani

Pilani is about 200 km west of Delhi and about 220 km north of Jaipur and it can be reached either by rail or by road. The nearest railway stations are Chirawa on W.R. (16 km) and Loharu on N.R. (24 km). There are connecting buses to Pilani from Loharu and Chirawa railway stations. There are regular bus services between Delhi and Pilani and between Jaipur and Pilani. The buses leave Delhi from Inter-State Bus Terminus, Kashmere Gate, and Jaipur from Rajasthan State Roadways Bus Stand, Sindhi Camp. For more details about BITS, Pilani, Pilani Campus, please look at www.bits-pilani.ac.in.

K.K. Birla Goa Campus

The campus at Goa spreads across 180 acres of land overlooking Zuari River located on the National Highway NH17B connecting Marmugao Port to the National highway NH17 (Mumbai – Mangalore). The main building comprises of administrative offices, classrooms, laboratories and Library. Separate hostels for boys, girls and faculty residences are provided. The campus also has shopping complex including Bank and Post office, medical facilities and recreational facilities for students and staff.

The campus has developed a number of labs over various disciplines such as science, engineering, languages and humanities for the use of students and faculty to meet their academic needs.

The Library complex comprises of a spacious building covering an area of 50000 square feet and is designed to provide several reading halls, an exhibition room, a digital library for convenient internet reference to journals and web resources, apart from a large area enmarked for book storage. The Library has a collection of 29250 books and subscribes to over 99 Indian and 23 foreign periodicals. BITS eBooks Library provides access to over 20,000 high quality books in engineering, management and computer science subjects.

The campus is 5.5 km from the airport, 22 km from Madgaon Railway station and 9.5 km from Vasco Railway station. For more details about BITS, Pilani, K.K. Birla Goa Campus, please look at www.bits-goa.ac.in.

Hyderabad Campus

The campus at Hyderabad is about 22 Kms away from the Secunderabad Central Railway Station, on Rajiv Rahadari (Karimnagar Highway) near Hakimpet Air Force Station.

The campus is in a serene atmosphere amidst scenic terrain with small hillocks and urban forest, near Shameerpet lake. The campus spreads across 200 acres of land. The campus is situated in the vicinity of institutions like-ICICI Knowledge Park, NALSAR Law University, SP Bio-Tech Park, etc.

From Secunderabad railway station to BITS-Pilani, Hyderabad Campus one has to travel 22 KM on Rajiv Rahadari/ Karim Nagar Highway, up to Ghatkesar cross-road after Alankruta Resorts in Thumkunta Village and take a right turn towards Ghatkesar. After travelling 1.5 KMs on this road, there is again a diversion to the right leading to the Campus. Sign boards indicating the directions to BITS, Pilani Hyderabad campus, are available on the way.

City Buses having numbers 211S, 211M and 211C ply from Secunderabad Railway Station to various destinations to the Campus side. Further, there are many APSRTC buses from Jubilee Bus-stand, Secunderabad to Karim Nagar, Siddhipet, Ramagundam etc. People can board any of these buses, get down either at Thumkunta or Ghatkesar crossing which is 1.5 KM away and take an auto to the campus.

Campus has established an advanced research laboratory for pharmacy, chemistry and biology. Measurement techniques labs. in biology, chemistry, physics and microbiology lab are currently established. During the second year of operation, labs such as central analytical lab, physics research lab, pharma analysis lab, computer aided drug design (CADD) lab, VLSI CAD lab, and EEE practice lab have been setup. All other labs in civil, chemical, electrical, electronics, mechanical engineering will be operational soon. A 20-seat computer based language lab will be set up to strengthen the students' communication skills.

The workshop at BITS Pilani, Hyderabad Campus provides students with the opportunity to get hands-on training in basic manufacturing processes.

The library has a collection of 6500+books and subscribes to over 75 Indian and 40 foreign periodicals. Students and faculty can have access to large number of digital resources including science Direct, ASCE,ASME, IEEE xplore on-line journals, Economist, DOAJ etc.

