FACULTY FORUM PRESENTATION TO THE BOG SUB-COMMITTEE

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(PBCEC, IITK)
Over the years IITK has built an unique academic ethos based on:

- a democratic atmosphere which lacks hierarchy
- emphasis on exemplary teaching and research
- immense support and initiative from technical and administrative staff.
To promote freedom of thought, expression and action.

To help foster environment, conducive to higher academic and professional standards.

- *Enhance I.I.T. Kanpur’s position as a world class research and teaching Institute.*
- *To help I.I.T. Kanpur execute its social responsibilities.*

To ensure wide faculty participation in the formulation and implementation of educational policies of the institute.

To work closely with the administration and to help them in achieving the goals.
THE EXPANSION PHASE OF I.I.T. KANPUR

- Implementation of the Masterplan.
  - Need for planned construction
    (e.g. Research complex building).
  - Fair allotment of space.

- Increase in faculty strength.
  - Concerns regarding sudden increased hiring:
    - availability of high quality candidates
    - providing facilitates to newly hired faculty
    - inappropriate evaluation of research work during probation for confirmation.
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<th>Leadership Role of the Director, Deliverables &amp; Performance</th>
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<td>- Has been unbiased in choosing personnel for administrative positions <em>(competent persons have been identified and mechanisms in place have been honoured).</em></td>
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<td>- Serious approach towards implementation of Masterplan.</td>
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<td>- Helpful to new faculty via a one-to-one interaction.</td>
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<td>- Friendly nature.</td>
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- Evolution of vision for IITK* and its implementation.
  - Lack of clarity in both these aspects.

- Inspiring the human potential at IITK to achieve the above.
  - This perhaps is the biggest impediment to achieving our potential.
  - Unbiased approach.
  - Kindly refer to white paper document on “Proposal on Appraisal and Selection” & “Resolution Passed by FF GBM”.

- Facilitator for faculty & staff with requirements to achieve the academic goals.
  - Kindly refer to the document on ‘Enablers for faculty”.

* Keeping in view the national needs.
Development of research systems.

- Has invested heavily on ACMS infrastructure.
- Much more investment in research infrastructure required (needs to be planned).
- Unbiased access to facilities need to be ensured.
- Emphasis on maintenance of facilities required.
- Involvement of all faculty in infrastructure development.

- Be inclusive and transparent in decision making.
  - Kindly refer to the white paper.

- Should be easily accessible to the individuals of the campus community.
  - Often very difficult for groups and individuals to get an appointment.
Enablers for the Faculty

- **Office space**: 25 m$^2$ (33 m$^2$ according to Swamy's handbook for PB-4 and above) *(allotted within a week of joining).*
- **Lab space** (Experimentalist): 120 m$^2$
  Lab space (Computational): 25 m$^2$
- **Student/project staff Sitting space** (adjacent with lab): 50 m$^2$
  (5 phd, 2 MTech, 3 staff, 5 m$^2$/member)
- **Yearly consumable grant**: Rs.80 thousand per faculty (directly- not via department)
- **Yearly Non-consumable grant**: Rs.1 lakh per faculty (directly- not via department)
Enablers for the Faculty, Continued

- Active help in getting first 2 PhD students (or at least allow new faculty to take PhD students as per the faculty's choice)
- **Initiation grant:** as applicable (the amount can be increased based on the need, with proper justification) granted as soon as possible (after joining) and definitely within 2 months of joining. The usage of the amount should be under flexible heads (including manpower).
- Lab space allotted within 1 month of joining and maintenance plans executed within 6 months of submission of plans.
- Preference to new faculty in allotment of Institute Post-doctoral positions.
Encouragement for technical staff

→ current policies are highly discouraging.

- Enhanced career progress paths.
- Should come under the preview of Deans (not Registrar).

High emphasis on PG programs*.

- Sitting space
- Zero Fees
- Stipend for deserving candidates beyond 5 years.
- National level policies to facilitate joining of IITK PhDs in National labs (CSIR, DRDO, ISRO etc.).

* Over the years IITK has progressed from a UG teaching institute to an institute with wholesome UG+PG programmes.
Documents:

- “Proposal on Appraisal and Selection”
- “Resolution Passed by FF GBM”
- “Enablers for faculty”
- Formal online feedback on administration
  → FF will conduct the same and submit the results to the sub-committee (ASAP).