

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

Expectations from IIT Gandhinagar faculty for appointment as Associate Professors

Advancement in rank is a means to recognize and promote excellent scholarship by our colleagues. In this document, expectations from IIT Gandhinagar faculty for appointment as Associate Professors are outlined. The intent is to convey the high expectations the institute places on its faculty members while maintaining the flexibility needed to accommodate the diversity of disciplines in the institute.

To seek appointment at Associate Professor position, a faculty member at IIT Gandhinagar will be expected to satisfy all of the criteria listed below:

1. Independent research capabilities

- a. S/he must have demonstrated a sustained publication record in reputed journals based on work done at IIT Gandhinagar. Within this, it is important to have at least some publications that do not include one's mentor (e.g., PhD or post-doc guide) as a co-author. Similarly, it is important to have at least some publications that are not co-authored with a large research team outside IIT Gandhinagar (nationally or internationally). For disciplines in which other forms of publications (for example, conference publications in case of Computer Science) are significantly valued, publications at the best venues are expected.
- b. In case of collaborative research, the individual research contributions should be clearly outlined. These individual contributions will be appropriately factored in during the assessment.
- c. S/he must be active in guiding research students at PhD level, and possibly at BTech/MTech/MSc/MA levels, as the case may be. At least one PhD student should have completed his/her PhD under the faculty member's guidance (or nearing completion) with additional students in the pipeline. Further, s/he must have successfully helped these student(s) publish their work (papers accepted for publications can be counted towards this).
- d. S/he must have been successful in bringing reasonable amounts of research funding from external agencies as principal investigator. In exceptional cases, if the candidate can demonstrate that his/her research requires no experimental or computational resources or field-work that needs funds, this condition may be waived.
- e. In case of experimentalists, s/he should have developed appropriate research facilities at IIT Gandhinagar.
- f. The faculty member's track record should indicate likelihood of continuing to remain a productive researcher over the longer term.

- g. The research evaluation will be carried out in the context of intellectual quality and broad impact (or potential impact). It is noted that the number of publications are secondary to the impact that they have on his/her field. Similarly, peer recognition for research will be valued. It is also recognized that given the diversity of the faculty and their specific areas of work, this criterion will have to be interpreted in that context.
- h. The faculty member is expected to have a clear vision and focus in his/her research that is expected to make an impact in the years ahead.

2. Teaching capabilities and commitment

- a. S/he should have successfully taught a range of courses, both at UG and PG levels, with decent student feedback ratings. This should include at least 2 core/basic/large courses. However, this may be relaxed somewhat for colleagues working in highly interdisciplinary areas or areas not prevalent in IITGN's degree programs.
- b. Innovations in teaching, developing teaching materials, and teaching laboratories will be particularly appreciated.
- c. Engagement with students in curricular, co-curricular and extracurricular activities is generally expected. Since teaching is not an activity restricted to the classroom alone, advising and interactions with the students outside of class are also recognized as important aspects of teaching excellence.

3. Commitment to service

- a. S/he should have made direct, positive contribution to some Institution building activities and outreach.
- b. Exceptional leadership in service to the Institute provided by a faculty member would be appropriately factored in assessment of research contributions.

In addition to the above expectations, the faculty member is expected to have maintained the highest levels of ethical standards and their conduct with students/staff/faculty must have been impeccable.

As the Institute grows, these expectations will go higher.