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Dean (AA&D)

APPROVED MINUTES

MINUTES OF THE 98th BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 9 APRIL 2022 AT 14:30 HRS IN IIMK

BGM 98.17 ANY OTHER POINT WITH THE PERMISSION OF THE CHAIR

6. Policy for the Position of Emeritus Professor and Professor of Practice at IIM Kozhikode

Board of Governors in the 97th meeting held on 22 January 2022 had empowered the Director to select suitable faculty for the position of Emeritus Professor and Professor of Practice position at IIM Kozhikode.

BOG had earlier approved the following policy for Emeritus professor and Professor of Practice in the 85th meeting held on 19th January 2019, extracts given below -

Emeritus professor

- "Senior Professors who have made significant contributions to the theory and practice of management, keen to act as mentors to young faculty and direct the future of teaching and research in their areas.
- A Ph.D. degree in any discipline with at least 10 years of experience at the level of Professor in a reputed international or national level academic Institute is essential. This position will entail an initial one-year appointment, renewable for one or more years depending upon requirement of the Institute. Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by a Professor at HAG (Higher Academic Grade) level as per 7th CPC."

Professor of Practice

- "Individuals with an outstanding track record of success in senior leadership positions from private or public organisations. Successful candidates must demonstrate professional excellence and leadership in management or a closely related field, normally through distinguished service in senior-level positions over an extended period.
- A post-graduation in any discipline with at least 15 years of experience is essential of which at least 5 years should be at senior level. This position will entail an initial one-year appointment, renewable for one or more years depending upon the performance of the individual and requirement of the Institute.

ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोच्चिकोड

Julius George

- This is a full-time position and those who are selected are expected to be involved in all the Institute activities including teaching, training, consulting, and administration. The selected candidate may be offered a position of 'Associate Professor of Practice' or 'Professor of Practice' depending on the experience and qualification. Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by a Professor/Associate Professor as decided from time to time."

Subsequently, the Board has also resolved to extend the period of contract to FIVE years instead of ONE year for both positions (93rd meeting of BOG dated 6 February 2021).

The following policy is proposed to regulate the selection of Emeritus Professor and Professor of Practice. This will supersede the terms of the previous policies as approved by the BOG.

The following selection process is recommended for Emeritus Professor:

- (i) Institute would like to choose very accomplished and eminent scholars who has served in leadership roles and contributed significantly to academics, industry, and society for the position of Emeritus Professor. Such senior faculty may not apply in response to a notification and need be reached out and invited to accept a position.
- (ii) The academic areas and the individual faculty of the Institute will be requested to identify and nominate suitable senior Professors for consideration to the Emeritus Professor position.
- (iii) Dean Faculty Administration and Development will receive the nominations and after compiling the resumes may bring such identified scholars for consideration to the Director and BOG.
- (iv) Considering the seniority and stature of such senior academics, the BOG may review the cases presented and decide to invite selected people for the position of Emeritus Professor. It is suggested that Chairman, BOG may make an offer of the position to the identified persons.

The following may be approved as the applicable policy for appointments made to Emeritus Professor position:

- (i) The Emeritus Professor will be given appointment for lifetime.
- (ii) A Ph.D. degree in any discipline with at least 15 years of experience at the level of Professor in a reputed international or national level academic Institute will be minimum eligibility. Significant international exposure is desirable.
- (iii) If the Emeritus Professor is desirous of actively working with the institute, they may be provided with the necessary support including travel from any location in India, accommodation, local hospitality, and conveyance

लैं कर्नल एम. जुलियस जॉर्ज (सैवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

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for self and spouse. They may be provided with office facility and secretarial assistance.

(iv) There will not be any minimum teaching, research, or administrative requirements applicable to Emeritus Professors.

(v) It is expected that Emeritus Professors will mention IIM Kozhikode as the primary affiliation in their academic publications.

(vi) While Emeritus Professor position may be made as an honorary appointment, BOG may consider, on a case-to-case basis, payment of a consolidated monthly remuneration equivalent to the total pay drawn by a Professor at HAG (Higher Academic Grade) level as per 7th CPC if the incumbent is interested in an active involvement with the institute on a regular basis. However, in such cases, the salary and allowances may be drawn only if they are not in regular employment with any other institution drawing regular income.

(vii) The BOG may approve a maximum of THREE positions of Emeritus Professor at any time.

The following selection process is recommended for Professor of Practice:

(i) Applications will be received against notifications throughout the year.

(ii) All the applications will be reviewed by the committee constituted by the Director.

(iii) Shortlisted applicants will be invited for a seminar/presentation and interview with the selection committee comprising of the following:

a) Director as Chairperson of the committee.

b) Two external experts either from academics or industry at senior level equivalent to a Professor.

c) Two Professors of the Institute nominated by the Director.

(iv) Selected applicants will be made offer to join full time as Professor of Practice or Associate Professor of Practice for an initial term of 5 years either in Kozhikode or Kochi campus in the existing academic areas or centers.

The following may be approved as the applicable policy for appointments made Professor/Associate Professor of Practice:

(i) Professor of Practice/Associate Professor of Practice will be appointed on contract for maximum term of FIVE years.

(ii) The contract can be renewed for subsequent terms based on appraisal by the Director till the candidate reaches 70 years of age.

(iii) The selected candidate may be offered a position of 'Associate Professor of Practice' or 'Professor of Practice' depending on the experience and qualification.

(iv) Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by a Professor/Associate Professor as decided from time to time.

(v) Professors/Associate Professors of Practice will be eligible for the benefits available for the other faculty including Institute LTC, Faculty Development

कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

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सचिव, शासक मंडल

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Fund, Annual Conference Fund, Professional Development Fund and Medical benefits as per norms.

(vi) The minimum work load requirements will be 180 points from all sources.

(vii) Any consulting or other external engagements has to be undertaken after approval by the Director and the earnings from such engagement will be sharable at norms prevailing from time to time.

Director may be authorized to make any changes or amendments in the policy if required by the exigencies of the situation.

Submitted to the Board for kind consideration and approval of the proposed policy for the Position of Emeritus Professor and Professor of Practice at IIM Kozhikode.

The Board Approved the proposed policy for the Position of Emeritus Professor and Professor of Practice at IIM Kozhikode.

ले. कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

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सचिव, शासक मंडल

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भारतीय प्रबंध संस्थान कोच्चिकोड

Indian Institute of Management Kozhikode

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

IIMK Campus P.O., Kozhikode - 673570