

## Chapter 5

### Faculty & Manpower Requirements of the University

#### Faculty Requirements:

- For the innovative academic architecture and curricular framework to work well, the Teacher-Student Ratio will have to be maintained at 1:10. In fact, the best universities of the world these days are strategising to have a ratio of 1:5, in order to enhance focus on research and publication. Besides, a critical mass of faculty in each department is necessary in order to offer wide variety of choices under the credit system and also for making some impact in terms of research activities.
- While Schools of Medicine and Dental Sciences will require faculty as per norms prescribed by the regulatory councils, it is planned to have a minimum of 14 faculty members in each Department under the Schools of Engineering, Architecture, Health & Allied Sciences, Physical & Material Sciences, Life Sciences, Earth Sciences, Management, Tourism and Mass Communication. Departments in other Schools are to have a minimum of 7 faculty members each. Cadre ratio between Professor, Associate Professor and Assistant Professor is, on an average, to be maintained at 1:2:4.
- Based on the above, the School-wise requirements of the faculty are projected as under:
- Department-wise projection of the above faculty requirements is given in Annexure C

#### Strategies for Attracting Quality Faculty:

No	Schools/Departments/Centres	Number of			Faculty Positions Required			
		Departments	Centres	Total	Professors	Associate Professors	Assistant Professors	Total Faculty
1	School of Medical Sciences							
2	School of Health & