

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

Expectations from IIT Gandhinagar faculty for appointment as Professors

The expectations for IITGN faculty members desiring Associate Professorship at IITGN emphasize demonstration of research independence (through scholarly research output, graduation or near-graduation of at least one PhD student, and external research funding), high-quality teaching, and notable service to the Institute.

Advancement to the rank of Professor should not simply be based on “more of the same” but rather go well beyond. In particular, a faculty member desiring to be considered for the rank of Professor must *also* have demonstrated clear impact and recognition for making a better Society or Institute.

More specific expectations from faculty members seeking the position of Professor are:

1. High-quality research contributions

- a. S/he must provide a clear demonstration of top-class research conducted at IITGN. This may be established, for instance, through noteworthy publications (papers, books, patents, technical reports, etc.) that do not include authors outside IITGN. While collaborative work with non-IITGN colleagues is appreciated, such work alone is not adequate.
- b. S/he must have had continued success in securing external research funds. High aspirations on this front, reflected via a commitment to raise research funds either individually or collaboratively, will be more valued. In exceptional cases, if a faculty member can demonstrate that his/her research does not require funds for experimental or computational resources or fieldwork, this criterion may be relaxed.
- c. S/he must have graduated a substantial number of PhD students (4 to 6), with more expected in the future through a pipeline of students. This number may be lower for some disciplines known for lower PhD student population or for some faculty members who were directly appointed as Associate Professor.
- d. There should be some evidence of his/her PhD students doing well professionally after graduation. For instance, they may be in postdoctoral or faculty positions in reputed academic institutions, professionally well placed, be successful entrepreneurs, be making significant societal contributions, etc.
- e. Formal and/or informal research mentorship to junior colleagues inside or outside the Institute is generally expected.
- f. Exceptional leadership in service to the Institute provided by a faculty member would be appropriately factored in assessment of research contributions.

2. Outstanding contributions to teaching

- a. S/he must have continued to teach a wide range of courses at all levels with good student ratings.
- b. S/he should have developed new courses, and provided direction and leadership to improve existing courses and programs.
- c. S/he must also have contributed to mentoring students, and making the classroom and non-classroom teaching more effective and enjoyable, thereby substantially (re)shaping the teaching/learning environment in the discipline/institute.

3. Impact and recognition

The impact that a faculty member has made to make a better Society or Institute will be an important consideration.

A. Making a better Society may be demonstrated via some of the following:

- a. There is a clearly visible societal transformation through his/her professional work.
- b. Technology developed by him/her has led to significant changes in industrial processes, engineering and policy practices, technology transfer, licensing by companies, etc.
- c. The faculty member's scholarly work has had a considerable impact on education/learning in general. For instance, new teaching methods (e.g., MOOCs, online courses), tools, technologies or textbooks developed by him/her are widely adopted by others in his/her field and possibly outside it.

The faculty member's research has had a potentially lasting impact on his/her area of work. This may be corroborated by his/her visibility in the field, recognition by peers, national and international awards, etc.

B. Making the Institute better may include:

- a. S/he has implemented innovations that have significantly improved teaching/learning/instruction at the Institute.
- b. His/Her efforts have led to the creation of new initiatives/programmes/centres that other institutes would wish to emulate.
- c. S/he has become an inspiration or a role model for students and/or faculty.
- d. S/he has made a clear, positive contribution towards enhancing the impact of the Institute.
- e. S/he has provided exemplary leadership in service to the Institute.

In addition to the expectations mentioned above, a faculty member seeking an appointment at the position of Professor at IIT Gandhinagar must have been a good citizen of the Institute and must have worked collegially with other colleagues. Further, the faculty member's conduct with students in the classroom and outside must have been impeccable. S/he should have enthusiastically participated in Institute activities, including service on various committees and programs.

In summary, a full Professor at IIT Gandhinagar should have made transformative contributions as an academic and must be someone who, through his/her work, serves as a role model for others within and outside the Institute.