

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

EXPECTATIONS FROM THE FACULTY BY THE INSTITUTE

IIT Gandhinagar aspires to be recognized for excellence in education, research, innovation, and leadership. A thriving atmosphere is envisioned at the Institute where each faculty member is able to realize his/her potential and enthusiastically contributes to the growth of the Institute. All faculty members are expected to share the mission, vision, and values of the Institute, possess excellent personal and interpersonal skills and demonstrate a passionate commitment towards teaching, research, and service to the Institute, the profession, and the society at large. This document lays out the expectations from the Institute's faculty members. The Institute and the community will provide all possible support - financial, management, ambience – to help the faculty member realize his/her potential and aspirations.

Teaching

- IIT Gandhinagar believes that teaching is a noble profession and is committed to providing an enriching and supportive learning environment for its students. Faculty members are expected to share this enthusiasm and approach teaching with the utmost sincerity and vigour.
- Faculty members are given ample autonomy in structuring the course contents, course materials, introducing new courses, and using innovative methods of teaching.
- Normal teaching load is three full-semester courses per year for a faculty member. Whenever possible, the teaching load may be lower (two courses per year) in the first year for an entry-level faculty member to enable him/her to settle down and establish his/her research activities quickly.
- High-quality teaching in a range of courses is expected from all faculty members along with excellent feedback and rating from the students. The expected rating is 3.0 (out of 4.0) or higher.
- Faculty members are expected to offer project courses and guide innovative student projects.
- Developing textbooks/monographs/articles on teaching methodology, and developing course websites (or online course platforms) with electronic lecture notes, slides, and assignments are encouraged.
- Best practices, as well as Institute norms on teaching, are to be followed.

Research

- Securing external funds for research and developing research facilities, infrastructure, and laboratories at the Institute.
- Independent research leading to the publication of scholarly research papers/monographs. The Institute expects 2-3 publications per year in reputed refereed journals/refereed conference proceedings (excluding those with their own PhD/post-doc supervisors).
- IITGN most values *impact* of one's research. Publications in very selective or prestigious conferences and journals are valued over multiple low-quality publications. Publishing software, patents, and doing technology transfers are encouraged.
- Research with impact on societal needs is particularly appreciated.
- Guiding PhD and Masters student dissertations and undergraduate research projects. Mentoring students into future researchers and faculty members. This includes guiding students to publish their research (typically, with faculty as a co-author and students as lead authors).
- Participation in conferences and research talks at other institutions is encouraged to improve external impact and help establish research collaborations.

Service

- Enthusiastic and effective participation in committees and other administrative activities.

- Engagement of students outside the class, mentoring/guiding them.
- Helping other colleagues to grow and perform better.
- Participation in external committees (government/industry), PhD thesis examination, etc.
- Providing consultancy services to the industry and government.
- Editing/peer-reviewing for journals and other publications.
- Community outreach activities based on societal needs.
- Organization of continuing education programmes/conferences/workshops.

Personal & Interpersonal Skills

- Intense desire to learn and to grow as an academic, and as an individual.
- Positive attitude, strong commitment, enthusiastic participation in Institute activities.
- Inspiring students and leading by example.
- Treating students and colleagues with dignity and respect.
- Good inter-personal relationships; being a good team player; good communication skills.
- Integrity (moral, intellectual, and financial)
- Appropriate presence in the Institute's academic area.

Support from the Institute

The Institute will provide a fully functional office when a new faculty member joins. This includes a desktop computer, printer, etc. Additionally, Rs. 2.5 lakh will be made available upon joining to meet miscellaneous initial expenses such as purchase of a laptop, tablet, additional desktop, etc.

Each faculty member is expected to develop and submit at least one research proposal for external funding within 60 days of joining the Institute. If a faculty member does not intend to seek an external grant, he/she is expected to explain the reasons in writing. For instance, some colleagues working in theoretical areas may not require funds for their research. A reasonable amount of additional internal research funds can be provided to assist the faculty members to initiate research activity quickly; the amount will depend on the requirements and the external project proposal.

In addition to the above funding for research projects, current norms on faculty compensation provide a discretionary Cumulative Professional Development Allowance (CPDA) of Rs 1,00,000 (Rs One Lakh) per year to faculty members. This fund can be used for travel to attend meetings in India and overseas, purchase of equipment and books, membership of professional societies, etc. This allowance can be accumulated up to Rs 3,00,000 (Rs Three Lakhs).

Sponsored research projects attract an overhead of 20% currently, but the Institute is flexible on this account and will be willing to accept lower overheads where appropriate. Currently, the Institute provides 12.5% of this overhead amount for professional development of the concerned faculty members. At present, the Institute also charges an overhead of 20% of gross receipts of consulting projects, while 80% funds are made available for discretionary spending towards project activities and for distribution of honoraria to the concerned faculty members. Consulting money may also be saved with the Institute in a separate Professional Development Allowance (PDA) for future use on professional activities. IITGN imposes no upper limit on consulting income a faculty member may earn, as long as his/her other academic responsibilities are not compromised. It is expected that a faculty member will spend, on an average, no more than one day per week on consultancy work.

When a faculty member brings in his/her research funds, he/she controls it as the Principal Investigator, subject to only the constraints that may be imposed by the sponsoring agency. IITGN ensures that there are no hurdles in spending the money for executing the projects and provides excellent administrative support. The Institute envisages that with adequate external funding, each faculty member is fairly autonomous to seek fulfillment of his/her aspirations and goals.