

MEMORANDUM OF UNDERSTANDING  
between  
NUCLEUS SOFTWARE EXPORTS LIMITED  
&  
INDIAN INSTITUTE OF TECHNOLOGY DELHI  
for the creation of  
Dhananjaya Chair Professorship, and  
Nucleus Outstanding Young Faculty Fellowships

This memorandum of understanding (MoU) between Nucleus Software Exports Limited (NSEL), represented by Mr. Vishnu R Dusad (or "Donor", for short), located at A-39, Sector 62, Noida 201307, and Indian Institute of Technology Delhi (or "IITD", for short), Delhi 110 016, India has been entered into on 17<sup>th</sup> October 2007 with a view to establish the "Dhananjaya Chair Professorship" (or "Chair", for short) and three "Nucleus Outstanding Young Faculty Fellowships" (or "Fellowships", for short) in Indian Institute of Technology Delhi.

**Objectives:**

The establishment of the Chair and the Fellowships is expected to:

1. promote excellence and leadership in teaching, research and development in any discipline of Information Technology (IT) or Management, and
2. facilitate wider and deeper interaction between the industry in general (and NSEL, in particular) and IITD faculty and students in general (and the incumbents appointed against the Chair or as Fellows, in particular).

**Terms and Conditions:**

The creation and operation of the Chair and Fellowships will be subject to the following terms:

1. The donor agrees to donate a sum of Rs. 4.08 Million with IITD to help fund the endowment used to establish the Chair and three Fellowships in any discipline of IT or Management. A sum of Rs. 3.00 Million will be used to establish the Chair, while the remaining Rs. 1.08 Million will be used to establish three Fellowships.
2. The appointment against the Chair will be governed by the "Guidelines for appointment of faculty against a Chair" approved by Board of Governors (BoG) in its 154<sup>th</sup> meeting held on 23<sup>rd</sup> February 2006 and 24<sup>th</sup> March 2006 (a copy of which is enclosed as Annexure 1), and any subsequent amendments to it by the BoG.
3. The award of Fellowships shall be governed by "Guidelines for award of Outstanding Young Faculty Fellowships" approved by Board of Governors (BoG) in its 160<sup>th</sup> meeting held on 10<sup>th</sup> August 2007 (a copy of which is enclosed as Annexure 2), and any subsequent amendments to it by the BoG.
4. The funds in the endowment will be invested by IITD in accordance with its rules/regulations so as to earn interest or dividends payable at least once each year. From the earnings so accrued, IITD will make available to the incumbent Chair Professor an amount Rs. 0.2 Million each year as a research grant, to be used in accordance with the guidelines identified above.
5. A Managing Committee, with Director IITD as Chairman, two faculty members from IITD and a representative of the Donor, will periodically review the functioning of the Chair and Fellowships and the utilization of funds.
6. Excess of earnings over expenditure, if any, will be credited back to the endowment and subsequently used exclusively to support the Chair and Fellowships in other ways to be decided by the Managing Committee. In the case of a shortfall in the earnings, IITD may propose alternatives before the Managing Committee, and/or to the Donor.
7. IITD will send each year to the Donor an audited statement of account in respect of receipts and expenditures from the funds used to establish the Chair and the Fellowships.
8. The Chair will be in operation for a period of at least 20 years, before which time the Managing Committee will determine whether operation of the Chair will continue or the manner in which available funds will be used or disposed off.
9. This MoU is agreed to and signed subject to approval of the respective academic and/or administrative bodies.

Signed by:

Vishnu R Dusad, MD and CEO  
on behalf of  
Nucleus Software Exports Limited  
Date: 17<sup>th</sup> October, 2007

Signed by:

Surendra Prasad, Director  
on behalf of  
Indian Institute of Technology Delhi  
Date: 17<sup>th</sup> October, 2007

**Guidelines for “appointment” of faculty against a Chair**

(approved by the BoG in its 154<sup>th</sup> meeting held on 23<sup>rd</sup> February 2006 and 24<sup>th</sup> March 2006)

**Eligibility:** Anyone with a track record of an outstanding teacher or researcher in the rank of Associate Professor or Professor or a person with R& D experience from industry would be eligible to be considered for “appointment” against the Chair. Anyone who is being considered for Chair position would first be appointed against one of the positions available in IIT (including “regular” faculty, “visiting” faculty, or “Emeritus” faculty positions). Further, if the MoU that provides for the establishment of the Chair explicitly identifies a discipline, area or an expertise, then only those who possess the requisite expertise stated in the MoU would be eligible.

