

IMI

Professor of Practice

Eligibility and Recruitment Process

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1) Need for Professors of Practice

- a) Increase industry orientation in the classroom to align learning outcomes with industry needs
- b) Develop and deliver executive education programs and MDPs aligned with industry needs
- c) Foster industry-academia collaboration to enhance research, innovation, and student employability

2) Type of employment

- a) Full-time
- b) Appointment will be made on a probationary basis for the first year. Upon successful completion of the probation period and subject to satisfactory performance, the appointment will be confirmed and will continue until the retirement age, as per IMI norms
- c) If the candidate fails to meet the performance requirement of the institution, his/her probation may either be extended, or the Director / Director General may decide any other course of action

3) Expectations

- a) Teaching in PGDM courses
- b) Executive education and MDPs
- c) Consulting
- d) Industry connections and networking
- e) Institute building activities including creation of industry aligned Centers of Excellence/ Incubation Centers
- f) Mentoring students and faculty in industry-relevant projects and research
- g) Contributing to curriculum development to ensure it meets current industry standards

4) Eligibility

- a) As per AICTE
- b) IMI will limit their engagement to Professor of Practice only. If the institute is not able to find suitable profiles for Professors of Practice (based on experience and qualification), then Associate Professors of Practice may be engaged
- c) Eligibility subset from AICTE policy to be considered
 - i) PhD with 10 years industry experience or
 - ii) Masters with 15 years industry experience or
 - iii) BTech with 17 years industry experience
- d) Demonstrated leadership in industry and significant contributions to the field
- e) Strong network within the industry and ability to leverage it for the benefit of the institute

- f) Candidates must have at least 5 years of experience in a senior management position as either a CXO or functional head or department head, with overall industry experience aligning with the eligibility criteria outlined in point (c)
- g) Potential to develop industry, government, or international connections and leverage these for the benefit of the institute
- h) Specialized to teach emerging focus areas and research themes of IMI which will be reviewed and updated annually based on institutional and industry needs

5) Recruitment Process

- a) **Application Submission:** Interested candidates must submit a detailed CV, including qualifications, achievements, and professional experience
- b) **Screening and Shortlisting:** Applications are screened by the Director/Director General of the campus concerned
- c) **CV Vetting:** The academic area of the campus concerned vets the shortlisted CVs
- d) **Teaching Session:** Shortlisted candidates will deliver a guest lecture which is part of the course structure with at least 80% area faculty present, and feedback will be collected from students (Annexure 2) and faculty (Annexure 3)
- e) **Final Evaluation:** Candidates will undergo an interview for final evaluation with the selection committee, comprising of:
 - i) Director / Director General
 - ii) Board Nominee from RPSG who would be a CXO level leader
 - iii) External Academic Expert
 - iv) Dean Academics of IMI Campus
 - v) Area Chair