

**WPU  
GŌA**

MIT  
**WORLD PEACE  
UNIVERSITY**

Transdisciplinary. Technological. Transformative.

UNESCO Chaired Institution



**unesco**  
Chair



**Faculty Recruitment  
Brochure**

# Welcome

Thank you for considering becoming part of the founding faculty at WPU Goa. It is an exciting moment in our journey, and your interest in shaping this institution at such a formative stage is deeply appreciated.

The role of faculty at WPU Goa carries both influence and responsibility. You will help define strategic direction, provide academic leadership, and contribute to the design and delivery of our distinctive transdisciplinary model of education. Your ideas, scholarship, and initiative will play a central part in establishing the character and standards of the University.

Our community is defined by imagination, self-belief, energy, and pride; qualities that make WPU Goa a stimulating and rewarding place to build a career. We are united by an ambitious purpose:

*to create life-changing educational experiences for our students and  
to generate research that commands global respect while addressing real-world challenges.*

We are building a foundation for excellence, an ecosystem that supports an outstanding student journey, pioneering research, and meaningful professional pathways for faculty and staff. Set within a world-class campus environment, WPU Goa is committed to delivering a premier transdisciplinary education that combines academic rigour with authentic mentorship and individual attention.

Our ethos is both student-focused and people-driven. We celebrate diversity in thought, background, and lived experience, recognizing that inclusive communities generate stronger ideas and more enduring impact. By investing deliberately in our colleagues' growth and well-being, we enable them to perform at their highest potential and to contribute at the highest level.

This is a rare opportunity for exceptional individuals to help shape the identity, reputation, and trajectory of a young and ambitious university. You will work alongside talented peers across disciplines, contribute to attracting outstanding students, and help translate bold aspirations into tangible achievements.

If you possess the foresight, leadership, and determination to contribute to this vision, I warmly encourage you to connect with us. I look forward to the possibility of welcoming you to our academic community.



*Prof. Walter Leal Filho*  
Vice Chancellor WPU GÖA

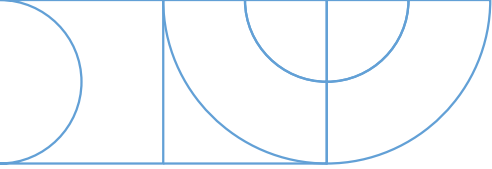
# Goa as an *Academic* and *Research* Frontier

Traditionally known for its tourism and mining, the state of Goa is currently undergoing a significant shift toward becoming a major higher education and innovation hub in India. This transition is driven by the state's high quality of life, robust human development indicators, and excellent connectivity to international centers. WPU GÕA is positioned to be a central actor in this transformation, leveraging the state's unique multicultural heritage to attract a global cohort of scholars and students. Faculty members at WPU GÕA will have the opportunity to engage with real-world projects, contributing to the state's evolution into a knowledge-driven economy that values environmental harmony and societal well-being over mere industrial growth.

## *Lifestyle and Community for Global Scholars*

For faculty and their families, Goa offers a lifestyle that is safe, culturally rich, and balanced. The state is characterized by a healthier pace of life and a close-knit community culture that is increasingly rare in large urban centers. Scholars relocating to the region will find a variety of high-quality educational options for their children, ranging from established institutions to newer international schools offering the International Baccalaureate (IB) and Cambridge programs.

The residential nature of WPU GÕA further enhances this lifestyle, providing faculty with on-campus housing that fosters a supportive, scholarly community. The campus itself is designed to be a living learning environment where researchers can collaborate in a setting that encourages both intellectual rigor and personal well-being.



# *World Peace University, Goa*

WPU GÕA is built on the premise that traditional departmental silos are inadequate for the modern world. Instead, the university adopts a transdisciplinary model where students and faculty from Engineering, Design, Sciences, and Management collaborate on shared themes.

For faculty, this means working in an environment where their expertise is consistently challenged and enriched by other perspectives. An engineer may work alongside a psychologist to design human-machine interfaces, or a management professor may collaborate with an ecologist on renewable energy policy. This collaborative ethos is supported by Living Learning Scholar Communities, which are residential hubs designed to blend living and learning through shared ideas and constant collaboration.

