

Faculty recruitment at IITs likely to get a makeover

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Indian Institutes of Technology across India will soon emulate faculty recruitment procedure practiced by US universities and evolve it into a tenure-based system. Under this new system, a faculty member will be hired for six years and based on his/her performance in the six years, the member will be recruited for life.

To be well prepared for this transition, the Indian Institute of Technology, Gandhinagar (IITGn) has invited academicians from across the world to brainstorm on how to shape the institute better. The tenure-based faculty hiring system will be one of the topics of discussion at the fifth Academic Advisory Council to be held on December 28.

Talking about the same, professor Sudhir Jain, director, IITGn, said, "At present, IITs all over the country recruit faculty members through a selection process, like any other university, and the member receives confirmation after completion of two years. Whereas, in universities in the US, they evaluate a faculty member's performance for six years before confirming them for life."

He added, "This would compel young faculty members to perform under pressure, research a lot, help students in their assignments, and so on. Many universities have now adopted this system world over and it has been proposed at IITs as well.

Since eminent academicians from across the country will gather at IITGn, we thought discussing about the tenure-based system and its relevance in the Indian context would be a good initiative. We will also



At the IITGn campus

TOPICS TO BE DISCUSSED



- Tenure system for faculty
- Faculty promotion process
- Peer review and mentoring
- How to use funds to improve faculty productivity
- How much to subsidise our students, where and how

look at the cultural issues, comfort, discomfort and so on."

Leading academicians from Washington University, Clemson University, University of Wisconsin-Madison, State University of New York and others such as the ISCTE- Lisbon University Institute at Portugal, IIT Delhi and so on, will help the institute strategise on matters of leadership and aca-

of giving promotions to one that has a much better ownership by the faculty at IITGn. The institute hosts the Academic Advisory Council every year to guide the institute in its short, medium, and long-term strategic issues.

Community engagements at IITGn to be mainstreamed into academics?

Interestingly, the institute



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democratic excellence. Among other topics to be discussed are processes of promotions of faculty and efficiently managing institute support resources for faculty and students.

The institute also intends to transform the current system

also plans to discuss whether community engagements could be mainstreamed into academic ethos of the institute through formal and semi-formal structures during the Leadership Conclave scheduled on December 29.