Modern computing facilities are available for both students and faculty at Information Processing Center Unit.
For more details about BITS, Pilani, Hyderabad Campus, please visit www.bits-hyderabad.ac.in.

Dubai Campus

BITS, Pilani - Dubai Campus (BPD) was set-up in September 2000 in Dubai in association with the ETA Ascon Star Group, in response to the growing needs for quality Engineering education among the residents of the Middle East.

The Institution has made great progress in the last 10 years achieving phenomenal growth and innumerable accolades. BPD's student strength has grown to more than 1700, with students seeking admission not only from UAE and other Middle East Countries but also from India and other parts of the world.

BPD has established Academic Collaborations with reputed American Universities for the benefit of its students. The scope of collaboration includes preferential admission to graduate programmes for BITS students, joint research activities, credits transfer, etc.

The Dubai campus is located at its permanent campus at Dubai International Academic City and offers world-class, state-of-the-art facilities with well-equipped labs and workshops, separate Library block, Academic Block, Sports Complex, Canteen, Clinic, Grocery, Gymnasium and Hostel blocks. There is a separate recruitment process for BITS, Pilani – Dubai campus. For more details about BITS, Pilani, Dubai Campus, please look at www.bitsdubai.com.

Faculty @ BITS

The innovative educational process at BITS aims at strengthening its first degree apart from continuously evolving its higher degree programmes. The effort is to make all the academic programmes more purposeful and to improve the employability of our graduates. There is a conscious effort to bring the attitude of relevant research & development at all degree levels including the first degree.

The faculty play a significant role in this all round growth of the Institute by participating in various activities which may be categorized as follows:

Teaching and Course Development

The teaching and course development have to be geared to meet the challenge of intellectual endeavours required by the integrated system of education and at the same time to fulfill the expectations and aspirations of the high quality students who are admitted to the Institute from all over India. To achieve these objectives it is essential to secure active participation of students in the learning process and to help them realize the significance of different subjects of study in relation to their total education. The teacher should also be able to contribute to the on-going process of formulating more effective techniques of teaching and evaluation and developing interdisciplinary courses and instructional materials which the system demands.

Research Involvement

The Institute faculty work in several areas of research of national relevance. The faculty has to merge his/her individual ambition with the Institute's goals and contribute to the research efforts at the First Degree and Higher Degree through theses, practice school projects, Ph.D. degrees, etc. Further, opportunities are available for participation in consultancy activities arising out of linkages established with the outside world. Faculty members are also expected to seek research funding from various national and international agencies.

Linkage with the outside world

The Institute has forged a meaningful and mutually beneficial linkage with industry by means of several educational programmes at off-campus centres. These exist in the first degree programmes in the form of PS-I and PS-II courses, and in terms of Practice School option at the higher degree (M.E and M.Pharm.) level as well as in off-campus work integrated learning programmes and off-campus Ph.D. For running these programmes, the faculty is required to reside at these centres and to work for further educational growth by drawing upon the experience of the professional world. On campus, the university-industry linkage is through the Technology Innovation Centre (TIC) where people from industry visit the Institute at regular intervals and students work on projects in consultation with them and the faculty. The faculty may also be assigned teaching and related responsibilities in the work integrated learning programmes leading to B.S. and M.S. degrees. The Institute has collaborative arrangements with many foreign universities in terms of exchange of students and faculty.

Institutional Development

To support the above mentioned innovative educational activities and to accelerate the tempo of growth, the Institute has evolved a suitable structure of academic administration based on the functional team work concept. The faculty shares the administrative responsibility by participating in this process both at the planning as well as implementation stages. Experience shows that the faculty need to develop an attitude of belonging to sustain innovations and growth with BITS.

