



**Memorandum of Understanding**  
between  
**Pankaj Gupta**  
and  
**Indian Institute of Technology Delhi**  
for the creation of  
**Pankaj Gupta Chair in Privacy and  
Decentralization**

This Memorandum of Understanding (MoU) between Pankaj Gupta (or "Donor" for short) and the Indian Institute of Technology Delhi (or "IITD" for short), Delhi 110016 has been entered into on August 6, 2020 with a view to establish the "Pankaj Gupta Chair in Privacy and Decentralization" (or "Chair" for short) at the Indian Institute of Technology Delhi.

Whereas the Donor is an alumnus of IITD from the Class of 1995 who wishes to support the future success of the Institute, and IITD is a premier technical, academic, and research institution, the parties agree to the following:

**Objectives:**

The establishment of the chair is expected to promote excellence in teaching and research in the area of Privacy and Decentralization.

**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 185th meeting held on 8 November 2013 (Annexure-1), its 194th meeting on 4 August 2017 (relevant extracts as Annexure-2); and any subsequent amendments to these.
2. The donor agrees to deposit a sum of Rs. 1 Crore (or an equivalent of this in USD) with IITD to fund the endowment to establish the chair. These funds will be invested by IITD in accordance with its

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rules/regulations so as to earn interest or dividends payable at least once each year.

3. The primary selection criteria shall be: a) excellence in teaching, and b) a strong record of research contribution to the field; the purpose of both criteria being to support IITD's ability to attract and retain high-quality academic talent.
4. The procedure for appointment to the Chair shall be as per prevailing guidelines indicated above. Accordingly, a nominee of the donor would be invited to meetings for appointment to the chair.
5. The Selection Committee will make every effort to identify suitable candidates in the area of Privacy and Decentralization with preference given to candidates who work in the intersection of Privacy with Decentralization.
6. The appointments against the Chair would be for a maximum period of five years with a review after three years to determine whether the occupant will continue to hold the chair for the rest of the tenure.
7. A Management Committee with Director IITD (or his nominee) as chairman, two faculty members from IITD and the donor (or his representative) will periodically review the functioning of the chair and the utilization of the fund; and decide if any adjustments to the operation of the chair are required.
8. The occupant of the Chair will acknowledge the Chair by mentioning it in visiting cards, on his or her personal web page, in research publications resulting from work done during the period of holding the Chair, in bio notes circulated for talks and lectures and in other public venues associated with research dissemination.
9. From the fund created by the Donor's contribution, IITD will make available to the incumbent an annual grant whose amount and usage would be in accordance with prevailing guidelines.
10. Excess of earnings over expenditure, if any, will be credited back to the endowment and subsequently used exclusively to support the chair in other ways to be decided by the managing committee. In the case of a shortfall in the earnings, IITD may approach the Donor for enhancing the endowment or may reduce the duration of the chair after consulting the donor.

11. Each year, IITD will send an audited statement of account, in respect of receipts and expenditures from the funds used to establish the Chair, to the donor.
12. This MoU is agreed to and signed subject to the approval of the respective administrative bodies.

*Pankaj Gupta*  
6/9/2020  
**Pankaj Gupta**  
Donor

*Ramgopal Rao*  
**Prof. V. Ramgopal Rao**  
Director  
IIT Delhi  
28/8/2020



## Annexure 1

# Guidelines for "appointment" of faculty against a Chair

(Approved in 185<sup>th</sup> meeting of BoG held on November 8, 2013)

**Preamble:** The thrust of the new guidelines is 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. Therefore, the notion of appointing a faculty against a Chair must change. The "appointment" is therefore limited to (a) honoring the faculty by conferring upon him/her the title of "Chair Professor", for instance, and (b) making available to him/her a "research grant" of some significant value, and (c) providing to him/her a small 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 of the "positions" available in IIT (including "regular" faculty, "visiting" faculty, or "Emeritus" 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.

**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. 6 Lakhs.

- (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

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 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.

The MoU will remain valid for Ten years. It will be reviewed after ten years for further continuation.

## Annexure 2

(Approved in 194<sup>th</sup> meeting of BoG held on August 4, 2017) BG-194/B2

- i. At present the research grant amount varies between Rs. 2.0 Lakhs p. a. to Rs. 6.0 Lakhs p. a. based on the funds made available by the donor. The incumbent is allowed to draw a maximum honorarium of Rs. 10,000 p.m. if he/she so desires with the remaining amount available for his/her for research related expenses. It is proposed that all chairs would now be revised to a research grant of Rs. 5.00 Lakhs p.a. with a maximum of Rs. 3.00 Lakhs p.a. (Rs. 25,000 p.m.) available to be drawn as honorarium.
- ii. One hundred twenty (120) such chair positions would be created implying up to one hundred twenty faculty may be in such position at any time. Our intent is to recognize and award around 20% of the faculty at the projected faculty strength of 600 in couple of years.
- iii. At present almost all the chairs are reserved for full only professors. In the new scheme these 120 chair positions would be so distributed that 20% each of the Assistant Professors (those not drawing YFIF), Associate Professors and Professors occupy this chair at any time.





