

MEMORANDUM OF UNDERSTANDING
BETWEEN
DHARAMPAL SATYAPAL LIMITED
AND
INDIAN INSTITUTE OF TECHNOLOGY DELHI
FOR CREATION OF
DS CHAIR OF ARTIFICIAL INTELLIGENCE (AI)

This memorandum of understanding (MoU) between Dharampal Satyapal Limited (or "Donor", for short), having its registered office at 98, Okhla Industrial Estate, Phase III, New Delhi – 110020 and headquarters at C 6-10, Dharampal Satyapal (DS) Road, Sector-67, Noida – 201309 through its Authorized Signatory Shri Anshu Dewan authorized vide board resolution dated 30th September 2019, and Indian Institute of Technology Delhi (or "IITD", for short), Delhi 110 016 has been entered into on 31st March 2020 with a view to establish the "DS CHAIR OF ARTIFICIAL INTELLIGENCE (AI) (or "Chair", for short) in Indian Institute of Technology Delhi.

OBJECTIVES

The establishment of the Chair is expected to

1. promote excellence and leadership in teaching, research and development in the field of Artificial Intelligence and
2. facilitate wider and deeper interaction between the industry in general (and the Donor, in particular) and IITD faculty and students in general (and the incumbent appointed against the Chair, in particular).


TERMS AND CONDITIONS

The creation and operation of the Chair will be subject to the following terms and conditions.

1. The Chair will be governed by the prevailing guidelines for "Appointment of faculty against a Chair" approved by BoG in its 194th meeting held on March 22, 2017) (copy of which is enclosed as Annexure 1), and any subsequent amendments to it by the BoG.
2. The donor agrees to deposit a sum of Rs. 1 crore to IITD to help fund the endowment used to establish the Chair. 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.

3. This interest or dividend shall be paid only to the so accrued, IITD will make available to the incumbent as decided on merits an amount of Rs. 500000 (Rs Five lakh) each year as grant, to be used by the incumbent in accordance with the guidelines. The grant has both honorarium component and research grant component.
4. A Standing Committee with Director-IITD as Chairman, three eminent faculty members from IITD and Dean Faculty will annually review the functioning of the Chair, guidelines of the grant and the utilization of funds.
5. All Chair holders, as part of their annual appraisal report, would be required to submit a brief report on their contributions in relation to the Chair position by him/her held. This would be shared with the donor as well as the Standing Committee to monitor the operation of chairs.
6. The donor(s) can raise any concern they have to the Standing Committee based on the progress report submitted by the chair holders and this will be duly responded.
7. IITD will send an audited statement of account in respect of receipts and expenditures from the funds used to establish the Chair to its Donor each year.
8. This MoU is agreed to and signed subject to approval of the respective academic and/or administrative bodies.
9. In case of any dispute the jurisdiction shall lie in the courts of New Delhi.

Signed by:


Anshu Dewan
Sr. Vice President
Dharampal Satyapal Limited
Date:

Signed by:


Prof Anurag Singh Rathore
Dean Corporate Relations
Indian Institute of Technology Delhi
Date:

GUIDELINES FOR “APPOINTMENT” OF FACULTY AGAINST A CHAIR
(Approved in 194th meeting of BoG held on 22nd March 2017)

PREAMBLE

The thrust of the new guidelines for the Appointment of Chair positions is to attract, motivate as well as mentor young talents for higher research objective and thereby create a competitive edge in national and international level while simultaneously rewarding the existing talents for their achievements. In the 185th BoG Meeting dated November 8, 2013, it was resolved that the salary of the faculty appointed against the Chair will no longer be debited to the endowment, instead the endowment would make available a significant research grant and a small honorarium to the faculty appointed against the Chair. However, the endowment collected then was for perpetuity of the Chair position with a fixed annual sum of research grant. Over this time, it is noted that with advancement in technologies and changing societal needs, there have been rapid changes in the business environment by way of acquisition and adoption of new businesses, expansion or disintegration of existing business. These lead to emergence of new thrust areas of research. Under these circumstances, neither the donor organization nor the institutions are interested to enter into a perpetual understanding for an annual fixed sum of research grant for a particular research interest. Besides, while the decreasing bank interest rates makes the endowment unsustainable to meet the committed annual research grant for a long period of time, the committed grant itself appears inadequate due to inflationary effect. All these suggest to have a paradigm shift in the appointment of a faculty against a Chair, annual research grant to be paid, life of the chair and the endowment sought for the chair. The “appointment” is therefore limited to (a) honoring the faculty by conferring upon him/her the title of “Chair Professor”/“Chair Faculty”, for instance, and (b) making available to him/her a “research grant” of a significant value, and (c) providing to him/her an honorarium to cover additional effort required to fulfill the charter laid out in the corresponding MoU. The second and a very significant implication of this change in thrust is that the “appointment” of the faculty in the institute is made against one or more of the “positions” available in IIT (including “regular” faculty and “visiting” faculty positions). In particular, a person from outside IIT would have to be appointed as a visiting faculty at IIT before he/she is appointed against the Chair.