Pay Structure for the Faculty

The following is the pay structure for all faculty members:

Designations	Academic Grade Pay (AGP) (Rs.)	Revised Pay Band (PB) (Rs.)
Senior Professor	12,000	Min. 66,000 and no cap
Professor	10,500	Min. 53,000 and no cap
Associate Professor	9,500	37,400-67,000 (Min.45,500)
Assistant Professor	(i) 9,500	37,400-67,000 (Min.37,400)
	(ii) 8,000	15,600-39,100 (Min. 30,000)*
Lecturer	7,000	15,600-39,100 (Min. 18,500)

*If an Assistant Professor reaches the maximum of Pay Band, he/she will continue to get the annual increment assuming he/she is placed in the next higher Pay Band without any change in AGP. One will continue to move in the higher Pay Band till the pay in the Pay Band reaches Rs. 67,000/- after which no further increments will be granted.

Dearness allowance (DA), currently 72% of the basic pay (which is "pay-in-pay-band" plus academic grade pay) is payable to every employee. This will be revised at par with DA announced by central government for its employees.

Rate of Annual increment:
The rate of increment will be 3% of the Basic Pay, that is, sum of the "Pay in the Pay Band" and Academic Grade Pay applicable, which will be rounded off to the next multiple of 10. The amount of this increment will be added to the existing pay in the Pay Band.

Terms and conditions of appointments

Lecturers

a. Appointment will be on temporary basis for one year, to be assessed and renewed every year based on their performance in teaching and research for a maximum of 6 years and subject to the following:
   i.   They will normally be required to engage in research towards their PhD for 50% of the time,
   ii. They must make every effort to complete their PhD within 6 years, failing which they may continue to work for PhD as full time / part time students without financial support from BITS.

b. Once he/she completes the PhD, he/she can apply to BITS for the position of an Assistant Prof., if he/she chooses to, in which case the application will be processed following the usual process of short-listing and interview for the position of Assistant Prof. It is re-emphasized that appointment as an Assistant Professor will not be automatic.

Assistant Professors

a. A fresh Ph.D. in any discipline will be eligible to be appointed as an Assistant Professor on "temporary against a regular position" with the minimum pay of Rs. 30000 in the Pay Band of 15600-39100.
b. Once he/she successfully completes three years period, his/her performance will be assessed. If appraisal is favorable, his/her appointment becomes "regular" and will be placed in the Pay Band

of 37400-67000 with a minimum pay of Rs.37400 and AGP of Rs.9500. However, he/she will continue to be designated as Assistant Professor. If appraisal is not favorable, the temporary appointment will normally cease to exist at the end of six months of his/her existing term.

Associate Professors, Professors and Senior Professors

New appointment of Associate Professors, Professors or Senior Professors will be on "temporary against a regular position" for a period of <u>one</u> year in the Pay Band, minimum pay in pay-band, and AGP as given above. Such appointments will be made "regular" after a favorable assessment at the end of one year. If the appraisal is not favorable, temporary appointment will cease to exist at the end of his/her existing term.

Regular vs. "temporary against a regular position"

a. The appointment of a faculty under "temporary against a regular position" may be terminated by either side with a notice period of one month.
b. The appointment of faculty under "regular" position will be valid till he/she attains the age of superannuation. Such a faculty will be assessed periodically and if his/her performance is found to be "unsatisfactory" or "needs improvement" in <u>each</u> of the <u>three</u> preceding assessments, his/her appointment will be terminated with a notice period of six months (normally).

Age of superannuation

a. The age of superannuation is 60 years.
b. <u>However</u>, a faculty member in his/her 55th year of age will be assessed for his/her performance over the <u>previous five years</u>. If the assessment is favorable, his/her age of superannuation will be revised to 65 years.
c. If it is unfavorable his/her age of superannuation remains sixty years. An "unfavorable" assessment may be reviewed subsequently at any time before he/she superannuates.

Minimum qualifications for faculty positions

Lecturer
- ME/MPhil/MPharm/MBA or equivalent in a relevant discipline from an institution of high repute (with a 1st Div. or 60% in all college/university level degrees)
- *Potential for excellence* in teaching and research.

