



# **GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT (GITAM)**

(Deemed to be University)

Visakhapatnam | Hyderabad | Bengaluru

## **Policy for Distinguished Professors**



**An initiative of GITAM Deemed to be University)**

**Implementation Date: Academic Year 2023-24**

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## 1. Purpose

This policy aims to offer an opportunity to high-performing professors of GITAM as well as external nationally/internationally renowned professors to join the MURTI (Multidisciplinary Unit of Research on Translational Initiatives) facility as distinguished professors. The distinguished professors will conduct extensive research in their areas of interest, provide research-focused leadership and motivation to MURTI Faculty Fellows and others. Their contributions will elevate the university's position as a research-focused institution. This endeavor aims to elevate the institution to global standards and cultivate a world-class ecosystem.

## 2. Eligibility Criteria

The eligibility criteria for GITAM professors and external professors are as follows:

### 2.1. Eligibility criteria for GITAM professors:

Whoever applies for association with MURTI must fulfill the following eligibility criteria. The candidate -

- should be a full-time professor in their respective department,
- must have completed the age of 58,
- should have a meaningful research question to pursue,
- should have demonstrated research credentials,
- should possess the attitude to collaborate with multiple organizations/departments.
- should demonstrate a genuine passion and commitment to research, evidenced by their active involvement in research activities and continuous professional development.
- should be viewed by their peers as an institutional builder.

\*This policy is not open to faculty from GIMSR.

### 2.2. Process of Recruitment:

To apply to be a part of MURTI, candidates are required to undergo a four-stage process:

- a. Application:** Candidates must complete the designated application form and submit it to the MURTI Office.
- b. Screening & shortlisting:** Applications will be segregated based on their disciplines, and candidates will be screened by a committee of internal and external experts constituted by the Vice-Chancellor.
- c. Merit-based interview:** Once the applications are shortlisted, experts in the respective disciplines will conduct a merit-based interview.
- d. Final Selection:** The senior leadership of GITAM will conduct a cultural fit evaluation of the final candidates.

The committee will bear significant responsibilities in the evaluation process. Its role will be meticulously examining each professor's merit, purpose, and contribution, ensuring they have demonstrated exceptional potential and align with the strategic objectives of GITAM.

### **2.3. Eligibility criteria for external professors:**

- a. Appointment of Distinguished Professors will be by an invitation or nomination.
- b. A person will be considered for appointment as a Distinguished Professor if they meet one or a combination of the following criteria:
  - I. They have a record of significant, substantial, and sustained research in their field or discipline;
  - II. They have taught at leading public and private institutions in India or abroad at the level of Professor for at least ten years;
  - III. They are well-regarded by peers in their field/areas of research, i.e., the person must be a recognized leader in the field.
- c. The MURTI Selection Committee, consisting of the Vice-Chancellor, a nominee of the Chancellor, two senior Professors of the University, two external experts in the field in which the candidate for the position is known, the Dean of the concerned School, and a member from industry/civil society will deliberate and make recommendations to the University about the appointment of Distinguished Professors.

**2.4.** Upon selection, the candidate will be designated as a Distinguished Professor and become a part of MURTI. They are entitled to the autonomy and flexibilities as specified in this policy.

### **3. Autonomy and Flexibilities**

- 3.1.** Distinguished professors associated with MURTI will have access to various benefits that support their professional growth and research productivity. These benefits include a reduction in teaching load and mundane administrative tasks.
- 3.2.** The professors will no longer be expected to adhere to regular working hours as long as they mark their entry and exit time when on campus, however, the professors are expected to be on campus for at least 30 hours during each week. They are expected to fulfill all of their committed responsibilities like teaching or meetings as before.
- 3.3.** The Distinguished Professors will coordinate administrative responsibilities with the MURTI Centre Head.
- 3.4.** The professors may be granted sabbatical leave according to the Sabbatical Leave Policy.

### **4. Research Grants**

Distinguished Professors can access funds as outlined in the MURTI Policy. The grant allocation will be determined based on the quality of the research proposal and its potential impact on society as well.

## **5. Responsibilities**

The responsibilities of a Distinguished Professor will include teaching, undertaking research, contributing to institution-building, and participating in other activities of a professional nature to varying degrees based on their interest and the needs of the university.

### **5.1. Teaching:**

- Engage in teaching at undergraduate and postgraduate levels and undertake all other related activities that ensure student progression satisfactorily;
- Contribute to the process of curriculum development and its periodical review;
- Mentor faculty members in the relevant subject area;
- Collaborate in reviewing and assessing teaching-learning practices and research activities in conjunction with other faculty members, HoDs, and Deans.

### **5.2. Research:**

- Actively engage in research, whether theoretical, lab-based, or empirical, and publish papers based on original research in professional journals;
- Supervise student dissertations, doctoral and post-doctoral candidates;
- Advise and provide consultation for fellow faculty members in their research;
- Secure funding for major and minor research projects. Help other young and less senior colleagues in writing project proposals;
- Organize national and international conferences;
- Stimulate curiosity for research among young minds by means of teaching and guidance, while also facilitating MURTI internships.

### **5.3. Institution building:**

- Work with University leadership to strengthen academic activities within their discipline and other related fields;
- Contribute to the Department or School's reputation by actively participating in recruiting talented and well-qualified faculty, mentoring them, and retaining them in the institution;
- Foster networking opportunities between young faculty and national and international experts in the field by inviting them to GITAM;
- Promote institute-institute and industry-institute collaborations;
- Devise and provide professional development programs, such as refresher programs, workshops, training sessions, etc.;
- Develop associations between GITAM and society through proactive engagement, participation, and outreach initiatives.

## **6. Expected Outcomes**

**6.1.** It is expected that the distinguished faculty members actively pursue at least one major

project of strategic importance to GITAM annually or aim for publishing at least one publication in Q1 journals within a span of three years.

- 6.2. Since publications in peer-reviewed journals are generally time-consuming, to disseminate the knowledge faster, the faculty may be asked to publish one preprint/working paper per year.
- 6.3. Distinguished Professors are encouraged to explore avenues for additional external funding based on their existing work when they face challenges in securing publication opportunities. Pursuing external grants not only supports the advancement of their research but also enhances their professional development and provides resources to further their scholarly activities.
- 6.4. The professors are required to teach at least three courses per year or fulfill a teaching duty equivalent to 100 hours per year, whichever is lower. However, the specific teaching assignments and schedules will be flexible, taking into consideration the unique demands and priorities of their research pursuits.
- 6.5. The Distinguished Professor as a mentor should encourage at least three faculty colleagues to be selected into MURTI during their tenure in MURTI.

## **7. Tenure and Review of Performance**

- 7.1. The Initial appointment of the Distinguished Professors would be for three years, with the possibility of extension by an additional two years.
- 7.2. Before the end of the three-year tenure of the Distinguished Professors, the University Research Council will review their contributions. If deemed desirable, the Council can recommend an extension for an additional two years to the Vice-Chancellor.
- 7.3. The regular PRS policy will be applicable to all Distinguished Professors. Additionally, the MURTI Centre Head may review research contributions with the help of experts.
- 7.4. By mutual agreement between the University and the Distinguished Professor, the professor may assume the position of Distinguished Professor Emeritus upon the conclusion of their MURTI tenure. In this capacity, they will not receive a salary but will retain office space at the university and be involved in research and institution-building activities to the extent possible.

## **8. Implementation**

The policy implementation shall start from the academic year 2023-24. This policy will keep evolving every year or as deemed fit by the leadership team of GITAM.

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