The university's intellectual life is organized around specialized Research Institutes (RI) and Centres of Excellence (COE). These units are the engines of innovation at WPU GÕA, pushing the boundaries of knowledge in areas of critical global importance.



# Leadership



*Prof. Satish Tripathi*  
**Honorary Chancellor**

As the President of the University at Buffalo, USA, Prof. Tripathi brings extensive experience in leading high impact research institutions and a deep understanding of computer science and statistics.

*Dr. Rahul Karad*  
**Executive President**

Dr. Rahul V. Karad is a prominent Indian educationist and institution builder who serves as the Managing Trustee and Executive President of MAEER's MIT Group of Institutions. Renowned for pioneering initiatives like MIT School of Government and the Bharatiya Chhatra Sansad, Dr. Karad is committed to nation building through ethical leadership and value-based education.



*Dr. Suresh Garimella*  
**Chairman, Global Advisory Board**

The President of the University of Arizona and a member of the U.S. National Academy of Engineering, Dr. Garimella provides oversight on global research strategies.

*Mr. D. Shivakumar*  
**President, Industry Advisory Board**

Former CEO of PepsiCo India and alumnus of IIT Madras and IIM Calcutta, he ensures the university's programs are aligned with global industry demands.



*Prof. Pankaj Chandra*  
**Advisor**

The Vice Chancellor of Ahmedabad University and former Director of IIM Bangalore, his expertise in higher education is pivotal to the university's transdisciplinary approach.

*Professor Walter Leal Filho*  
**Vice Chancellor**

Internationally renowned sustainability scientist, Chair of Climate Change Management, prolific author with over 600 publications, UNESCO affiliated expert, and visionary leader in regenerative education.



# Advance Your Career. *Enrich Your Life.*

At World Peace University, we are more than an institution. We are a vibrant and purpose-driven community defined by imagination, conviction, enthusiasm, and pride. Our strategic vision reflects the shared ambitions of our faculty, students, partners, and stakeholders, as well as the distinctive spirit that energizes our university.

## Outstanding Education

We are committed to providing an exceptional academic journey and a fulfilling university experience that empowers students, shapes character and prepares graduates for meaningful and successful careers. Our approach to teaching and learning is innovative, agile, and future-oriented integrating advanced pedagogy, thoughtfully designed curricula, modern facilities, and comprehensive student support systems.

Beyond academics, we prioritize holistic development, encompassing wellbeing initiatives, career readiness, and experiential learning opportunities. We aim to motivate and transform our students through a balanced and enriching campus life situated in one of India's most culturally dynamic and well-connected regions.

## Research Excellence with Purposeful Impact

Our research endeavors are driven by a commitment to effect tangible societal transformation. By leveraging creativity and academic rigor, we seek to produce knowledge that creates measurable change at both national and global levels. Our research priorities address the most pressing issues of our era, organized around five transformative missions:

- Building a compassionate, fair, and inclusive society
- Celebrating cultural diversity and advancing creative achievement
- Promoting environmentally responsible and sustainable futures
- Supporting wellbeing across all life stages
- Enabling resilient and sustainable economic progress

Collaboration lies at the heart of our research philosophy. We actively engage with industry, enterprises, policymakers, and community organizations to co-create solutions that generate lasting value. As a university committed to transdisciplinary scholarship, we champion research partnerships that bridge academic insight with real-world application, ensuring that knowledge creation meaningfully serves society and advances the public good.



# A *University* Built for *People*



## *A Student First Ethos*

Our university is fundamentally designed around the needs, aspirations, and experiences of our students. We believe every academic journey is unique and significant, and that each interaction within our community contributes meaningfully to shaping that journey. By integrating pioneering scholarship with practical innovation, we ensure that teaching is informed by research and that research is enriched by real-world application.



## *Powered by People*

We value the collective strength of our community and recognize the vital role played by every individual, students, faculty, and professional staff alike. Our commitment is to create an environment where all members are supported in realizing their capabilities and ambitions. Through professional development, mentorship, and collaborative culture, we empower our staff to thrive and lead.



## *Oriented Toward the Future*

Innovation is embedded in our teaching practices, research agendas, and institutional strategy. We remain alert to evolving global trends, technological shifts, and societal needs, positioning ourselves to respond with agility and purpose. Rather than reacting to change, we proactively shape it by embracing new pedagogies, advancing interdisciplinary inquiry, and translating research into practical solutions.



