



August 30, 2022
Revision: December 12, 2022

Executive Education (MDP) Faculty Remuneration

The faculty remuneration policy has been revised after benchmarking with other Business Schools with an objective to create a supportive ecosystem for growing the executive education (MDP) vertical. This policy will be implemented with immediate effect.

Custom, Open and Long Duration Programs

Remuneration is per session of 90 minutes, which is the unit we will adhere to for all custom, open, and Long Duration Programs (Business obtained by IMI or through Edtech Partners)

The below remuneration would be for both “Online” and “Offline” Programs.

- Program Teaching fees – INR 7,500 / Session (Each session would of 90 minutes)
- Program Director fees – INR 2,500 / Session (Each session would of 90 minutes)

Open programs will be run only when subscription numbers are sufficient for the program to be profitable. If insufficient subscriptions occur, then the open program will not be run.

Multiple Repeat Custom Programs (Revision Dec 12 2022):

Companies that have a need to train a large number of employees, often ask for multiple repetitions of the same custom program to be offered for multiple batches. They expect a volume discount on pricing as they commit to high volumes of people to be trained for a single program. It is important to stay competitive when such RFPs (Request for Proposal) are floated.

A lower remuneration model is, therefore, necessary for such high volume custom programs where along with company commitment of high volumes, faculty members also get a high volume of training sessions that are repeated multiple times.

For the purpose of remuneration structuring, a high volume custom program based on multiple repetitions of a single custom program, will be defined as

- a) Single custom program to be not more than 12 sessions (each session would be of 90 minutes)
- b) Total sessions of the custom program, resulting from multiple repetitions of a single custom program, is more than 40 sessions (each session would be of 90 minutes)

The remuneration for all high volume custom programs (defined as above) will be as follows.

- Program Teaching fees – INR 5,000 / Session (Each session would of 90 minutes)
- Program Director fees – INR 1,667 / Session (Each session would of 90 minutes)

ITEC Programs (Revision Dec 12 2022):

For ITEC Programs the profit margins are very low, but we nevertheless do them for strategic reasons for our internationalization dimension. It is appreciated that faculty members involved in this program put in a great deal of effort, even if the margins for the institute are low. It is, therefore, appropriate for the remuneration to recognize this effort.

The remuneration for all ITEC programs will be as follows.

- Program Teaching fees – INR 5,000 / Session (Each session would of 90 minutes)
- Program Director fees – INR 1,667 / Session (Each session would of 90 minutes)

FDP (Revision Dec 12 2022):

FDPs (Faculty Development Programs) would be treated as service to the profession and not as a purely commercial activity. These programs run on very thin margins and are conducted for strategic reasons for brand building with peer academic institutions. It is appreciated that faculty members involved in this program put in a great deal of effort, even if the margins for the institute are low. It is, therefore, appropriate for the remuneration to recognize this effort.

The remuneration for all FDPs will be as follows.

- Program Teaching fees – INR 5,000 / Session (Each session would of 90 minutes)
- Program Director fees – INR 1,667 / Session (Each session would of 90 minutes)

Program Director Roles and Responsibilities

The program director plays a very important role for all executive education programs. This starts from timely responding to the customer's RFP (request for proposal), interfacing with the customer, program design, faculty allocation for different sessions, overseeing smooth program delivery, and acting on customer feedback. These are specified in detail below.

1. End to end responsibility for the "Academic aspect" of the Program. It entails – Program Proposal creation, Monitoring delivery, Incorporating customer feedback (if any)
2. Creation of the program proposals for custom programs based on the "Customer Information Sheet" shared by the business development team
3. Be a part of calls with the discussion with client for Academic inputs and Proposal inputs
4. Finalization of the proposal in terms of duration / delivery mode and assigning faculty to the relevant themes (If the program director is not teaching the entire program)
5. Sharing Program construct in detail as per the requirement shared by the Business Development team for the marketing collaterals for Open Programs
6. Keeping a tab on the program delivery and a one point of contact with the client for inputs on the academic content and the delivery experience
7. Creating the "Program Description Document" with multiple faculty members especially in the Long Duration Programs and would be the one point of contact to incorporate the customer feedback and optimize the program content.

8. Maintain Turn Around Time (TAT) of maximum of 4 working days for program proposals, which is a typical customer requirement.
9. Based on the faculty feedback, optimize the faculty mix. The faculty interaction in case there are multiple faculty members will be limited to the Program Director.

Please Note : All the logistics / Operations / Billing / Commercials etc. will be handled by the Executive Education (MDP) team.