

IHS Faculty: Eligibility Criteria as per NTRUHS statutes

- A. Minimum qualifications required of any faculty in any area of public health¹: A candidate for any faculty position must have (1) primary degree, (2) advanced study and (3) some distinction as per details given below.
1. At least five year full time study beyond 10+2 level, resulting in any of the following primary degree(s) :
 - i. A Masters Degree. Or
 - ii. A Professional Degree requiring at least four years of full time study, recognised by appropriate professional council. Plus one year internship or one year of practical experience. Or
 - iii. A Technical Degree, requiring at least four years of full time study, and recognised by the AICTE as such or its equivalent. Plus one year practical experience.
 2. Advanced study beyond the master's level, at least for one academic year on a full time basis, and any of the following credentials arising out of such study;
 - 1) A doctorate such as a Ph.D., SD, etc. or
 - 2) An M.Phil., degree; or
 - 3) A second Master's degree in a subject different from the first master's degree or granted by an university other than the university granting the first master's degree; or
 - 4) A certificate of advance study beyond the masters level; or
 - 5) A recognised post graduate diploma; or
 - 6) A fellowship of an academic or professional body, based on explicit eligibility criteria and formal evaluation of academic / professional attainment.
 - 7) A certificate from the National Board of Examinations,
 - 8) Published work indicating the capacity for independent research work.
 - 9) Provided that post graduate course work taken into consideration to satisfy five year full time study requirement in clause - 1 above, will not be counted again under this clause, except for periods in excess of the five year requirement.
 3. Distinctions: At least one of the following.
 - i. Good academic record; For determining good academic record the following criteria shall be adopted.

¹ Based on UGC (minimum qualifications required for the appointment and career advancement of teachers in universities and institutions affiliated to it) Regulations, 2000 (ii) [UGC Notification No.F.3-1/2000(PS), dated 4th April, 2000]. Professional and Technical Degree equivalents have been added to provide for persons with Medical and Engineering Background. Widely acclaimed community service requirement have been added as an alternative to good academic record, to facilitate access by public health students to teachers who may not have the required academic record but have distinguished themselves in the area of community health, and health care service delivery. Downloaded, on 17 March, 2005, from http://www.education.nic.in/htmlweb/circulars/ugc_career.htm.

- 1) In case of subjects for which a National Eligibility Test for lecturer is either conducted by the University Grants Commission (UGC) or a similar test accredited by the UGC is available, a pass in such a test.
- 2) Or
 1. A candidate holding an M.Phil. degree, or recognised degree beyond the masters level should possess at least a second class Master's degree; or
 2. A candidate not holding an M.Phil. degree should possess a Master's degree with at least 55% marks or an equivalent grade, and a second class in first degree examination; or
 3. A candidate not holding an M.Phil. or a recognised degree beyond a Master's level but possessing a second class masters degree should have obtained a first class in the first degree examination.
- ii. The candidate has demonstrated high standard research work (as judged from thesis or published work).
- iii. Widely acclaimed community service: For determining widely acclaimed community service experience, the following criteria shall be adopted;
 1. The community service in which the candidate worked, has been acclaimed locally, in the area where the service was rendered, and among people who are direct or indirect recipients of the service; and
 2. The same community service has been acclaimed globally either at the state, regional, national or international level; and
 3. The candidate worked at least for a period of three years, in such a community service.
- iv. International - global health exposure would include;
 1. Work in UN agencies in health and allied areas,
 2. Work in bilateral agencies in health and allied areas,
 3. Work in voluntary agencies dealing with health and allied issues and operating in more than two countries,
 4. Health or allied work in two or more countries,
 5. Graduate study in schools of public health with substantial international student population, Or
 6. Such other work experience, recognised by the selection committee as international - global health experience.
- v. Public health work experience for at least three years.

B. Faculty Titles and Additional Qualifications:

1. A faculty must satisfy the minimum qualifications prescribed in clause - B as appropriate for the concerned area of study; And the following additional criteria for respective faculty Titles.

Additional qualifications required for various faculty titles.

Faculty Title	Educational Qualification	Teaching / Research / Work Experience	Publications
Lecturer / Instructor	Primary Degree	None	None
Assistant Professor	Terminal Degree Or Equivalent.	None	Written work indicating scholarship or capacity for research.
Reader / Associate Professor	Terminal Degree Or Equivalent.	Five Years	Published work indicating scholarship or capacity for independent research work.
Professor	Terminal Degree Or Equivalent.	Ten Years	Published work of high quality.

2. Terminal Degree Equivalency:

- i. Persons who do not possess the appropriate terminal degree can be considered for appropriate titles only after their credentials are judged equivalent to the appropriate terminal degree.
 - ii. The concerned University, may, from time to time define an educational qualification or a combination of educational qualifications as equivalent to terminal degree. Proposals for declaration of an educational qualification or a combination of educational qualifications, as terminal degree, should be accompanied by written opinion of at least two referees on the said proposal.
 - iii. For faculty positions in, (a) interdisciplinary fields, (b) new and emerging areas of study, the selection committee may accept on a case to case basis, a combination of a Masters Degree in one field of study and a second Masters or higher degree in another field of study, as equivalent to a terminal degree, provided that both are relevant to the interdisciplinary or emerging field of study, and the candidate has demonstrated ability for independent research work.
3. In the event of a person, originally appointed as Lecturer / Instructor, earning a Terminal Degree in the concerned field, the Institute may, after proper verification of the degree,

revise his / her title as Assistant Professor, without any further reference to the Faculty Selection Committee. All such redesignations shall be reported to the concerned University for information and record.

4. Provided further that some of the above additional requirement for the post of professor and readers may be relaxed in case of an outstanding scholar with established reputation who has made significant contribution to knowledge and / or advancement of public health.