

**Minutes of meeting of Senate Subcommittee on induction/appointment of Adjunct/Visiting/Chaired Faculty positions of AcSIR**

Date : November 8, 2012

Venue : AcSIR HQ, New Delhi

The Senate subcommittee appointed by the Senate of AcSIR to explore the possibilities of inducting/hiring Adjunct/Visiting/Chaired Professors for the Academy and submit the rules and the regulations to be followed for the same:

1. Dr. Nagesh Iyer, CSIR-SERC
2. Prof. S. K. Bhattacharyya, CSIR-CBRI
3. Dr. Vinod Scaria, CSIR-IGIB

It was felt time and again that the Institutes offering courses for the various programmes of AcSIR, may induct Adjunct Professors in the respective Institutes depending on the programme and the availability of manpower in the area. The Senate subcommittee proposed the scheme that may be followed in inducting the various categories of teaching staff in the Academy. The following emerged from the discussions:

**Adjunct Professors:**

1. An Adjunct Professor is a part-time professor who is inducted in the Academy rather than being given tenure and a permanent position.
2. Faculty members of Academic Institutions (Primarily Government Institutions or Reputed Private Institution), who are in the permanent rank of Assistant Professor, Associate Professor or Professor with good standing and academic record, may be inducted as Adjunct Assistant / Associate /Professor in the Academy.
3. Depending on their designation in their respective Institutions, they will be designated as Adjunct Assistant Professor / Adjunct Associate Professor / Adjunct Professor in the Academy.
4. That the Adjunct faculty members of the Academy will spend substantial time for the activities of the Academy in terms of teaching, supervising Masters thesis, guiding Ph.D scholars, development of curricula etc. or any other work that the Institute deem fit.
5. The Adjunct faculty members may be inducted for a semester to offer some course or to meet some demand from students of their requirement and if the Institute does not have adequate expertise in the area. The tenure of the Adjunct faculty may be decided based on the requirement of the Institute in particular areas.

6. The Adjunct faculty members may be selected from the research establishments or the industries having requisite qualifications and expertise in the relevant areas of the Institute's requirement. Depending on the qualifications and experience, the candidate may suitably be placed in the appropriate rank.
7. The position of Adjunct faculty is non-remunerative. However, requisite TA, DA and honorarium may be paid depending on the requirement of the Institute and the availability of the Adjunct faculty. No salary will be paid to the Adjunct faculty.
8. Each Institute desirous of appointing Adjunct faculty should send the recommendation of a duly constituted committee in the Institute considering the qualifications, area of expertise etc. of the candidate to the concerned Dean and subsequently to Senate for approval through the Director of the Institute.

### **Visiting Faculty:**

1. The positions of Visiting Faculty are Academy positions and will be guided by the rules and regulations of the Academy. Academy will be responsible payment of remuneration and other benefits.
2. The positions of Visiting Faculty in the Academy will be tenured for a certain duration. These positions are extendable based on the performance of the visiting faculty in question and eventually may be converted to a permanent position subject to administrative approvals for creation of the permanent positions.
3. The appointment for the position of Visiting Faculty needs to be guided by the very stringent set of rules. The Senate subcommittee suggested that a 5 member Standing Committee for the purpose may be created for review of all such applications received. The tenure of the Standing Committee will be for 3 years. The constitution of the Standing Committee may be as follows:
  - a. Chairman of AcSIR Senate: Chairman of the Standing Committee
  - b. 2 Members of AcSIR Senate: Member
  - c. 1 Person of eminence from the Academia
  - d. 1 Person of eminence from the Industry
4. The Senate subcommittee proposed a 4 tier process for recruitment in the Visiting Faculty positions:
  - a. Local Lab receives application from any prospective candidate. A Committee having at least 1 expert from the same cluster lab, the respective Lab Coordinator as a member, formed at the lab level, reviews the application and accepts/rejects

the proposal. In case of acceptance of such proposal, forwards the application to the Standing Committee through the Cluster Dean. Acceptance of the application implicates that the concerned Lab agrees that they will provide space and resource for the Visiting Faculty to operate out of the Lab for AcSIR activities, even though they will be on AcSIR payroll and will be guided by rules and regulations of AcSIR.

- b. The Standing Committee comprising of the members as in 3 above, will review and assess the suitability of the candidate for the position and accepts/rejects the application for a visiting faculty position.
  - c. On the basis of the recommendation of the Standing Committee, Senate has to take the final decision for appointment of the Visiting Faculty in the Academy.
  - d. Chairman BoG will have to finally approve the appointment, which will be ratified at the subsequent Board meeting.
5. The eligibility criteria for application to the different levels of Visiting Faculty (Visiting Assistant Professor/ Visiting Associate Professor/ Visiting Professor) will have to be at par with the eligibility criteria for appointment at corresponding Scientist position at CSIR.
  6. In order to utilize the expertise of the highly qualified Visiting Faculty, mobility of the Faculty between labs having similar interest will be mandatory.

### **Chaired Positions:**

1. The Labs are encouraged to look for sponsorship from industry for creation of Chaired Faculty positions at AcSIR.
2. The positions are to be for a fixed duration where the industry agrees to sponsor the position.
3. The appointment for these positions are to be reviewed by the Standing Committee mentioned above to assess the suitability of the candidate at the Academy and recommend Senate for necessary approval. Thereafter clause 4c and 4d mentioned above will have to be followed.
4. Concerned labs will have to provide space and resource for the Visiting Faculty to operate out of the Lab for AcSIR activities, even though they will be on AcSIR payroll and will be guided by rules and regulations of AcSIR.
5. At least 15% of the money received as sponsorship for the Chaired Faculty position should be transferred to the Academy as overhead.