## *A Culture of Inclusion and Opportunity*

By cultivating an inclusive culture, we strengthen our community and contribute positively to the broader world. Our scholarly work supports the advancement of fairness and social justice, while our institutional policies seek to remove structural and systemic barriers that may hinder individual progress.

# Investing in our *People*

We strive to attract exceptional individuals, nurture their growth, and inspire them to accomplish meaningful and transformative work.



## Competitive Salary Structure

WPU GÖA understands that to attract world-class faculty, it must offer world-class rewards. We offer salaries competitive with India's top private universities and leading public institutions. For international faculty members, the university provides an even more attractive package, intended to reflect the high level expertise and global perspectives these individuals bring to the founding cohort.



## Perks and Professional Development

WPU GÖA provides a comprehensive suite of benefits that address both professional advancement and personal well-being:

- Research Seed Grants: Competitive grants up to 10 Lakhs are awarded to help faculty launch high impact research projects immediately upon joining.
- Continuous Professional Development: Funding of up to 1.5 Lakhs INR per year (provided in two-year blocks) is available for attending international conferences, publishing in top-tier journals, and collaborative visits to global partner universities.
- On-Campus Housing: State-of-the-art residential facilities are provided ensuring a seamless transition and a high quality of life.
- Flexible Working Environment: The university adopts a dual teaching model (60% block delivery, 40% sequential), which provides faculty with dedicated blocks of time for research, consulting, and international networking.
- Health Insurance: comprehensive health insurance is extended to all the faculty members.



## Valuing and Supporting Our People

We are committed to cultivating a workplace culture that actively encourages continuous learning, professional curiosity, and personal growth. We are advancing initiatives in reward, recognition, and career progression to ensure that contribution and impact are meaningfully acknowledged. Transparent career frameworks, performance recognition systems, and tailored development plans are being strengthened to help colleagues envision and achieve long-term growth within the University.



## Recognising and Listening to Our People

At World Peace University, every member of our community plays a vital role in shaping our collective success. We believe that meaningful engagement begins with listening. That is why we provide multiple platforms for colleagues to share their perspectives, contribute ideas, and participate in institutional decision making.

Through structured surveys, open forums, consultative committees, staff networks, and direct dialogue with leadership, we actively seek and value honest feedback. Listening, however, is only the first step. We are committed to translating insights into action by working collaboratively with our colleagues to co-design improvements in workplace culture, policies, and processes.

# Bring Your Vision. *Create Lasting Impact.*

Your ideas have power. When combined with ours, they can shape industries, influence societies, and redefine possibilities. Collaborate with us. Together, we can drive meaningful change at scale. Research is not an adjunct to our mission it defines it. Discovery, critical thinking, and knowledge creation inform our teaching, partnerships, and societal engagement.

Through our Research Institutes and Centres of Excellence, we cultivate vibrant ecosystems where scholars, industry leaders, innovators, and policymakers converge to generate both theoretical breakthroughs and applied outcomes.



## ✓ Academic Independence

We firmly uphold the principle of research autonomy. Faculty members are empowered to pursue questions that inspire them, explore emerging frontiers in their disciplines, and develop distinctive scholarly identities. Whatever your field of expertise, we are committed to backing your pursuit of innovation and transformative impact.

## ✓ Research Incentives and Financial Support

We believe excellence should be recognized and rewarded. Our structured incentive programs provide additional research funding to faculty who publish in prestigious journals or who successfully submit substantial external grant proposals. These mechanisms are designed to accelerate high impact scholarship and amplify research ambition.

Dedicated funding streams are also available to encourage impactful research initiatives and interdisciplinary collaboration. Seed funding programs support early-stage inquiry, particularly for new and early-career faculty, enabling them to establish strong research trajectories and explore promising ideas with confidence.

To ensure that opportunity is never constrained by financial limitations, we maintain accessible conference funding for all faculty members. Whether presenting at national symposia or international forums, our scholars receive support to share their findings, build networks, and engage with the global academic community.

We are committed to removing obstacles and creating conditions where exceptional research can thrive because when great ideas are fully supported, their potential is limitless.

# Unlock Your *Full Potential*

Supporting professional growth is central to our institutional culture, and we actively invest in structured development pathways that empower our staff to excel and progress with confidence.

