

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

EXCEPTIONS OF ACADEMIC LEAVE TO FACULTY IN PURSUIT OF EXCELLENCE

(As approved by the BoG in its first meeting held on 18 December 2009 and revised in 11th meeting held on 11 August 2013 and 14th meeting held on 02 August 2014)

The Board of Governors in its first meeting had recognized the need to provide to young faculty members (those who have not already studied or worked in a technologically advanced country) an international exposure early in the career, even without waiting for confirmation in service. The Board had approved following norms for exceptions for academic leave to address this need with the provision that these be reviewed periodically and suitably modified in light of the experience gained:

- (i) Faculty eligible for exceptions must:
 - a. Have served the Institute at least for a semester.
 - b. Have not studied or worked for more than a year in a technologically-advanced nation overseas.
 - c. Be seeking leave to avail an opportunity to carry out research in reputed academic/ research institutions in a technologically advanced country.
- (ii) Maximum duration of such a leave will be one academic year (plus summer or winter vacation as the case may be). For instance: a) A person may be allowed to go in May and return the next year in July (without being absent for more than two semesters), and b) A faculty member going in October must return by July next year (so as not to be absent for more than two semesters). However, the Standing Committee may increase the maximum duration of such a leave to two years on a case-by-case basis.
- (iii) If a faculty member has lined up funding on his/her own accord from the host institute and wishes to avail the opportunity at no cost to the Institute, he/she will be granted special leave (without pay and allowances). Such leave period will be eligible for reckoning as qualifying period of service for all other benefits, including increments.
- (iv) Institute will also encourage faculty members to apply for Government of India sponsored opportunities such as the BOYSCAST Fellowship and the Indo-US Science and Technology Fellowship. Such opportunities require that the Institute cover the entire salary during the period of fellowship. Faculty under this category would be required to serve the Institute for a period of three years upon return and will sign a bond to that effect. Their salary for the leave period would be paid in thirty six monthly installments after they rejoin the Institute. If the concerned faculty is being supported through donations raised by the Institute, the same arrangement will hold.
- (v) In case the concerned faculty member has not yet cleared probation, the leave period will not count towards probation period. His/her interrupted probation period will be resumed upon return.

The above arrangement will be reviewed periodically (at an interval of not more than two years) and suitably modified in light of the experience gained.