**Duration of Chair:** The “appointment” against the Chair is nominally made for a period of up to five years, but such that it does not extend beyond his/her term of employment as Associate Prof. or Professor, or Visiting Faculty/Professor or Emeritus Fellow/Professor. However, continuation into the fourth and fifth years will be subject to a review at the end of the third year. Further, an individual may be eligible to be considered for re-appointment, together with other eligible candidates, for a period of up to 5 years (without a break) any number of times.

**Designation:** The faculty member who has been “appointed against the Chair” will be called “XXX Chair Associate Professor/ Professor” or “Visiting XXX Chair Faculty/Professor”, or “XXX Chair Emeritus Fellow/ Professor”.

**Research grant:** The faculty so appointed as “XXX Chair” will receive at the beginning of each year a research grant of Rs. 2 lakhs, Rs. 4 Lakhs or Rs. 6 lakhs. Further,

- (a) The research grant will be deposited with the IRD, and may be used for any academic purpose (including hiring of research students/ staff, undertake domestic or international travel by him/her or his/her students or his/her colleagues, or incur expenses towards specialized training in India or abroad, or procure equipment, supplies and books, or source support services, or invite his/her collaborators for short visits to IIT, etc.), and to draw, at his/her option, an honorarium of Rs. 10,000 per month for the duration that he/she is appointed against the Chair. The faculty so appointed as “XXX Chair” will operate the research grant in a manner similar to the way he/she currently operates a sponsored research project. The unutilized funds at the end of the tenure of the appointment against the Chair, if any, shall be ploughed back to the endowment fund. “Institute overheads”, normally charged from sponsored projects or consulting projects, may not be deducted from the research grant.
- (b) Unless otherwise agreed to by the Director, the following guidelines will be used to spend the research grant, less any honorarium drawn by him/her: up to 60% for domestic or international travel, up to 25% for training, up to 100% for research students/ staff, equipment, books and supplies, up to 25% for support services.
- (c) For each individual Chair the research grant (whether it is Rs. 2 Lakhs, Rs. 4 Lakhs, or Rs. 6 Lakhs) will depend upon the earning that accrues from investing the corresponding corpus of the Chair, or as agreed upon in the MoU that provided for the establishment of the Chair. In case where the donor or a fund is expected to provide an annual contribution towards the Chair, the amount of the research grant will be the same as the annual contribution to the Chair.

**Salary and benefits:** There shall be no change in the salary or in any other benefit, including housing, LTA, medical coverage, pension benefits, increments, leave, etc. In addition to these salary and benefits, and as stated above, the incumbent may, at his/her option, draw an honorarium of Rs. 10,000 per month.

**Teaching/research commitments:** As a result of the “appointment” against the Chair, there will be no change in the stipulated responsibilities of the faculty member in respect of teaching/ research/ or administration. Additionally, however, the faculty so “appointed” as “XXX Chair” will be expected to fulfill the charter laid out in the corresponding MoU that provided for the establishment of the Chair.

**Intellectual property rights:** As a result of the “appointment” against the Chair, there shall be no change in the rights applicable to intellectual property developed by the faculty member and/or his/her students and/or his/her collaborators.

**Selection procedures:** A Selection Committee specifically constituted for the purpose will “appoint” a faculty member against the Chair. It shall have the following constitution: (a) Director as its Chairman, (b) two experts from a panel of experts approved by BoG, (c) a nominee of the donor, and (d) Deputy Director (Faculty). Further, this committee would also be empowered to appoint a “visiting faculty” if the person is considered for appointment against the Chair is neither a regular faculty nor an Emeritus Fellow.