## Comprehensive Onboarding

Every new faculty member begins their journey with a structured induction process through the WPU Certificate in Transdisciplinary Teaching. This program is designed not only to familiarize you with the University's academic philosophy and institutional priorities, but also to embed you within our collaborative culture from the outset.

During induction, you will gain clarity on teaching standards, curriculum design expectations, assessment practices, and student engagement approaches. Equally important, we introduce you to professional advancement pathways, promotion criteria, and long-term career planning opportunities, ensuring that you start with both direction and purpose.



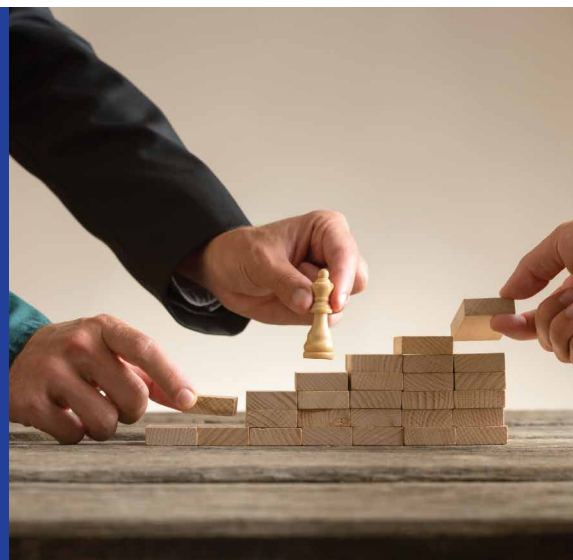
## Structured Mentorship

A strong support network is essential for a confident start. To help new colleagues integrate smoothly into academic life, we provide dedicated mentoring arrangements. Junior faculty members are paired with experienced academic mentors who offer guidance on research, teaching, institutional processes, and career progression.

Teaching fellows receive mentorship specifically focused on pedagogical excellence, classroom innovation, and student engagement strategies. Mentors serve as trusted advisors, accessible, experienced, and committed to your success.

## Ongoing Professional Development and Research Support

Professional growth does not end with induction. We offer continuous training opportunities designed to strengthen both teaching effectiveness and research capability. Our programs provide practical assistance in identifying funding opportunities, crafting competitive proposals, and refining research communication skills.



# Find *Fulfilment* in Your *Workplace*

Loving where you work matters. We believe professional satisfaction is fundamental to both personal wellbeing and institutional success, and we are committed to creating an environment where our colleagues feel valued, motivated, and inspired every day.

Our colleagues enjoy a generous annual leave structure, complemented by public holidays and designated University closure days, ensuring meaningful time for rest and rejuvenation. We foster faculty friendly policies grounded in flexibility, fairness, and mutual trust cultivating a culture where autonomy and accountability coexist.

Excellence is recognized and rewarded through structured financial incentives that acknowledge outstanding performance and impactful contributions. At the same time, we actively invest in career progression through diverse professional development opportunities, empowering our staff to expand their expertise and advance confidently.

For those relocating to join us, we offer assistance with moving expenses when applicable, helping to ease the transition and ensure a smooth start within our community.

Working here is more than employment. It is an opportunity for growth and self-discovery. Alongside building a meaningful career, you may also uncover new passions, strengths, and aspirations. In supporting your professional journey, we aim to support your broader journey as well.



# Position Overview

## Teaching Responsibilities

Faculty members appointed to tenure track and tenured positions are entrusted with a comprehensive teaching commitment. Their responsibilities extend well beyond classroom instruction and encompass the broader academic lifecycle of course development, delivery, and quality assurance.

In addition to effective classroom engagement, faculty are expected to contribute to curriculum innovation through the introduction of new courses and the thoughtful redesign of existing offerings. This includes crafting intellectually robust syllabi, developing high quality teaching materials, and creating relevant cases, simulations, and practical exercises that enhance applied learning. Course content must remain contemporary and globally informed. Faculty are expected to regularly revise and update instructional materials in response to advances in international scholarship, evolving industry practices, and emerging research insights.

The adoption of diverse and appropriate pedagogical approaches including experiential, collaborative, and technology enabled methods is strongly encouraged to enrich the learning experience. Thorough preparation for each session, constructive engagement with students, and timely, fair evaluation of assignments and examinations are fundamental expectations. Upholding rigorous academic standards across all these activities is essential.

