

**VISITING RESEARCH PROFESSOR / ASSOCIATE PROFESSOR**

1. **Eligibility:**
  - a. Visiting Research Professors / Associate Professors are academicians or industry professionals joining IPE, Visakhapatnam, full-time for a limited tenure. They may be retired, working professionals, or on sabbatical leave from their primary employment. These positions promote a cross-cultural exchange of ideas and perspectives.
  - b. The same position can be offered to Foreign Nationals, including OCI/NRI/PIOs.
  - c. The engagement can also help develop new activities and collaborations with the parent organization of the Visiting Research Professor / Associate Professor.
2. **Period of Engagement:** On Contract initially for One Year and extendable up to two years not exceeding 75 years.
3. **Duties & Responsibilities:** A Visiting Research Professor / Associate Professor will be required to teach a course and take seminars or participate in any other manner deemed appropriate in teaching, research, or industry-institute interaction work of the Institute. In addition, they may act as co-supervisors for guiding PhD / Masters students and can be co-principal investigators in extramural sponsored research / consultancy projects.
4. **Emoluments:**
  - a. **For Indian Citizens**
    - (i) Consolidated pay as recommended by the ISC in Pay Level 14A, 7<sup>th</sup> CPC (Rs. 1,59,100 - Rs. 2,20,200) for Visiting Research Professors; and consolidate pay as recommended by the ISC in Pay Level 13A2, 7<sup>th</sup> CPC (Rs. 1,39,600 – Rs. 2,11,300) for Visiting Research Associate Professors.
    - (ii) For those who are drawing pension after retiring from government service, a consolidated pay arrived at by deducting the drawing basic pension from the pay so recommended by the ISC in Pay Level 14A, 7<sup>th</sup> CPC (Rs. 1,59,100 - Rs. 2,20,200) for Visiting Research Professors; and for the Associate Professor a consolidated pay arrived at by deducting the drawing basic pension from the pay so recommended by the ISC in the Pay Level 13A2, 7<sup>th</sup> CPC (Rs. 1,39,600 – Rs. 2,11,300), as on the date of Joining.
  - b. **Foreign Nationals (including OCI/NRI/PIOs)**
    - (i) **Courses offered offline:** Rs. 3.50 Lakhs per month; they are expected to stay for at least one month per semester and as per the requirement of the Institute. In addition to the Honorarium, they will be paid to and fro airfare, medical insurance, and visa charges and treated as Institute guests. The maximum number of permissible trips per semester is ONE with Institute funding.
    - (ii) **Courses offered online:** Will be paid an honorarium of USD 100 per lecture if classes are conducted online. However, it is desired that such a Visiting Researcher Professor / Associate Professor spends a minimum of 15 days at IPE during the Academic Year in one go.
  - c. A contingency grant of Rs. 50,000/- per annum, similar to the CPDA, will be provided.
5. **Facilities:** A Visiting Research Professor / Associate Professor (Indian Citizen) may be provided accommodation in a faculty apartment / visitor hostel upon payment of the normal license fee / visitor hostel charges as applicable. However, no HRA shall be admissible if the Institute cannot provide accommodation. An Office Room will be provided to carry out the official responsibilities.
6. **Medical Facilities:** A Visiting Research Professor / Associate Professor will be entitled to OPD Facilities and medicines available at the Institute Health Centre.

7. **General Rules & Regulations** of the Institute will apply to a Visiting Research Professor/Associate Professor position.
8. **Leave:** A Visiting Research Professor /Associate Professor (Indian Citizen) will be entitled to a Casual Leave of 8 days per calendar Year, an earned leave of 2.5 days for every completed month of work during the engagement period. And no leave encashment. Project and Special Casual Leave as entitled to regular faculty members of the Institute. No other leaves are admissible.
9. **Termination:** The contractual engagement may be terminated on one month's notice from either side. In the case of the employer, the contractual engagement may be terminated on one month's notice or on payment of one month's salary in lieu thereof. In the case of employee, the contractual engagement may be terminated by giving one month's notice subject to the condition that no important work (academic/administrative) of the Institute gets adversely affected.
10. They can apply for regular faculty position, if eligible as per the Institute criteria.



**ADJUNCT FACULTY / DISTINGUISHED VISITING PROFESSOR**

Scheme	To ensure robust collaboration between the Institute and Industry. It seeks to encourage the quality involvement of academicians, scholars, practitioners, and policymakers in regular teaching, research, and related services.
Duration	One semester to SIX semesters (3 years).
Duties & Responsibilities	Teach core / elective courses based on his/her experience. Supervise student projects and co-supervise research scholars to add more practical dimensions to their work. Be a joint-investigator in sponsored and consultancy projects, bringing significant expertise to match industry needs and expectations. Assist the department/institute for collaboration with the industry in cutting-edge research, etc.
Emoluments (Indian Citizen)	Adjunct Faculty: Institute Guest + Honorarium of Rs. 3,000/- per <b>lecture</b> subject to a maximum ceiling of Rs.1,20,000/- per semester. The Travel Assistance up to a maximum of two times per semester from the Institute to her/his place of stay and back. The minimum stay duration per visit is one month per semester but may be relaxed to one month per Academic Year.  Distinguished Visiting Professor: If a distinguished person is considered for Distinguished Visiting Professor, the appointment will be by invitation. The Institute Guest + Honorarium of Rs. 5,000/- per <b>lecture</b> is subject to a maximum ceiling of Rs.2,00,000/- per semester. Travel Assistance up to maximum of two times per semester from the Institute to her/his place of stay and back. The minimum stay duration per visit is one month per semester but may be relaxed to one month per academic Year.
Emoluments (Foreign Nationals including OCI/NRI/PIOs)	(i) <b>Courses offered offline:</b> Rs. 5.00 Lakhs per month; they are expected to stay for at least one month per semester and as per the requirement of the Institute. In addition to the Honorarium, they will be paid to and fro airfare, medical insurance, and visa charges and treated as Institute guests. The maximum number of permissible trips per semester is ONE with Institute funding. (ii) <b>Courses offered online:</b> Will be paid an honorarium of USD 150 per lecture if classes are conducted online. However, it is desired that such a Distinguished Visiting Professor spends a minimum of 15 days at IIPE during the Academic Year in one go.
Facilities	Office room in the Department (on a need basis) + Guest House Accommodation / any other available accommodation.
Leave	Not Applicable
Contingency	A contingency grant of Rs. 50,000/- per annum, similar to the CPDA, will be provided.
Medical Attendance	As available in the Institute Health Centre.
General	Rules & Regulations of the Institute are applicable.
Termination	One month's notice.




**PROFESSOR OF PRACTICE / ADJUNCT PROFESSOR OF PRACTICE**

**Expectations:** Professor of Practice would be expected to enrich the experience of students by bringing a deep understanding and appreciation of the best practices as applied in real world settings. These individuals would ideally provide students with a deeper understanding of the practical applications in a particular field of study. Additionally, they would help promote the integration of academic scholarship with the practical experience of professionals in a given field. They may also serve as liaisons between industry or government and the Institute in identifying teaching and research opportunities that support the public interest and societal needs.

**Eligibility:** Eligible candidates for this position are expected to be top professionals (CEO/CTO/or Equivalent) with a minimum of 20 years industrial experience after Bachelors / Masters degree or 15 years after PhD. They should have at least a Bachelors' degree in Engineering or a related technical field/ Masters in Sciences/Design/Humanities. A Masters or a Ph. D. degree and advanced degrees in business or related fields would be desirable. Professors of Practice must be leaders who are continuously connected with the best practices and emerging technological trends in their fields and be below 65 years of age.

**Duties:** The Professor of Practice is expected to perform a wide range of duties including:

- (i) Work fulltime at the institute like any other professor in the institute;
- (ii) Design, develop and offer new practice-oriented courses;
- (iii) Advise students in their projects linking them with appropriate external stakeholders;
- (iv) Engage in department building activities including creation of new programmes and centres and enhancement of scope and activities of the department;
- (v) Develop Continuing Education Programmes, undertake outreach activities and conduct extension programmes;
- (vi) Encourage students in innovation and entrepreneurship projects and provide necessary mentorship for these activities;
- (vii) Contribute to enhanced industry academia collaborations;
- (viii) Guide Masters students and co-guide Ph. D. students as per institute norms.

**Benefits:** The Professor of Practice will get consolidated emoluments of Rs. 1.5 Lakhs per month, other benefits (Travel Allowance of Rs. 6,000 per month, Medical facility) and leave as per Institute norms. Professors of Practice could be provided with House Rent Allowance up to a maximum of Rs. 30,000 per month if accommodation is not available in the institute.

**Rules of Governance:** Suitable candidates could be initially offered the position for up to 3 years. The appointment could be renewed on the basis of performance and contribution made for further two years' maximum to the age of 65 years. Annual appraisal of the Professor of Practice will be carried out by the Institute Standing Committee of the Selection. Number of Professors of Practice would be maximum of one for each department at any point of time. The Professors of Practice can leave the position by giving three months' notice. The institute will have the provision to terminate by giving one-month notice to the Professor of Practice, if the performance appraisal is not found satisfactory by the Standing Committee.

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