Assistant Professor
- PhD in a relevant discipline from an institution of high repute (with 1st Div. or 60% at ME/MPhil/MPharm/ MBA/Pre Ph.D. qualification level)
- *Potential for excellence* in teaching and research
- At least 4 publications (of which 2 are in journals of international repute).

Associate Professor
- PhD in a relevant discipline from an institution of high repute (with 1st Div. or 60% at ME/MPhil/MPharm/ MBA/Pre Ph.D. qualification level)
- At least 6 years *post*-PhD experience in teaching and/or research, of which at least 3 years at the level of an Assistant Professor, *or equivalent*
- *Demonstrated excellence* in teaching, research and sponsored R&D
- At least 10 publications (of which 5 are in journals of international repute)
- Guided at least one PhD student (independently or jointly with someone else)
- Completed at least one sponsored R&D project of value Rs. 5 lakhs or more as PI (alternatively completed two sponsored R&D projects as a co-PI each of value Rs. 5 lakhs or more).

Professor
- PhD in a relevant discipline from an institution of high repute (with 1st Div. at ME/MPhil/MPharm/MBA/Pre Ph.D. qualification level)
- At least 10 years *post*-PhD experience in teaching and/or research, of which at least 4 years at the level of an Associate Professor, *or equivalent*
- *Sustained excellence* in teaching, research and sponsored R&D
- *Potential for leadership* in research, education and institution building
- At least 20 publications (of which 10 are in journals of international repute)
- Guided at least one PhD student independently (alternatively guided two PhD students jointly with someone else)
- Completed at least two sponsored R&D projects each of value Rs. 5 lakhs or more as PI (alternatively completed one sponsored R&D project as PI of value Rs. 5 lakhs or more and completed two sponsored R&D project as a co-PI each of value Rs. 5 lakhs or more).

Senior Professor
- At least 6 years as a Professor at BITS, or equivalent
- *Demonstrated leadership* in research, education and institution building for at least 6 years as a Professor

Exception clauses:
a. In exceptional cases, the Selection Committee may relax one or more minimum qualifications given above and the committee may award one or more additional increments within the pay band, as found appropriate.
b. For the post of an Assistant Professor, Associate Professor or Professor one may consider an outstanding Engineer/Technologist/Scientist from industry who may or may not have a Ph. D. Such a person should have made significant contribution to research or innovation while working in a position consistent with the academic position for which he/she is being considered in a company with an established reputation. *His/her contribution should be adequately documented in the form of awards, designs that are in production, patents, design registrations, and/or publications.*

Chair Professorship (appointments are by invitation)

A Chair Professorship helps recognize and reward excellence in teaching and/or research by a member of the BITS PILANI faculty at either of its campuses or to induct a professor from outside BITS PILANI. Such a person would be re-designated as Chair Professor. Each "Chair Professorship" also helps establish an endowment with significant funds that are used to (a) make available to the Chair Professor a "research grant", and (b) provide to him/her a small honorarium to cover additional effort required to fulfill the charter laid out for the endowment.

Benefits

Contributory provident fund:
BITS contributes 12% of an employee's total compensation (viz. pay-in-pay-band, AGP, DA and any other allowance) to the employee's "contributory provident fund". The employee also contributes @ 12% of his/her compensation. The total (employee's contribution, effective BITS' contribution, and interest thereon) is payable to the employee at the time of his/her separation from BITS. (This is governed as per the Government's Employees' Provident Fund and Miscellaneous Provisions Act, 1952.)

Gratuity:
The benefit of Gratuity is provided as per "Provisions of the Payment of Gratuity Act, 1972". The gratuity amount is calculated as follows:

(15/26) * (no. of years of continuous service to BITS) * (last pay drawn), subject to a maximum of Rs.10 lakhs.

Medical coverage:
> While limited number of medical practitioners and facilities, as also a pharmacy, are available on every BITS' campus, certain expenses incurred by employees for medical treatment of themselves and their families are reimbursed to the extent of 90%.