Teaching performance is evaluated holistically. Consideration is given not only to classroom effectiveness but also to the quality and originality of course design, the relevance and currency of instructional materials, and the degree to which content reflects an international and forward-looking perspective. Student feedback, peer review, and formal assessments of syllabi, cases, and other academic resources all contribute to a comprehensive evaluation of a faculty member's teaching contribution.

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## Research Expectations

Faculty appointed to tenure track and tenured roles are required to pursue rigorous, original scholarship that achieves international recognition and meaningfully advances their respective fields. Their work should contribute substantively to the development of knowledge, elevate academic standards within the discipline, and demonstrate intellectual independence and innovation.

Faculty members are expected to share their findings through established scholarly channels and in highly regarded, peer reviewed international journals. Faculty are encouraged to extend their reach by publishing in influential policy focused or practitioner oriented journals, as well as producing research monographs, authored or edited books, and chapters in scholarly volumes.

Research assessment is grounded primarily in quality and influence. The originality, methodological rigor, and contribution of each body of work are central considerations. Impact, measured through scholarly engagement, citation, recognition, and influence on ongoing debates is weighed more heavily than volume alone. Sustained productivity and the robustness of a faculty member's forward research agenda are also important indicators of long-term scholarly vitality.

All research is expected to meet the exacting standards of international peer review and to be disseminated in ways that enhance its visibility and intellectual reach. Faculty are encouraged to ensure that their scholarship informs public dialogue, policy development, and professional practice on a global scale.

Faculty is expected to secure competitive external funding from public or private sources, spearheading major grant applications, and guiding collaborative projects. Serving as directors or coordinators of research institutes, centres, or thematic programmes further reflects a commitment to shaping the strategic research direction of the institution and fostering a vibrant scholarly community.

## Institutional Service

Faculty members holding tenure track and tenured appointments are expected to contribute meaningfully to the broader life and governance of the University. Beyond excellence in teaching and research, active participation in strengthening institutional culture and sustaining a collegial, high performing academic environment is a core responsibility.

All faculty are encouraged to nurture a strong sense of belonging within their disciplinary areas and across the wider University community. Institutional contributions may take many forms. Faculty may mentor students, organize or support research seminars and academic events, and assist in recruitment processes to attract outstanding colleagues. Engagement in these activities reinforces academic vitality and ensures the continued growth of subject areas and programmes.

Participation in governance and administrative processes is expected at levels appropriate to rank and experience. Faculty typically contribute by attending departmental meetings, serving on programme committees, and participating in Faculty Board deliberations.

Faculty are expected to contribute to enhancing the University's visibility and reputation. Faculty will support career services initiatives or occasionally represent the university in external forums. Members of faculty are expected to collaborate with admissions, external relations in relationship building contributing to initiatives that enable attracting high quality scholars to the university, strengthen partnerships and expand institutional reach.

Through sustained institutional service and external engagement, faculty help shape not only academic excellence but also the long-term identity, cohesion, and reputation of the University.

## Scholarly and Academic Presence

Faculty are encouraged to contribute actively to the global academic community. This may include serving as peer reviewers for leading journals, participating on editorial boards, or assuming editorial responsibilities for respected scholarly publications. Such roles signal disciplinary leadership and uphold the standards of academic rigor.

Active participation in international conferences, research workshops, invited seminars, and collaborative forums further strengthens academic networks and disseminates research findings to broader audiences. Engagement with academic associations, learned societies, and disciplinary bodies supports professional leadership and field development.

Faculty may also interact with university affiliated organizations, research councils, funding agencies, and higher education policy bodies. These connections enhance research opportunities, shape funding landscapes, and contribute to broader academic governance. Ultimately, sustained international impact demonstrated through collaboration, recognition, and scholarly influence is a key measure of academic visibility.

## Professional and Practitioner Engagement

External presence extends beyond academia into industry, government, and civil society. Faculty are encouraged to share their expertise through practitioner focused conferences, executive seminars, and professional forums that bridge research with real-world application.

Building relationships with professional associations and industry bodies strengthens the relevance and reach of scholarly work. Faculty may also undertake consulting assignments, deliver executive education, serve on corporate boards, or assume advisory roles provided such engagements align with institutional policies and ethical standards.

