



Corporate Relations & Placement Cell (CRPC)

FACULTY IMMERSION PROGRAM (FIP)

Policy Document

Connecting Teachers with Industry

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1.0 Preamble

The MIT India Group of Institutions — comprising MIT Academy of Engineering (MIT AOE), Pune; MIT Arts, Commerce and Science (MIT ACSC), Pune; Avantika University, Ujjain; MIT University, Shillong; and MIT School of Distance Education (MIT SDE), Pune — is committed to keeping its academic delivery aligned with the pace of change in industry and technology. The Faculty Immersion Program (FIP) is instituted by the Corporate Relations & Placement Cell (CRPC) as the formal, group-wide mechanism through which faculty members gain first-hand exposure to real industrial environments, and bring that exposure back into the classroom, into research, and into the institution's partnerships with industry.

This document is the final policy governing the FIP. It supersedes earlier working drafts and consolidates programme design, eligibility, obligations, institutional support, governance, and the multi-year rollout plan into a single reference for faculty, Heads of Institutions (Hols), Heads of Departments (HoDs), and the CRPC.

2.0 Vision & Mission

2.1 Vision

To be a group of institutions where academia and industry converge to co-create knowledge, cultivate future-ready talent, and drive innovation.

2.2 Mission

To empower faculty through structured industry immersion, fostering pedagogical innovation, applied research, and sustainable industry linkages that elevate institutional impact and student outcomes.

3.0 Policy Objectives & Strategic Outcomes

The FIP is designed to achieve the following institutional objectives:

1. **Faculty Professional Development** — provide hands-on industry exposure that updates pedagogical approaches with real-world case studies and emerging technologies.
2. **Curriculum Enhancement** — develop and integrate industry-relevant case studies, supporting the transition to case-based and problem-based learning (PBL).
3. **Industry-Academia Synergy** — establish long-term partnerships that facilitate student internships, sponsored projects, and placement opportunities.

4. **Research & Innovation Pipeline** — initiate joint applied research with defined outcomes, including publications, patents, and product-development consultancy.
5. **Ecosystem Development** — identify and scope real-world problems for hackathons, capstone projects, and industry-sponsored challenges.
6. **Knowledge Transfer** — enable faculty to organise co-delivered workshops, faculty development programmes (FDPs), and student skill-enhancement sessions.

4.0 Scope & Applicability

This policy applies uniformly across all five constituent institutions of the MIT India Group. The respective HoDs and CRPC office is responsible for local execution under the overall coordination of the respective Hols and Centralized CRPC office. Nothing in this policy overrides an institution's statutory or regulatory obligations (including AICTE, UGC, or equivalent state/central norms applicable to that campus); where a conflict arises, the more stringent requirement applies.

5.0 Program Tiers & Immersion Pathways

The FIP offers three structured tiers, allowing faculty to select a pathway suited to their career stage, discipline, and strategic goals.

Tier	Duration	Target Cohort	Primary Focus	Key Deliverables
Tier 1 — Industry Immersion & Networking Refresher	2–4 weeks	All faculty, with emphasis on early-career academics new to industry engagement	Sectoral awareness, process observation, initial network building	Updated course-specific case studies; guest lecture invitations; industry trend analysis report
Tier 2 — Skill Upgradation & Project Scoping Sabbatical	2–3 months	Engineering, Science, Design and Management faculty members	Deep-dive skill acquisition on a specific technology/tool; collaborative project ideation	Hands-on technical proficiency; draft MoU for a joint project; defined problem statements for student projects
Tier 3 — Strategic R&D Fellowship	One semester (aligned with schemes such as the AICTE Industry Fellowship)	Senior faculty, researchers, and candidates for national fellowship programmes	Strategic R&D challenges, IP co-creation, advanced curriculum design	Prototypes/patents/publications; blueprint for a new elective course; long-term research collaboration agreement; direct internship/placement pipeline

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Table 1 — FIP tiers, target cohorts, focus areas, and deliverables.