**Memorandum of Understanding**  
between  
**Pankaj Gupta**  
and  
**Indian Institute of Technology Delhi**  
for the creation of  
**Nick McKeown Chair in Computer Science**

This Memorandum of Understanding (MoU) between Pankaj Gupta (or "Donor" for short) and the Indian Institute of Technology Delhi (or "IITD" for short), Delhi 110016 has been entered into on August 6, 2020 with a view to establish the "Nick McKeown Chair in Computer Science" (or "Chair" for short) at the Indian Institute of Technology Delhi.

Whereas the Donor is an alumnus of IITD from the Class of 1995 who wishes to support the future success of the Institute and also recognize the contribution of his PhD advisor Professor Nick McKeown in his success, and IITD is a premier technical, academic, and research institution, the parties agree to the following:

**Objectives:**

The establishment of the chair is expected to promote excellence in teaching and research in the area of Computer Science.

**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 185th meeting held on 8 November 2013 (Annexure-1), its 194th meeting on 4 August 2017 (relevant extracts as Annexure-2); and any subsequent amendments to these.
2. The donor agrees to deposit a sum of Rs. 1 Crore (or an equivalent of this in USD) with IITD to fund the endowment to establish the chair. These funds will be invested by IITD in accordance with its rules/regulations so as to earn interest or dividends payable at least once each year.

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3. Faculty members with a primary appointment in the Department of Computer Science and Engineering will be eligible for this Chair. The primary selection criteria shall be: a) excellence in teaching, and b) a strong record of research contribution to the field; the purpose of both criteria being to support IITD's ability to attract and retain high-quality academic talent.
4. The procedure for appointment to the Chair shall be as per prevailing guidelines indicated above. Accordingly, a nominee of the donor would be invited to meetings for appointment to the chair.
5. The Selection Committee will make every effort to identify suitable candidates in the area of Computer Science.
6. The appointments against the Chair would be for a maximum period of five years with a review after three years to determine whether the occupant will continue to hold the chair for the rest of the tenure.
7. A Management Committee with Director IITD (or his nominee) as Chairman, two faculty members from IITD and the donor (or his representative) will periodically review the functioning of the chair and the utilization of the fund and decide if any adjustments to the operation of the chair are required.
8. The occupant of the Chair will acknowledge the Chair by mentioning it in visiting cards, on his or her personal web page, in research publications resulting from work done during the period of holding the Chair, in bio notes circulated for talks and lectures and in other public venues associated with research dissemination.
9. From the fund created by the Donor's contribution, IITD will make available to the incumbent an annual grant whose amount and usage would be in accordance with prevailing guidelines.
10. Excess of earnings over expenditure, if any, will be credited back to the endowment and subsequently used exclusively to support the chair in other ways to be decided by the managing committee. In the case of a shortfall in the earnings, IITD may approach the Donor for enhancing the endowment or may reduce the duration of the chair after consulting the donor.

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11. Each year, IITD will send an audited statement of account, in respect of receipts and expenditures from the funds used to establish the Chair, to the donor.
12. This MoU is agreed to and signed subject to the approval of the respective administrative bodies.

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**Pankaj Gupta**  
Donor

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**Preamble:** The thrust of the new guidelines is 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. Therefore, the notion of appointing a faculty against a Chair must change. The "appointment" is therefore limited to (a) honoring the faculty by conferring upon him/her the title of "Chair Professor" for instance, and (b) making available to him/her a "research grant" of some significant value, and (c) providing to him/her a small 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 of the "positions" available in IIT (including "regular" faculty, "visiting" faculty, or "Emeritus" 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.

**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. 6 Lakhs.

- (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 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 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:

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|----|--|-----------------|
| 1. | Director, IIT Delhi  | Chairman        |
| 2. | Three eminent academicians approved by the Chairman, Board of Governors of IIT Delhi | Member          |
| 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 neither a regular faculty nor an Eminentus Fellow.



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 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

The MoU will remain valid for Ten years. It will be reviewed after ten years for further continuation

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- ii One hundred twenty (120) such chair positions would be created implying up to one hundred twenty faculty may be in such position at any time. Our intent is to recognize and award around 20% of the faculty at the projected faculty strength of 600 in couple of years.
- iii At present almost all the chairs are reserved for full only professors. In the new scheme these 120 chair positions would be so distributed that 20% each of the Assistant Professors (those not drawing YFIF), Associate Professors and Professors occupy this chair at any time.