GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT (GITAM)

(Deemed to be University)

Visakhapatnam | Hyderabad | Bengaluru

Policy on Granting Autonomy to High-Performing Faculty Members

(An initiative of GITAM Deemed to be University)

Implementation Date: Academic Year 2023-24

Contents

1. **Purpose**

   This policy aims to provide autonomy to high-performing faculty who wish to conduct in-depth research in their respective fields and strengthen the university's position as a research-focused institution to take it to an institution of global standards and to create a world-class ecosystem. The qualified faculty members will be provided an opportunity to be associated with MURTI (Multidisciplinary Unit of Research on Translational Initiatives) to conduct their research work.

   The autonomy, as outlined in this policy, will facilitate faculty to think critically out of the box, teach, carry out research, and help in enhancing the teaching and learning process to meet the University's goals. Further, this will relieve them of some routine responsibilities in their department and enable them to focus on conducting research, guiding research scholars, publishing research papers in the best journals, curriculum design and development, etc.

2. **Eligibility Criteria**

   The selected MURTI faculty are expected to perform cutting-edge fundamental/ applied research work having both national and international relevance. The research areas in which MURTI faculty work are expected to be truly interdisciplinary. Additionally, MURTI Faculty are expected to contribute to scholarly output by publishing, patenting, and presenting research findings at both national and international conferences.
   Once selected, MURTI Faculty Fellows are expected to work extra hours in a research lab to motivate research students and perform research on par with the global standards of the national institute.

   Basic essential requirements for applying to MURTI Faculty Fellowship: The candidate -
   • should be a regular faculty in GITAM, and
   • should have at least one completed/ongoing extramural grant, OR
   • should have at least one completed/ongoing SEED grant, OR
   • should have at least one Q1 publication.

   *This policy is not open to faculty from GIMSR.

3. **Process of Recruitment**

   3.1. To apply as MURTI Faculty Fellows, candidates are required to undergo the following stages:

   a. **Application:** Candidates must complete the prescribed 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:** Shortlisted candidates will be called for the final merit-based interview. The Vice-Chancellor will constitute the committee for that purpose.

3.2. The committee will bear significant responsibilities in the evaluation process. Its role will be meticulously examining the merit, purpose, and uniqueness of the research proposal, ensuring the selected proposals demonstrate exceptional potential and align with the strategic objectives of GITAM.

3.3. Candidates having a minimum ₹20 lakh grant in science subject or ₹5 lakh grant in other subjects (humanities, mathematics, etc.) can be considered MURTI Faculty Fellows.

3.4. Upon proposal selection, the MURTI Faculty Fellows will be granted membership in the MURTI and entitled to the autonomy and flexibilities specified in this policy. The fellows will have to work under the MURTI framework as outlined in the MURTI Policy.

4. Research Grant

The MURTI Faculty Fellows 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.

5. Autonomy and flexibilities

5.1. The MURTI Faculty Fellows will have access to various benefits that support their professional growth and research productivity. These benefits include a reduced teaching workload. Additionally, they will be relieved from the responsibilities of library Incharge, timetable Incharge, budget & infrastructure Incharge and guest lectures Incharge, typically assigned by their departments. This is a preliminary list and will keep getting updated. This will enable them to dedicate more time and focus to their research pursuits.

5.2. The fellows 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 faculty fellows 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.

5.3. The fellows will be appointed jointly to the MURTI Centre and their respective departments. This joint appointment will provide fellows with greater autonomy during their MURTI tenure, allowing them to make the most of their research opportunities and contributions.

5.4. The Centre Head will allocate research responsibilities to the MURTI Faculty Fellows based on their expertise and requirements, optimizing their contributions to their respective research areas. Although their primary focus is research, the fellows will continue to teach. The existing reporting line to the HoD will continue on other matters.

5.5. The fellows may be granted sabbatical leave according to the Sabbatical Leave Policy.

6. Responsibilities

6.1. The MURTI Faculty Fellows granted autonomy are encouraged to demonstrate a strong publication record. They should strive for one or two Q1 publications in SCOPUS or WoS or relevant high-quality journals within their discipline in 3 years.

6.2. Since publications in peer-reviewed journals are generally time-consuming, the fellows may be asked to publish one preprint/working paper per year to disseminate the knowledge faster.

6.3. In cases where the fellows face challenges in securing publication opportunities, they are encouraged to explore avenues for additional external funding based on their existing work. 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 fellows are required to either 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, considering the unique demands and priorities of their research pursuits.

6.5. The fellows as mentors should encourage at least one faculty colleague/peer to be selected into MURTI during their tenure in MURTI.

7. Tenure and Performance Evaluation

7.1. The tenure of MURTI Faculty Fellows will be for three years. They may be eligible for another three-year extension.

7.2. The regular PRS policy will be applicable to all MURTI Faculty Fellows. Additionally, the MURTI Centre Head may review research contributions with the help of an expert committee to be constituted by the Vice-Chancellor.

7.3. If the faculty fellow does not leverage this opportunity in the true spirit it is intended, then the University Research Council or an appropriate committee appointed by the Vice-Chancellor will exercise discretionary power to review and retrench the MURTI tenure of such a MURTI Faculty Fellow prematurely.

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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