



भारतीय  
प्रौद्योगिकी  
संस्थान  
काशी हिन्दू विश्वविद्यालय



INDIAN  
INSTITUTE OF  
TECHNOLOGY  
BANARAS HINDU UNIVERSITY

कुलसचिव कार्यालय  
(सामान्य प्रशासन)

Office of the Registrar  
(General Administration)

पत्र संख्या. भा.प्रौ.सं.(का.हि.वि.)/ सा.प्रशा./3(121)/गाइडलाइन- चेयर /सा./10831

दिनांक: 29.12.2021

सूचना

संचालक मण्डल (BoG) के संकल्प संख्या 12.11 दिनांक 06.12.2021 के अनुसार संस्थान में चेयर प्रोफेसर/चेयर एसोसिएट प्रोफेसर पदों को स्थापित करने के लिए दिशानिर्देश इस सूचना के साथ संलग्न हैं।

सभी संबंधितों से अनुरोध है कि उपरोक्त का संज्ञान लेने का कष्ट करें।

संयुक्त कुलसचिव (प्रशासन)

संलग्नक: उपरोक्तानुसार

पत्र संख्या. भा.प्रौ.सं.(का.हि.वि.)/ सा.प्रशा./3(121)/गाइडलाइन- चेयर /सा./10831

दिनांक: 29.12.2021

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित:

1. समस्त अधिष्ठातागण
2. समस्त सह-अधिष्ठातागण
3. विभाग/स्कूल के विभागाध्यक्ष / समन्वयक
4. समन्वयक / इकाई/केंद्र/कार्यालय के प्रभारी
5. समस्त आचार्य प्रभारी
6. मुख्य काउन्सलर, जिमखाना
7. अध्यक्ष, संस्थान निर्माण विभाग
8. आचार्य प्रभारी, मुख्य ग्रंथालय
9. अध्यक्ष, आईआईटी (बीएचयू) -कैफेटेरिया
10. अध्यक्ष, संरक्षक परिषद
11. अध्यक्ष, वेब प्रबंधन एवं ई-मेल सेवा समिति
12. अध्यक्ष, प्रेस एवं प्रचार समिति
13. समन्वयक, जीटीएसी
14. संयुक्त मुख्य आरक्षाधिकारी
15. समस्त प्रशासनिक संरक्षक/संरक्षिका, भा.प्रौ.सं. (का.हि.वि.)-छात्रावास
16. समस्त संयुक्त कुलसचिव
17. समस्त सहायक कुलसचिव
18. निदेशक के निजी सचिव
19. ईमेल: [faculty.all@iitbhu.ac.in](mailto:faculty.all@iitbhu.ac.in)

भा.प्रौ.सं.(का.हि.वि.)

संयुक्त कुलसचिव (प्रशासन)



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**Guidelines for Instituting Chair Professor/ Chair Associate Professor positions at IIT(BHU), Varanasi**

**Objective:** Chair Professor/Chair Associate Professor is one of the highest academic honours in the academic arena that can be bestowed upon the top faculty members as an acknowledgement of their contributions to research and teaching. The prestige of an endowed chair will help to attract the best academicians and researchers to bring cutting edge research in new technologies and industry based research in the institute. International recognition of the highest level of accomplishment and performance is the implicit criterion for appointment of a Chair holder. These positions shall provide the resources faculty need, to do outstanding work in research and teaching. They also confer prestige to the holder and the institution. The positions can also be used as an enabler for some departments with less money to attract particularly important faculty members that they might not have had an opportunity to attract otherwise.

The appointment to an endowed chair may recognize a current member of the faculty or it may be associated with recruitment of a new faculty member, but in all cases excellence should be evidenced by a history and continued demonstration of outstanding scholarship and academic performance, based on national and international standards. Excellence in scholarship must be documented with accompanying strengths in all the professional performance dimensions of research, education, and service, in addition to any specific selection criteria associated with a particular endowed position.

**Creation of Chair:** The chair (ad-hoc) may be created out of an endowment or donation fund (interest earned) by government agency/ministry, registered association, Industry or individual donor of following categories:

- i. An endowment of at least Rs. 7.0 crores (Rupees Seven crores) to pay the full salary of the Chair Professor/Chair Associate Professor and other allowances as per the norms or/and MoU signed between the funding agency/donor and IIT (BHU) Varanasi.
- ii. An endowment of at least Rs. 2.0 crores (Rupees Two crores) by an agency/a single donor/a group of donors/agencies to pay an honorarium of Rs 25,000/- to one of the existing Associate Professor/Professor along with other expenses as per MoU signed between the funding agency/donor(s) and IIT (BHU) Varanasi.

Creation of chair shall be for a minimum period of one year OR as per the MoU between the Institute and funding agency/donor. However, the "appointment" against the Chair will be maximum for three years (*cf.* duration of the Chair as given below). The payment of the salary or honorarium and any other expenses/allowances will be given from the interest earned from the endowment/donation fund.

**Location:** The chair may be located in one of the departments/Schools/centres of the Institute and will be provided with all the academic, administrative and logistic support extended to other Professors of the Department/ School/centre. However, the association of the Chair professor will not be limited to allocated department/School only, he/she will be associated to the sister departments/Schools also to facilitate interdisciplinary research and teaching.