6.0 Eligibility, Participation Mandate & Compliance

Faculty Cadre	Programme Mandate	Participation Focus	Compliance Cycle
Assistant Professors	Mandatory	Skill upgradation and pedagogical enhancement	Complete one Tier (1, 2, or 3) within a rolling 3-year cycle
Associate Professors & Professors	Optional / Strategic	Research collaboration and high-level industry networking	Encouraged for R&D outcomes; alternative leadership engagement required if exempted
Department Leadership (HoDs)	Exempt	Programme facilitation and support	Required to enable team participation through load management and mentorship

Table 2 — Participation mandate by faculty cadre.

6.1 Alternative Engagement for Senior Faculty

Professors and Associate Professors exempted from immersion must demonstrate active industry linkage through participation in leadership forums (such as CII, NASSCOM, or MCCIA), academia-industry conclaves, or by securing consultancy assignments or MoUs on the institution's behalf.

6.2 Minimum Tenure Requirement

Faculty must have completed a minimum of two years of service at the institute to be eligible to undertake an immersion under this policy.

6.3 Special Exemption — Startup & Incubation-Linked Faculty

In line with the Innovation First Strategy and its emphasis on product-based learning, MIT India actively encourages faculty members to start their own startups or ventures, in accordance with the applicable guidelines of statutory bodies such as UGC and AICTE, Government of India.

A group of faculty members working together on an innovative idea to solve a real-world, complex problem — for the benefit of society, industry, or government — and who are motivated to work on product development, may be exempted from the FIP under this provision.

Such faculty are expected to work professionally with the Incubation Centre, MIT India, on the identified problem(s), against defined milestones and expected outcomes.

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The Head of Institution and the Head, Incubation Centre will jointly assess overall progress and decide on continuation of this exemption during AY 2026–27 and AY 2027–28. Faculty members who are not granted continued exemption on this basis must enroll for one of the FIP tiers in the final rollout phase, AY 2028–29.

7.0 Pre-Immersion, During-Immersion & Post-Immersion Protocols

7.1 Pre-Immersion Phase (Prerequisites)

- **Industry Scouting Visits:** all faculty must complete 3–5 preliminary industry visits, facilitated by the CRPC, to understand sectoral needs before selecting a host organisation.
- **Competency Mapping:** faculty must submit a detailed skills-and-interest portfolio to the CRPC to enable optimal industry pairing.
- Prior exposure to companies already hosting the institution's student interns is encouraged, to strengthen existing placement relationships.

7.2 During Immersion

- Faculty remain focused on the industry assignment; teaching and examination duties are reassigned for the immersion period.
- For Tier 2 and Tier 3 immersions, faculty are encouraged to negotiate a stipend or fellowship grant from the host organisation or a sponsoring scheme.

7.3 Post-Immersion Obligations

1. **Knowledge Dissemination** — mandatory delivery of a project demonstration, case-study presentation, or workshop to the student and faculty community.
2. **Comprehensive Reporting** — submission of a detailed immersion report to the CRPC, with evidence of outcomes (letters, photographs, technical documents) for institutional records and audit.
3. **Student Opportunity Pipeline** — facilitating 5–10 student internship opportunities at the host organisation.
4. **Collaboration Follow-Through** — actively pursuing project or research collaborations, sponsored labs, or MoUs arising from the immersion.

8.0 Institutional Support & Enabling Framework

- **Academic & Logistical Support:** Hols will facilitate leave approvals, travel arrangements, and academic-load redistribution.
- **Financial Protection:** full salary and benefits are maintained throughout the immersion period.
- **Grant & Fellowship Advocacy:** administrative support for faculty applying to AICTE, SERB, and other industry fellowship schemes.
- **Career Progression Linkage:** FIP participation is a weighted Key Performance Indicator (KPI) in annual appraisals, promotions, and increment decisions.
- **Digital Enablement:** streamlined ERP and LMS workflows to reduce administrative overhead during preparation and reporting.

9.0 Industry Liaison Faculty (Special Category)

In addition to tiered immersions, each department will identify a cohort of faculty — targeted at 10% of departmental strength — who already carry substantial industry experience. These "Industry Liaison Faculty" undertake structured weekly industry visits with clearly defined goals and outcomes, sustaining continuous relationship management between immersion cycles and complementing the periodic Tier 1–3 pathways.