Children's education allowance:
> Tuition fees paid for studies up to class 12 by a faculty member, spouse, or his/her child is reimbursable, but this is subject to certain limits. Tuition fees to be paid by a faculty member, spouse, or his/her child for studies in any regular programme in BITS is completely waived.

On campus Housing
> Subject to availability, residential accommodation is provided on payment of prescribed nominal license fee and maintenance charges such as electricity, security , etc.

Leave Travel Concession:
> This concession is admissible to faculty members and their families, once in a cycle of two years for visit to their home town. The institute meets 100% of the actual fare both for the onward and return journeys as per eligibility of travel.

Vacation Leave:
> A faculty member is entitled to 60 days vacation per academic year.

Other leave:
> Casual Leave, Special Casual Leave, Half Pay Leave, Commuted Leave etc. are also available to faculty members.

Sabbatical Leave:
> A faculty member is eligible for one-year Sabbatical Leave with full pay after the completion of six years of continuous service at Assistant Professor Level or higher, with the Institute, and once every six years of continuous employment thereafter. (The details are given elsewhere.)

Extraordinary leave (EOL) without pay:
> A faculty may avail "extraordinary leave" (EOL) without pay for up to 2 years at a time after three year service at BITS. The total of such EOL (together with sabbatical leave) is limited to 20% of time spent at BITS.

Reimbursable Expenses

Research Initiation Grant:
> All faculty members who joined BITS on or after August 1, 2009 at the level of Assistant Professor or above will be eligible for one time research initiation grant of Rs 2 lakhs. Faculty members who were promoted as Assistant Professors after August 1, 2009 are also eligible for this grant. (The details are given elsewhere.)

Contingency allowance:
> Contingency allowance is increased to Rs. 25,000 for Assistant Professor and above and Rs. 15,000 for Lecturers.

Relocation Allowance:
> Assistant Prof. and above will be reimbursed baggage shifting and travelling expenses of self and family upto Rs. 50,000/-for joining BITS or for inter campus or off campus transfer within India. Assistant Prof. and above will be reimbursed baggage shifting and travelling expenses of self and

family upto Rs.1,00,000/-for joining BITS from abroad. For lecturers, this allowance will be half the amount. (The details are given elsewhere.)

Computer Equipment replacement:
Every faculty member will be provided with a computer and accessories costing up to Rs. 50,000 and the same will be replaced every five years. (The details are given elsewhere.)

Performance appraisal and assessment for Performance-linked variable pay and Promotions

The details of faculty performance appraisal system as also performance-linked pay will be made available separately.

Faculty Recruitment, 2011

Positions open for recruitment:
➢ Lecturer
➢ Assistant Professor
➢ Associate Professor
➢ Professor

Departments/disciplines and sub-areas, where faculty positions are open

BITS Pilani is proposing to hire faculty in **all** areas in the departments or disciplines listed below for its campuses at Goa, Hyderabad, and Pilani.

Departments in various BITS' campuses	Pilani	Goa	HYD
Chemical Engg.	Y	Y	Y
Civil Engg.	Y	**N**	Y
EEE and Instrumentation	Y	Y	Y
Mechanical Engg	Y	Y	Y
Computer Science	Y	Y	Y
Bio Sciences	Y	Y	Y
Chemistry	Y	Y	Y
Mathematics	Y	Y	Y
Physics	Y	Y	Y
Pharmacy	Y	**N**	Y
Economics and Finance	Y	Y	Y
Management	Y	Y	**N**
Languages	Y	Y	Y
Humanities	Y	Y	Y

However, BITS is <u>particularly</u> keen to hire faculty in sub-disciplines (or areas) listed below under each department.

