

GOVERNMENT OF INDIA  
MINISTRY OF EDUCATION  
DEPARTMENT OF HIGHER EDUCATION

**LOK SABHA**  
**UNSTARRED QUESTION NO. 2580**  
ANSWERED ON 17.03.2025

**Recruitment of SCs/STs Faculty in IIM, Central Colleges and Universities**

2580. Dr. Alok Kumar Suman:

Will the Minister of EDUCATION be pleased to state:

(a) whether a large number of regular posts created for SCs/STs for Assistant Professor, Associate Professor and Professor in the Indian Institutes of Management have not been filled;

(b) if so, the details thereof and if not, the reasons therefor;

(c) the details of the number of regular recruitments made for the SC/ST posts of Assistant Professor, Associate Professor and Professor in Central Colleges and Universities during the last ten years;

(d) the details of the SCs/STs faculties working as Assistant Professor, Associate Professor and Professor on contract basis in these Institutions; and

(e) the details of the number of faculty members appointed from unreserved categories in lieu of post vacant for reserved posts in IIMs?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF EDUCATION  
(DR. SUKANTA MAJUMDAR)

(a) & (b): All IIMs adhere to the provisions of IIMs of The Central Educational Institutions (Reservation in Teacher's Cadre) Act, 2019 notified in July, 2019. IIMs follow the 'Flexi Cadre System for faculty recruitment' where assistant professor, associate professor and professor posts form a single pool and according to requirements/qualifications/experience faculty are recruited/appointed in any of the posts. Occurrence of vacancies and filling up posts is a continuous process. Vacancies arise due to retirement, resignation and creation of new posts for dealing with increasing number of students. The posts are filled after following due procedures like formulating reservation rosters, advertising the posts, time to be given to apply against these posts, short listing candidates, final selection and other related reasons.

All IIMs have been given directions to fill-up faculty positions that are lying vacant by way of a special drive and in a Mission Mode manner. All IIMs have started the process of recruitment to fill up the vacant posts starting from September 2022 under Mission Recruitment.

(c): As per available information, nearly 3000 SCs and 2000 STs have been recruited for the SC/ST posts of Assistant Professor, Associate Professor and Professor in Central Universities in the last ten years.

(d): The IIMs have informed that there are no contractual appointments in the cadres of Assistant Professor/Associate Professor/Professor in IIMs. Some of the IIMs have informed that they have appointed Visiting Professor and Professors of Practice from the relevant industries and academia on contract basis.

As on 31.10.2024, total 91 SCs/STs faculties are working as Assistant Professor/Associate Professor/Professor on contract basis in Central Universities.

(e): The Central Educational Institutions (Reservation in Teacher's Cadre) Act, 2019 notified in July, 2019 has specified reservation of posts in direct recruitment out of the sanctioned strength in teachers' cadre in Central Educational Institutions (CEIs), which is also applicable for the IIMs.

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