

AAO(HR)-FAC

APPROVED MINUTES

MINUTES OF THE 99<sup>th</sup> BOARD OF GOVERNORS MEETING OF INDIAN  
INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 23 JULY 2022 AT 11:00  
HRS IN KOCHI

**BGM 99.11 ANY OTHER POINT WITH THE PERMISSION OF THE CHAIR**

**9. Contract period of Chair Faculty positions**

Board of Governors, in its meeting held on 19.01.2018 (BGM 85.19) had created the position of Faculty Fellow, Chair Professor, Chair Associate Professor and Chair Assistant Professor with a view to attract talented and prolific researchers to the institute. These positions envisaged lower teaching requirements, but significantly higher research outcomes. The positions were created as contractual appointments for a period of three years. Though we were able to attract a few young scholars who accepted appointments as Faculty Fellows, we were finding it difficult to identify really senior scholars for Chair Professor Positions. Now we have a few resumes under consideration. However, one of the concerns raised by potential candidates is the short contract period of 3 years which they feel is too short to accommodate a major change in their place of work and for some, this means change in the country of residence with family. Further important and high-stake research projects usually require a long gestation period to produce good outcomes.

Considering these concerns, as well as keeping in mind the requirement of attracting and retaining world class researchers, it is proposed that the contract period of Faculty Fellow, Chair Professor, Chair Associate professor and Chair Assistant Professor may be amended to five years which can be extended for a further term based on an assessment and appraisal by the Director or a duly constituted committee by the Director. It is also proposed that the extended term may be applicable to the current incumbents based on a similar appraisal if the candidates are interested in continuing. All other terms and conditions of the appointment will remain the same as per the previous decision.

*Submitted to the Board for consideration and approval of above proposal please.*

**The Board approved the above proposal.**



ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

आई.आई.एम.के. कैंपस पी.ओ., कोषिकोड 673570

IIIM Campus P.O., Kozhikode - 673570

Dean (AA&D)

**APPROVED MINUTES**

**MINUTES OF THE 89<sup>th</sup> BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 01 FEB 2020 AT 11:00 HRS IN CHENNAI**

**BGM 89.6 Faculty Fellow/Chair Assistant/Associate Professor scheme**

This point was discussed during the 88<sup>th</sup> BoG Meeting based on the power point presentation; given by Prof Anandakuttan B Unnithan and the same was approved in principle by the Board. The point is reiterated as under for ratification and approval by the Board.

**Existing Policy for Faculty Appointment**

- Early career young scholars holding a Ph.D. degree, with demonstrated superior publication record, interested in working on emerging green field areas/topics and establish research centres or projects. They are expected to generate significant contribution relevant to theory and practice resulting in high impact scholarly publications and/or influence professional practice by training or consulting during the period of appointment.
- Initially, the appointment will be for a period of three years with an option to join the regular stream at suitable level after completion of the fellow/chair ship. The selected candidates will be placed as faculty fellow/Chairs in the research centres/projects created.
- Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by an Assistant/Associate Professor as decided from time to time. In addition, liberal research grants to be provided based on specific proposal.

**Proposal #1**

- Extend the scheme to existing **full time faculty members** who may opt for the Chairs for a specific term of three years. They will be designated as Chair Assistant Professor /Chair Associate Professors during the term of assignment)
  - Those with at least one FT50 /two A\*/three A category publications in the last three years can be awarded this Chair based on an appraisal by the Director as recommended by Dean/Committee appointed by the Director.
  - Those who are awarded the chair will be eligible for an annual research grant of up to Rs.5,00,000 each.
  - The minimum teaching requirements will be reduced to 60 hours/year.
  - They will be expected to invest their time in research and earn 750 research credits in a period of three years.

*Julius George*

ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)  
Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

आई.आई.एम.के. कैम्पस पी.ओ., कोषिकोड - 673570

IIIM, Campus P.O., Kozhikode - 673570

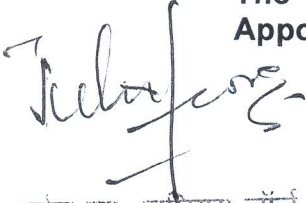
- Eligible for all other incentives and benefits available to the faculty members.

## Proposal #2

- The work norms applicable for **faculty fellows on rolls**.
- Minimum teaching of 30 hours per year from all the academic programmes.
- Meeting the minimum credit requirements of 180 hours to be eligible for incentives.
- Participation in institutional activities mandatory if and when required.
- Research grant of up to Rs. 5,00,000/- to be awarded based on specific proposal to be appraised by the Director as recommended by Dean/Committee appointed by the Director.
- Eligible for all other incentives and benefits available to the faculty members.

*The Board may kindly ratify and approve the revision of existing policy for Faculty Appointment as per proposal 1 and 2 above.*

**The Board approved the revision of existing policy for Faculty Appointment as per proposal 1 and 2 above.**



लै. कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)  
Lt. Col. M. Julius George (Retd)  
सचिव, शासक मंडल  
Secretary, Board of Governors  
भारतीय प्रबंध संस्थान कोषिकोड  
Indian Institute of Management Kozhikode  
आई.आई.एम.के. कैंपस पी.ओ., कोषिकोड 673570  
IIMK Campus P.O., Kozhikode - 673570