Departments/Disciplines	Sub-areas
Chemical Engg.	
	Transport Phenomena
	Reaction Engg.
	Process Systems Engg.
	Polymer Science and Engg.
	Petroleum and Petrochemical Engg.
	Biochemical & Environmental Engg.
Civil Engg.	
	Structural Engg.
	Transportation Engg.
	Hydraulics and Environmental Engg.
	Geotechnical Engg.
	Construction, Planning, and Management
	Water resource Engg.
EEE and Instrumentation	
	Communication Systems and Networks
	Microelectronics & VLSI
	Digital Signal Processing
	Embedded Systems
	Power Systems & Electrical Energy
	Machines, drives and power electronics
	Instrumentation & Control
Mechanical Engg.	
	Design Engg.
	Thermal Engg. & Fluid Mechanics
	Manufacturing Engg.
	Materials, including Nano-Materials and MEMS
	Robotics & Mechatronics
Computer Science	
	Computer Architecture
	Systems & Computer Networks
	Algorithms Theoretical Computer Science
	Software Engg.
	Information Systems including databases
	Computer Applications (AI, Robotics, Graphics, etc)
Bio Sciences	
	Microbial Biotechnology & Biochemistry
	Plant Biotechnology
	Genomics and Proteomics
	Biophysics
	Bio-informatics
Chemistry	
	Organic Chemistry
	Inorganic Chemistry
	Physical Chemistry
	Theoretical and Computational Chemistry
Mathematics	
	Pure Mathematics (Algebra, Analysis and Geometry)
	Applied Mathematics

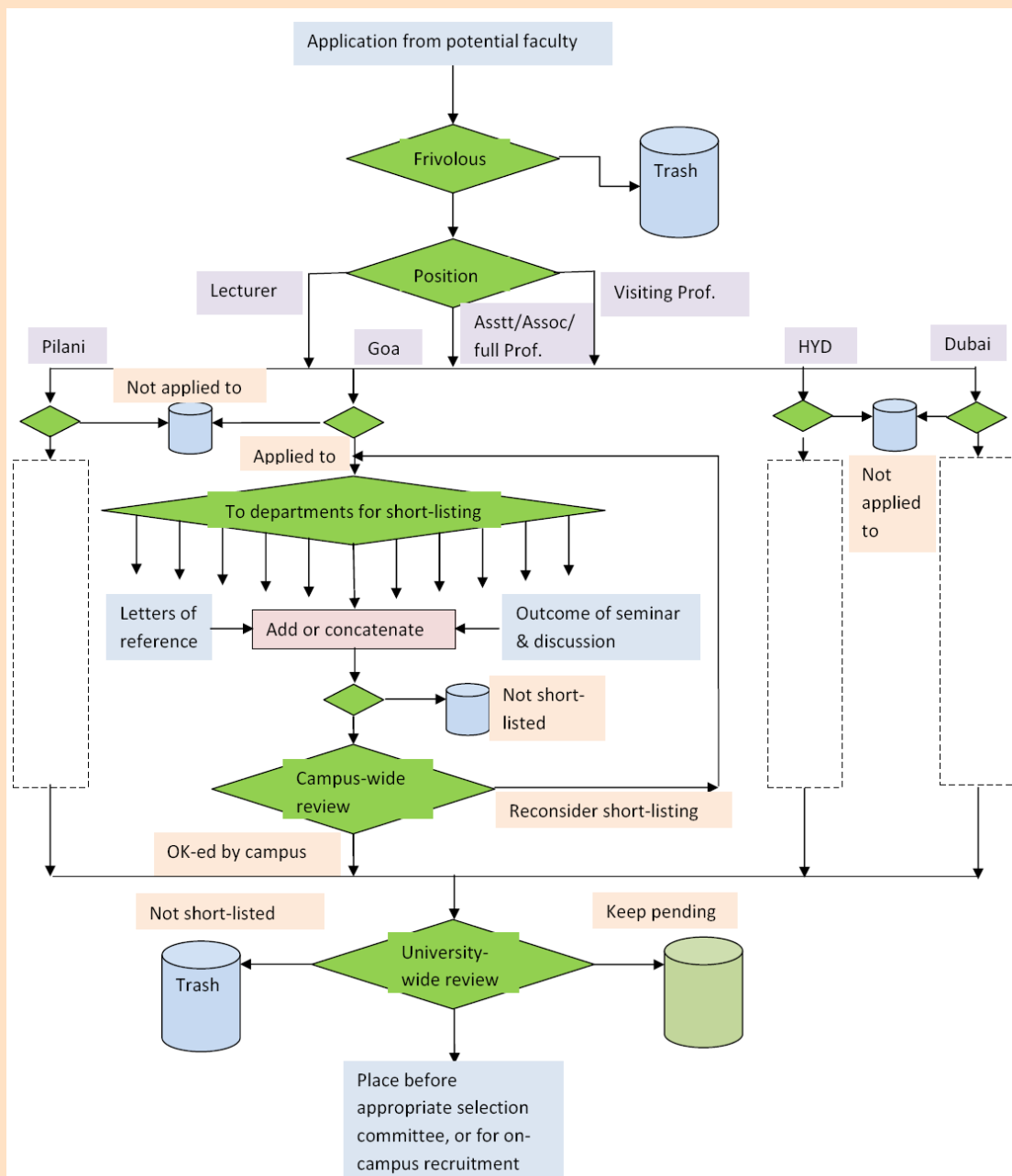|	
	Probability & Statistics
	Operations Research & Optimization
	Numerical Analysis
Physics	
	Condensed matter physics
	Optics and Spectroscopy
	High energy physics, cosmology and astrophysics
Pharmacy	
	Pharmaceutics and Pharmacokinetics
	Pharmaceutical Chemistry, Natural Drugs and Phyto-Chemistry
	Pharmacology and Toxicology
	Pharmaceutical Analysis and Quality Assurance
	Clinical Research and Clinical Pharmacy
Economics and Finance	
	Microeconomics
	Macroeconomics
	Accounting
	Finance
	Public Policy
Management	
	Marketing, Sales and Services Management
	Human Resource
	Production and operations Management
	Strategic Management
	MIS/IT in Management
Languages	
	English Literature
	Journalism & TV/Film Production
	Technical Communication and soft skill development
Humanities	
	Psychology
	Sociology
	Political Science
	Public Policy