**Eligibility:** These Chairs should be occupied by Professors /Associate Professor/Engineers/Professionals/Scientists (in case on Rs. 7.0 crores endowment fund) who have distinguished themselves and have been recognized by their peers for their research and technology development, Industrial experience and who have excelled in teaching and service to the

Institute/nation/profession. Anyone with a track record of an outstanding teacher or researcher in the rank of Professor/Associate Professor or a person with R& D experience from industry would be eligible to be considered for "appointment" against the Chair. Further, if the MoU between the Institute and funding agency/donor provides for the establishment of the Chair explicitly identifying a discipline, area or an expertise, then only those who possess the requisite expertise stated in the MoU would be eligible, however, without compromising the outstanding track record and performance of the candidate.

**Duration of Chair:** The "appointment" against the Chair should be made for a minimum period of one year and extendable for another 2 years and then re-recruitment through laid down process. Further, an individual may be eligible to be considered for re-appointment, together with other eligible candidates, (without a break) any number of times up to age of superannuation (65 Years).

**Age:** The maximum age limit for appointment of the Chair Professor may be 60/ Chair Associate Professor may be 50.

**Selection procedures:** A single Standing Selection Committee consisting of eminent people representing all major disciplines would meet twice in a year and consider the cases of appointment of all Chair Professors in the Institute. Such a provision will also ensure uniformity, to a large extent, to various Chair Professor Positions. The constitution of the Standing Selection Committee would be as under:

- |  |                 |
|--|-----------------|
| 1. Director, IIT (BHU), Varanasi   | Chairman        |
| 2. Three eminent academicians approved by the Chairman, Board of Governors   | Member          |
| 3. Dean (Faculty)  | Member Convener |
| 4. DoAA  | invited member  |
| 5. DoRD  | invited member  |
| 6. In addition, for each individual Chair, a nominee of the donor would be invited at the time of taking decision regarding the concerned chair. |                 |

The Director may appoint a Search Committee or a Screening Committee. Its constitution will depend upon whether or not the MoU that provided for the establishment of the Chair explicitly identifies a discipline, area or an expertise.

If the MoU requires that the Chair be placed in a given department/School/centre for the existing faculty only then the faculty member may only be considered of the same department/School/centre where the Chair is to be placed has recommended him however, without compromising the outstanding track record and excellence of the candidate.

**Emoluments and Leave:** Appointment of any professor/Associate Professor (from any other Institution) on the chair shall be made on a consolidated honorarium of Rs. 2.5/ 2 lakh (tentative it may be reviewed time to time) per month respectively and other facilities like research grants, infrastructure development, travel etc admissible as per existing terms and conditions prevailing at that time. In case a regular faculty of the Institute is appointed on the chair then the existing salary at the time of selection plus a top up as honorarium Rs 25,000 (both the salary and honorarium from

endowment fund in case of endowment fund is Rs. 7.0 crores otherwise only top up and other expenses) may be considered as per the recommendation of the selection committee with all the leaves admissible to regular faculty to him/her. In all other cases leave rules for other than regular faculty shall be applicable without CPDA.

**Academic Functions:** To engage in research and, in turn, contribute to the advancement of knowledge in the area of Cutting Edge Research in New Technologies and industry based research. (i) To strengthen the role of Institute/academics in public policy making. (ii) To develop linkages with Industries. (iii) To design and execute short-term capacity-building programmes for teachers in higher education focused towards the designated discipline of the Chair. (iv) To provide a forum for inter-institutional Post Graduate and Research level dialogues, discussion meetings, seminars/summer & winter Schools. (v) To publish articles/research papers/reports/books/ monograms. (vi) To participate in teaching and Ph.D. programme (maximum 2 students as Supervisor in case of appointment for 2 years) of the Department/School in which it is located as well as sister Departments/Schools.

**Performance Evaluation and Review:** The Institute shall evaluate the annual progress (based on APR filled by the chair professor) along with students' feedback and other performances of chair through a committee consisting of the following

Director	-	Chairman
Dean (Academic Affairs)	-	Member
Dean (Faculty Affairs)	-	Member
Dean (Research & Development)	-	Member
Concern HoD/ Coordinator	-	Member

The Institute may undertake the exercise of reviewing the chair for its continuance, at any stage. The Chair will be abided with all the rules and regulations of MHRD and Institute.

**Note:**

- Any liability towards retirement benefits (in case person is not a permanent employee of IIT BHU), that may be due to any incumbent for his/her parent organization, shall be payable to that organization from the Endowment Fund only.
- In certain existing Chairs where the funds are insufficient, persons only may be considered for the award (salary), however Contingency and Perks will not be payable.
- Chair Professor is allowed to undertake consultancy work, and sponsored research. However, in this regard, IIT(BHU) rules for regular faculty/faculty on deputation to IIT (BHU)/re-employed faculty, as per case may be, shall be applicable.
- The Chair Professor/Associate professor will be treated as a temporary position and the tenure shall be liable to termination at any time by notice in writing by the institute.