Participation in governmental committees, public inquiries, advisory panels, and voluntary sector initiatives further demonstrates thought leadership and civic contribution. Engagement with media through interviews, commentary, opinion pieces, or expert analysis enhances public understanding of key issues and reinforces the institution's intellectual presence.

Through sustained and strategic external engagement, faculty not only amplify their own professional standing but also contribute significantly to the global recognition and influence of the University.

# *Become Part of Our Academic Community*

## *A dynamic present. An inspiring future.*

Are you seeking an academic environment where fresh thinking is encouraged and meaningful impact is sustained? If so, this is where your journey can continue to evolve.

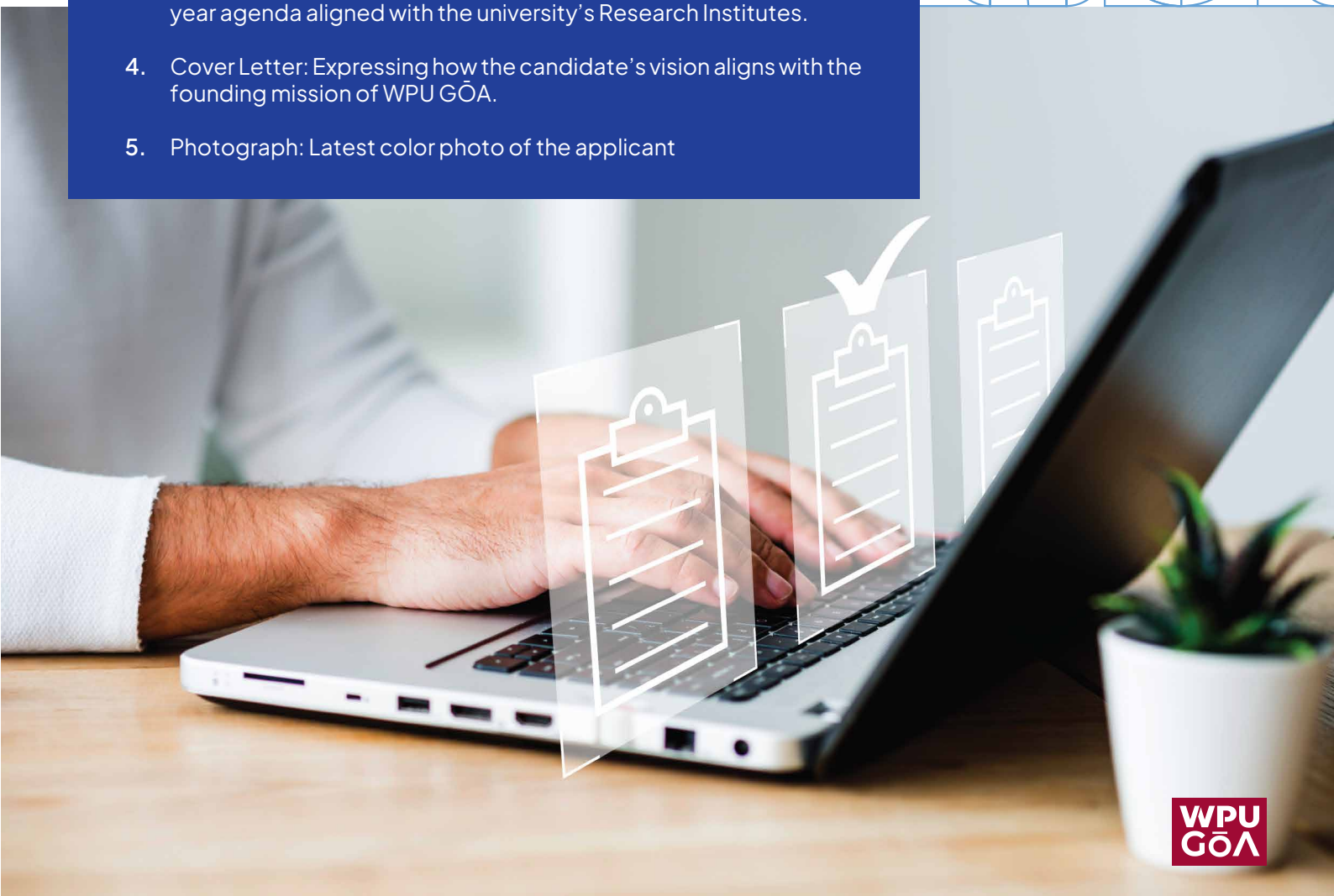
At WPU Goa, we welcome educators and scholars who are eager to redefine learning, pioneer contemporary teaching practices, and expand curricular and co-curricular horizons. Whether your aspirations involve designing forward looking courses, launching interdisciplinary initiatives, guiding students through research discovery, or aligning your professional expertise with your personal passion, you will find opportunities here to make a lasting contribution.