- (a) 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.
- (b) If the MoU requires that the Chair be placed in a given department, centre or a school then a faculty member may only be considered after the department, centre or a school where the Chair is to be placed has recommended him. This will also apply in case a person is simultaneously being considered for appointment as a Visiting faculty/Professor and for “appointment” against a Chair.■

### **Guidelines for appointment of “Outstanding Young Faculty Fellows”**

**Preamble:** Our ability to recruit and retain young and talented faculty is central to pursuit of excellence in teaching and research in IIT Delhi. While there are several factors that influence decision by young scientists and engineers to pursue a career in teaching or research in India, the gap between the compensation we pay our faculty and that received by their peers in the Indian industry (and elsewhere) is very significant and this gap is increasing. This has led to young scientists and engineers turning away from research or teaching as a career option. Even those that do so are choosing to work abroad or in the private sector in India (including MNC labs). The situation in all disciplines of Science, Engineering, Humanities and Social Sciences, and Management is equally and acutely serious.

Within IIT Delhi, there is consensus that such a gap must be narrowed (if it cannot be eliminated). Indeed, the compensation must be increased significantly from that we currently pay our faculty. Further, while such an increase in compensation must be at all levels, it is most urgent at lower levels, viz. Assistant Professor and Associate Professor, since most fresh recruitment takes place at these levels.

We are confident that we will be able to recruit the right talent if we offer to them the right environment, the right infrastructure, and above all the right compensation. While Government of India is seized of the problem, as reflected in its recent order to increase the age for superannuation and to establish the Sixth Pay Commission, we propose to preferably partner with industry, alumni, etc. to establish and award a number of “Outstanding Young Faculty Fellowships” to young and outstanding faculty members in Science, Engineering, Humanities and Social Sciences, and Management in IIT Delhi. Such an award will take the form of an honorarium of a minimum of Rs. 10,000 per month to be paid to an incumbent over and above his/her salary for two to five years.

The following guidelines are proposed in respect of “Outstanding Young Faculty Fellowships”.

**Name of the award, and faculty designation:** These awards shall be known as “Outstanding Young Faculty Fellowships”, and an incumbent will be called “XXX Outstanding Young Faculty Fellows”, where XXX identifies the donor.

**Eligibility:** A researcher/teacher who has an interest and a background in the discipline(s) specified in the MoU corresponding to the particular “Fellowship” (or in any discipline of Science, Engineering, Humanities and Social Sciences, or Management if no discipline is specified) would be eligible to be considered for the award of “Outstanding Young Faculty Fellowship” provided:

- (a) He/she holds a regular position as an Assistant Professor or Associate Professor at IIT Delhi, or holds such a fixed-term position whose tenure is for at least two years (a faculty who has been offered such a position will also be eligible to be considered for the award), and
- (b) He/she has the potential to become an outstanding teacher and researcher, an assessment of which may be based on his/her formal educational background and on documented evidence of published work in scholarly journals, and
- (c) He/she is below the age of 35 years on the last day for receiving applications or nominations for the award or on the day on which he/she joins, whichever is later.

**Duration of Fellowship:** The award may be made for a period of up to five years, or for the duration of his/her appointment, whichever is less. However, continuation into the third, fourth and fifth years will be subject to a review before the end of the second year.

**Fellowship amount:** The incumbent will receive an honorarium of Rs. 10,000 per month or more (as per the MoU) for the duration of the award. This shall be in addition to his/her salary.

**Salary and benefits, teaching/research commitments, and IP rights:** There will be no change in his/her salary or in any other benefit. Likewise there will be no change in his/her commitments to research or teaching or in his/her rights to intellectual property vis-à-vis that of IIT Delhi.

**Selection procedure:** A Selection Committee specifically constituted for the purpose will “appoint” “Fellows”. Its constitution shall be: (a) Director as its Chairman, (b) two eminent professors/ researchers, (c) a nominee of the donor if specified by the MoU, and (d) Deputy Director (Faculty).

**Application of above norms:** The above norms will come into effect as soon as BoG has accorded its approval, or as specified by the BoG. ■