10.0 Governance & Implementation Structure

10.1 Corporate Relations & Placement Cell (CRPC)

The Centralised CRPC office, MIT INDIA owns the FIP policy, maintains the industry partner pool, coordinates competency mapping and pairing, tracks compliance across all five institutions, and consolidates reporting for institutional leadership.

10.2 Heads of Institutions (HoIs) & Heads of Departments (HoDs)

Hols and HoDs are responsible for enabling participation through load management, mentorship, and local coordination, and — for exempted senior faculty — for approving and tracking alternative engagement pathways.

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10.3 Unit-Level CRPC SPOCs

The respective academic HoDs and unit level CRPC office executes the pre-immersion, during-immersion, and post-immersion protocols locally, and is the primary point of contact between faculty and the Centralized CRPC office.

11.0 Implementation Roadmap (2026–2029)

Phase	Timeline	Milestones
Phase 0 — Foundation	Q1–Q2 2026 (Feb–Jun)	Policy announcement and dissemination across all five institutions; mandatory minimum two industry scouting visits per faculty member; CRPC to formalise the industry partner pool
Phase 1 — Pilot Launch	Q3 2026 (Jun–Jul)	10% of eligible faculty undertake short-term Tier 1 immersion alongside the Summer Internship Programme (SIP); process lessons captured and incorporated
Phase 2 — Full-Scale Rollout I	AY 2026–27	30% of eligible faculty enrolled across Tiers 1, 2, or 3; teaching-load adjustment mechanisms operationalised institution-wide
Phase 3 — Phased Completion II & III	AY 2027–28 and AY 2028–29	Annual enrolment of the next 30–35% of remaining faculty each year; target of 100% compliance among eligible faculty by June 2029

Table 3 — Phased, group-wide rollout from foundation to full compliance.

12.0 Monitoring, Reporting & Compliance Cycle

Compliance is tracked on a rolling basis against the eligibility mandate in Section 6. The CRPC will maintain a consolidated dashboard of faculty enrolled, tier undertaken, host organisation, and post-immersion deliverables submitted, reviewed each semester by institutional leadership. Non-compliance without an approved alternative-engagement pathway is flagged for the concerned HoI's attention ahead of the appraisal cycle.

13.0 Success Metrics & Expected Institutional Outcomes

- **Enhanced Pedagogy:** a repository of 150+ industry-vetted case studies across the Group.
- **Strengthened Partnerships:** 20+ new MoUs and 5+ industry-sponsored labs or Centres of Excellence.
- **Student Impact:** measurable increase in quality internship offers, live projects, and pre-placement offers (PPOs).

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- **Research & Innovation:** joint IP (patents/copyrights), consultancy projects, and high-impact publications.
- **Faculty Growth:** measurable improvement in teaching effectiveness and industry-relevant research output.

14.0 Alignment with National & Institutional Benchmarks

The FIP has been designed with reference to comparable initiatives at the national and institutional level, so that MIT India's practice reflects the current direction of the sector rather than an isolated internal exercise.

- **The AICTE Industry Fellowship Programme (IFP)** — a national scheme placing faculty in industry for extended periods with co-funded stipends — informed this policy's emphasis on institutional service-continuity requirements, tenure eligibility, and structured selection through industry expression of interest.
- **Faculty industry-immersion schemes at other technical universities** — which pair short networking-style immersions with longer skill- and project-focused tracks — informed the tiered (short/medium/long) structure adopted in Section 5.
- **General academic sabbatical policy practice** — under which teaching and administrative duties are formally relieved for a defined, salary-protected period — informed the financial-protection and load-redistribution commitments in Section 8.

MIT India does not reproduce any single external programme; the tiers, eligibility mandate, and governance structure in this document are the Group's own design, informed by this wider practice.

15.0 Policy Review & Amendment

This policy will be reviewed by the Centralized CRPC office in consultation with institutional leadership at the end of each rollout phase described in Section 11, and may be amended to reflect lessons from the pilot, changes in national schemes such as the AICTE IFP, or evolving industry needs. Amendments take effect from the date approved by the Centralized CRPC office.

Approved By

Prepared and Reviewed by	Approved by
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