Our learners bring ambition, drive, and a desire to lead with integrity and impact. To match their energy, we seek colleagues who are equally motivated to mentor, challenge, and inspire the leaders of tomorrow. If you are ready to contribute to an institution that values innovation, community, and long-term influence, we invite you to explore our open positions and consider joining us.

### **Application Requirements**

Interested candidates should submit the following documents:

1. Detailed Curriculum Vitae (CV): Highlighting research publications, teaching experience, and professional achievements.
2. Statement of Teaching Philosophy: Outlining an approach to transdisciplinary and experiential learning.
3. Research Statement: A description of current research and a five year agenda aligned with the university's Research Institutes.
4. Cover Letter: Expressing how the candidate's vision aligns with the founding mission of WPU GOA.
5. Photograph: Latest color photo of the applicant



# *An Open and Inclusive University Community*

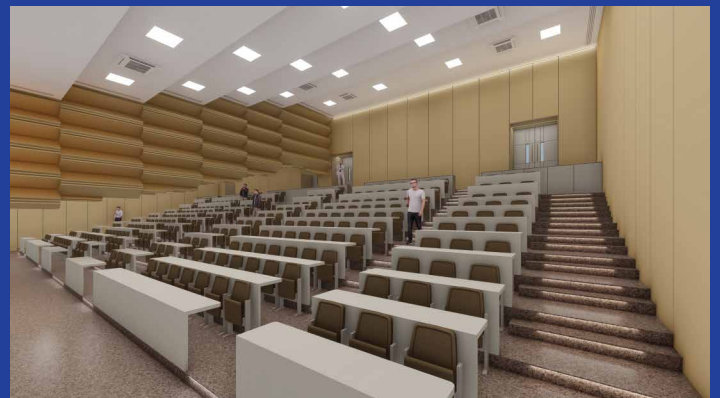
We take immense pride in the rich diversity that defines both our student body and our faculty community. The breadth of perspectives, experiences, and identities represented across our campus is one of our greatest strengths.

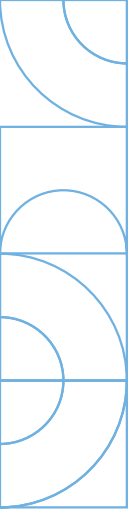
Inclusion is not simply an aspiration. It is fundamental to who we are and how we operate. As a responsible academic institution, we recognize that diversity enhances learning, strengthens scholarship, and enriches institutional culture. Our goal is to cultivate WPU Goa as a workplace and learning environment where every individual feels respected, supported, and genuinely valued.

We are dedicated to fostering a culture in which wellbeing and dignity are prioritized. Every member of our community should experience a strong sense of belonging and confidence that their contributions matter. Mutual respect underpins our interactions, decisions, and policies, ensuring that fairness and equity remain central to our institutional ethos.

We warmly encourage applications from individuals across all backgrounds and nationalities, encompassing varied ethnicities, faith traditions, gender identities, sexual orientations, and cultural heritages. We believe that equal opportunity is essential, and that each person deserves recognition and respect without exception.

What unites us is a shared commitment to delivering an innovative, forward looking education that empowers learners to unlock opportunity and pursue their ambitions with confidence. Together, we strive to create pathways to bright and fulfilling futures enabling our students to realize their fullest potential and shape the world in meaningful ways.





We nurture creative, future-ready leaders through transdisciplinary, inclusive, sustainable and globally relevant education.



**WPU GOA Campus Address:**

S. No. 88, Sub-division No. 1-B, Thivim Village of Bardez Taluka, GOA

[www.wpugoa.edu.in](http://www.wpugoa.edu.in)

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