Recruitment Process

The steps given below give the process through which an application is progressed.

Other than ensuring that your application is complete and accurate, please make sure that you are able to give a technical seminar on your teaching/research background as also on your plans to teach and do research if you were to join BITS. Also ensure that the referees will indeed write letters of reference if and when we write to them. Briefly:

1. Applications must be submitted in the prescribed form on BITS' website. Please ensure that you meet the minimum qualification before applying. However, you may consider applying if you expect to complete the minimum degree requirements within the next 3 months, or so. The appointment will however be conditional upon your completing the degree requirements.

2. Incomplete applications will not be entertained.

3. You must indicate the campuses for which you wish to be considered. Your application will be considered for short-listing by the concerned committees, one for each discipline and campus you wish to be considered.

4. Once the committee decides to take your application forward, you may be invited to give a technical seminar on your (i) background, (ii) research that you have carried out thus far, (iii) your plans to

teach and do research if and when you join BITS Pilani. If you have expressed interest in more than one campus, you may have to repeat the seminar at other campuses as well. The seminar may be given in person, or using technology (audio- or video-conferencing).

5. The committee may also seek letters of reference from the referees that you have identified in your application. Please be sure they will respond in time.

6. There may be a cross-discipline review of the short-listing done by various departments in a given campus. This will be followed by a cross-campus review by the university-level short-listing committee.

7. Candidates who are finally short-listed by the university-level short-listing committee will be called for interview by a "selection committee", one for each discipline, but common to all campuses. It will be to your advantage if you were to appear in person before the committee. However, if you simply cannot, the selection committee would like to interact with you using video-conferencing or over telephone.

8. You will be informed in due course of time about the outcome of your application irrespective of whether you are selected or not. You are welcome to contact us at DeanFacultyAffairs@bits-pilani.ac.in, if you do not receive any communication from us within 3 months of your application.