

ANNEXURE-8.1
(Enclosure to Item 8)

Indian Institute of Technology Bombay

Proposal for Appointment of Professor of Practice

Indian Institute of Technology Bombay

Proposal for Appointment of Professor of Practice

Leading academic institutes around the world have appointed Professors of Practice to get the benefit of business leaders and industry experts to enrich the experience of students by bringing a deep understanding and appreciation of the best practices as applied in real-world settings.

A Proposal for Appointment of Professor of Practice in IIT Bombay was placed before the Meeting of HoDs held on July 25, 2017. While the proposal received broad support from the HoDs, it was suggested that a Committee be formed to explore the feasibility of the proposal in IIT Bombay by examining the need, details of eligibility, nature of the position and differences from the existing positions. Accordingly, a committee was constituted by Dean (FA) to discuss various aspects with regard to appointment of Professor of Practice.

Members of the Committee reviewed the emergence of Professors of Practice in leading universities and institutes around the globe including specific cases at Massachusetts Institute of Technology, Stanford University, Washington University in St. Louis, National University of Singapore and Georgia Tech. Members held detailed discussions on various aspects on the appointment of Professor of Practice including:

- a) Need;
- b) Eligibility;
- c) Benefits,
- d) Range of Duties;
- e) Differences from the existing positions; and
- f) Rules of Governance.

These recommendations were discussed at the Deans Committee held on 9/3/2018 and the proposal was agreed in principle. It was decided that a detailed proposal with due justifications and other modalities regarding selection, duration and nature of appointment etc. may be prepared and submitted by Dean (FA).

Accordingly, a meeting was called by Dr. Premkumar, Registrar on 25/1/2019 and was attended by Dean (FA), Dean (ACR), Professor Anand Kusre and Professor Milind Atrey and all the aspects mentioned above were discussed in detail. These suggestions and inputs, were placed before the Deans Committee Meeting held on February 12, 2019.

Based on the discussions and suggestions made by the Committees mentioned above, the following recommendations are submitted for consideration of the Board of Governors:

Need: Members were of the view that there is definite need for Professors of Practice in the Institute. Appointment of Professors of Practice will go a long way in further enlarging the scope of the academic as well as business-oriented activities of the Institute, especially in inter-disciplinary areas and technology- and sector-specific Centres.

Eligibility: Eligible candidates for this position are expected to be top professionals (CEO/CTO) with significant experience, typically about 20 years. They should have at least a Bachelors' degree in Engineering/Sciences/Design/Humanities or a related technical field. A Master's or a Ph. D. degree would be welcome. Advanced degrees may be in business or related fields. Professors of Practice must be leaders who remain current with the best practices and emerging technological trends in their fields.

Expectations: Professor of Practice would be expected to enrich the experience of students by bringing deep understanding and appreciation of the best practices as applied in real world settings. These individuals would ideally provide students with a deeper understanding of the practical applications in a particular field of study. Additionally, they would help promote the integration of academic scholarship with the practical

experience of professionals in a given field. They may also serve as liaisons between industry or government and the institute in identifying teaching and research opportunities that support the public interest and societal needs.

Duties: The Professor of Practice is expected to perform a wide range of duties including:

- i) design, development and offering of new practice-oriented courses;
- ii) advise students in their projects linking them with appropriate external stakeholders;
- iii) engage in department building activities including creation of new programmes and Centres and enhancement of scope and activities of the department;
- iv) develop Continuing Education Programmes, undertake outreach activities and conduct extension programmes;
- v) encourage students in innovation and entrepreneurship projects and provide necessary mentorship for these activities; and
- vi) contribute to enhanced industry academia collaborations.
- vii) Professors of Practice are expected to guide Master's students in their research and be co-guides to Ph. D. students.

Search Procedure for the Professor of Practice:

- i) Department must develop a job description, including qualifications consistent with the required credentials for the position.
- ii) Appointments could be up to five years which can be extended based on the performance and requirements of the Institute.
- iii) The appointment will be approved by the Standing Committee of the Institute, based on the norms employed for the appointment of Visiting/Adjunct faculty.

Benefits: The Professor of Practice will get consolidated salary, allowances, leave and other benefits as per Institute norms for Distinguished Visiting Professor. Professors of Practice could be provided housing outside the campus as per Institute norms.

Rules of Governance: Suitable candidates could be offered the position for up to 5 years. The appointment could be renewed on the basis of performance and contribution made up to the age of retirement as per the Institute norms. The concerned department may also consider existing Adjunct Faculty for the position who have shown performance and commitment expected of the Professor of Practice. Annual appraisal of the Professor of Practice will be carried out by the Head of the Department and the Department Policy Committee. Number of Professors of Practice would typically not exceed 5% of the faculty at the Institute and each Department/School/Centre will have a maximum of two Professors of Practice at any given time.