

UGC Meeting dt. 4. August, 2009

UNIVERSITY GRANTS COMMISSION
NEW DELHI

PROPOSAL

Scheme for Enhancing Faculty Resources of Universities

The Eleventh Five-Year Plan (2007-12) pays a concerted on the upscaling of quality and excellence in higher education, following which the UGC has initiated a chain of programmes and schemes. The present proposal dealing with the *Scheme for Enhancing Faculty Resources of Universities* represents an important link in this chain. Innovative and proactive in thrust, the Scheme is also in keeping with the intent inherent in Section 12(j) of the UGC Act.

The proposed Scheme recognizes the presence of intellectual and scholarly resources available outside the university-and-college mainstream both with public sector and private sector organisations — and the scheme is meant to tap these resources. Professionals and specialists with these organisations possess rich and varied background and experience, and have the ability to enrich university instructional and research programmes.

Through the Scheme, universities in the country are likely to bring about a qualitative improvement in their class-room and laboratory work as well as in their research activities. On the other hand, the Scheme may also benefit, directly or indirectly, the targeted professionals. It may facilitate them to pay back to society what they have received, to get out of their job-routine, and to add to their curriculum vitae.

2. Objectives:

- (1) To enlarge and deepen the learning process in the universities in India by enlisting the help and cooperation of professionals and experts from outside the university-and-college mainstream;

*David A. Simbois, ACIS
Bio. Edu*

- (2) To stimulate quality and globally comparable research at M. Phil and Ph. D. levels; and
- (3) To cumulatively enrich academic milieu in the universities, so as to sustain knowledge-creation and quest for excellence.

3. Targeted groups:

Professional and experts from —

- (a) Research organisations supported by AEC, ICAR, ICSSR CSIR, etc.
- (b) Central and state public-sector undertakings (PSUs), esp. from their R & D units;
- (c) Business (industrial and trading) corporations, esp. their field- and R & D wings;
- (d) NRIs and PIOs working with overseas academic, research and business organisations; and
- (e) Overseas academicians and researchers having a demonstrated interest in Indian issues.

4. Engagement modalities:

The Scheme envisages mainly two modalities:

1. **Adjunct Faculty:** Relatively younger and mid-career professionals and specialists from such organisations as those under the AEC, ICSSR, CSIR, ICAR, etc. with postgraduate or doctoral qualifications and with academic and research credentials will be eligible for appointment as Adjunct Faculty in a university department. Professionals and specialists from PSUs and business corporations, esp. those in their R & D cells, will also be eligible for these positions. There will be a tenure appointment for one academic year, or for two semesters. They will be offered a token honorarium of up to Rs. 1500 per teaching hour / session, subject to a

maximum of Rs. 30,000 per month. Besides, the host university will provide them suitable office-space to facilitate their working and interaction with students and peers. There will be, on a given time basis, 706 faculty positions (allocation criterion: central university, 5; state university, 2; and deemed university, 1) in this group.

2. **Scholars-in-Residence:** Senior professionals and specialists from research and professional organisations (for example AEC, ICSSR, CSIR, ICAR, etc.) and those with PSUs and business corporations, with postgraduate or doctoral qualifications and with academic and research credentials will be eligible for appointment as Scholar-in-Residence in a university department. NRI and PIO professionals and specialists, working in overseas organisations, will also be eligible for these positions. Similarly, these positions will be open to those overseas (non-Indian) professionals and specialists who have been dealing with India issues in their work. Theirs will be a tenure appointment ranging between six and twenty-four months. They will be offered a consolidated remuneration of up to Rs. 80,000 a month, and a contingency grant of Rs. 1,00,000 per annum. Besides, the host university will provide them suitable office-space and residential accommodation. There will be, on a given time basis, 512 faculty positions (allocation criterion: central university, 2; state university, 1; and deemed university, 1) in this group.

5. Search / Selection Procedures:

The Scheme will be implemented by central and state universities (Section 2-f), and deemed to be universities (Sec. 3) recognized by the UGC (Sec. 12B).

The Scheme will be given wide publicity, using different media, in India and abroad. Besides, university faculty members will play an active role in identifying and motivating professionals and experts working with the afore-mentioned organisations.

Concerned universities and institutions will be required to undertake advance planning. They will set up Search / Selection Committee to evaluate and finalize

the names of professionals and experts to be offered the positions of Adjunct Faculty and Scholar-in-Residence.

6. Assignment Description:

During their tenure, Adjunct Faculty and Scholars-in-Residence will be expected:

- (1) To conduct a limited number of postgraduate classes;
- (2) To interact with postgraduate, M. Phil. and / or Ph. D. students;
- (3) To conceive new areas for project and Phil. and / or Ph. D. research;
- (4) To invite and participate in campus seminars and workshops; and
- (5) To deliver a few public lectures on contemporary issues on the campus.

7. Funding:

The Scheme will be implemented by central universities, state universities, and deemed universities recognized by the UGC. With a view to supporting this scheme, the UGC will enlarge and enhance the budget-head of 'un-assigned grant' to universities.

It is estimated that the Scheme will involve an annual expenditure of about Rs. 75 crores when implemented fully. Respective bureaus in the UGC will make suitable provisions in the plan budget to support the Scheme.

8. Monitoring:

At the end of assignment, every Adjunct Faculty and Scholar-in-Residence will submit a 'performance report' to the host university with a copy to the University Grants Commission.

Besides, the universities participating in the Scheme will furnish half-yearly feedback reports to the UGC.