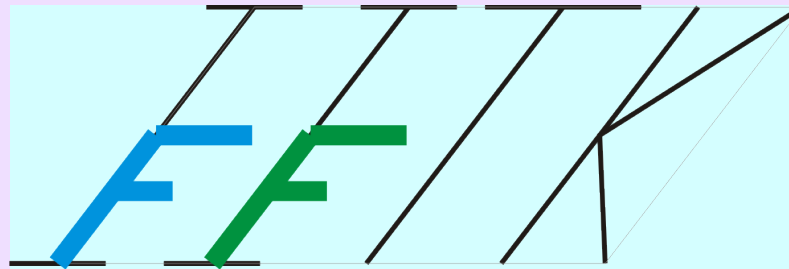# FACULTY FORUM PRESENTATION TO THE BOG SUB-COMMITTEE

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(PBCEC, IITK)

ACADEMIC ETHOS OF I.I.T. KANPUR

❑ Over the years IITK has build 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.

ROLE OF FACULTY FORUM I.I.T. KANPUR

❑ 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.*

Leadership Role of the Director, Deliverables & Performance

- ❑ Has been unbiased in choosing personnel for administrative positions *(competent persons have been identified and mechanisms in place have been honoured).*

- ❑ Formation of the Green Policy (EAC, Green Cell).

- ❑ Serious approach towards implementation of Masterplan.

- ❑ Helpful to new faculty via a one-to-one interaction.

- ❑ Friendly nature.

- ❑ 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 facilitates 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)

- 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.

Other aspects related to making IITK a global research powerhouse

❑ 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"* — Submitted
- *"Enablers for faculty"*
- *Formal online feedback on administration*
  → FF will conduct the same and submit the results to the sub-committee (ASAP).

Thank You