The guidelines below are in keeping with the above change in how we view “appointment” of a faculty against a Chair.

TYPES OF CHAIRS

There will be two types of Chair positions: **Chair Professor** and **Chair Faculty**. Chair Faculty position is typically for young faculty after 2 to 3 years of joining the Institute and at the level of Associate Professor or Assistant Professor.

ELIGIBILITY

Anyone who is being considered for a Chair position would first be appointed against one of the positions available in IIT (including “regular” faculty, or “visiting” 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.

Anyone with a track record of an outstanding teacher or researcher in the rank of Professor or a distinguished person with sustained R&D experience, visible publications and patents from industry would be eligible to be considered for “appointment” against a **Chair Professor**. One with a track record of an outstanding teacher or researcher in the rank of Associate Professor or Assistant Professor or a person with significant R&D experience, visible publications and patents from industry would be eligible to be considered for “appointment” against a **Chair Faculty**, which however can continue even after he/she is promoted to as Associate Professor or Professor in the Institute.

DESIGNATION

The faculty member who has been “appointed against the Chair” will be called “**DS Chair Professor – Artificial Intelligence**”.

SELECTION PROCEDURE

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 Positions. The constitution of the Standing Selection Committee would be as under:

- | | |
|--|-----------------|
| 1. Director, IIT Delhi | Chairman |
| 2. Three eminent academicians approved
by the Chairman, Board of Governors of IIT Delhi | Members |
| 3. Dean (Faculty) | Member Convener |

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 above-mentioned committee would also be empowered to appoint a “visiting faculty” if the person is considered for appointment against the Chair is not a regular faculty.

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, centre or a school then a faculty member may only be considered from that 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.

DURATION OF CHAIR POSITION

The appointment against the **Chair** positions is normally made for a period of up to three years, extendable for another term of three years subject to a review at the end of the third year and recommendations of the Standing Committee. However, such appointments do not extend beyond his/her term of employment as Professor, or Visiting Faculty/Professor. Also, an individual may be eligible to be considered for re-appointment, together with other eligible candidates, for a period of another term as above (without a break) any number of times.

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. 25,000 or Rs. 20,000 per month as per the Chair Professor or Chair Faculty position held by him/her.

RESEARCH GRANT

An annual grant of Rs. 6 lakhs will be provided to the faculty appointed as “**DS Chair Professor – Artificial Intelligence**”. The grant can be used by the faculty for:

- (a) drawing the aforesaid honorarium, and
- (b) 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 to meet 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 IITD, etc. This (academic purpose) component, i.e., annual grant minus the honorarium for the year, will be deposited into the PDF of the respective faculty in the beginning of each year.

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 “**DS Chair Professor – Artificial Intelligence**” will be expected to fulfill the charter laid out in the corresponding MoU that provided for the establishment of the Chair.

ADMINISTRATIVE/OVERHEAD CHARGES

Since the Institute has to incur expenditure towards advertisement, selection, maintenance of the account and getting them audited by the Chartered Accountant, etc. a maintenance amount of Rs 5000 per annum per Chair will be charged.

COMMITMENT ON DURATION OF CHAIR BY THE DONOR

While it is desirable to have a long term (perpetual) relationship with the Donor and work in the mutual interests of both IIT Faculty and the Donor organization, the Donor is expected to commit a Chair position for a minimum period of six years, so that at least two terms of three years each can be served from the endowment. In any case it will be reviewed after every six years for further continuation.

ENDOWMENT AMOUNT EXPECTED FROM DONORS

Depending upon the duration committed and the Chair position offered by the donor, the following minimum endowment amount has been proposed.

Table: Endowment amount for different durations of Chairs

Type of Chair	Duration of Chair Committed by Donor		
	For 6-years	For 12 years	Perpetual
<i>Chair Professor</i>	Rs 35 lakh	Rs 55 lakh	Rs 100 lakh
<i>Chair Faculty</i>	Rs 25 lakh	Rs 40 lakh	Rs 75 lakh

Currently, a few donors have been contributing annually for the Chair positions for the past several years. Their contribution amounts being meagre, it is proposed to seek from them an increased commitment of annual contributions of Rs 6.05 lakh (rupees six lakh and five thousand only) for a minimum period of six years and their annual contributions shall be deposited at least three months prior to the appointment cycle month.

REVIEW OF CORPUS FUNDS IN EXISTING CHAIRS

There are certain endowments for a few Chair positions that have depleted with time and therefore may not be sustainable for a long time. While all efforts will be made for getting the top up from the donors, we may not succeed in all cases. It is therefore proposed that wherever there is no positive response from the donors, their Chair positions will be discontinued as and when the balance amount goes below the annual grant to the Chair.

Similarly, if review of fund's position of a Chair reveals that there are surplus fund available for creation of a few shorter duration Chairs, it is proposed to create and use them.

Also, at the end of the Chair period, if the donor wishes to close the MoU without further extension, unspent amount remaining in the endowment shall be transferred to the Institute Corpus for any use the Institute deems fit with the consent of the donor.

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.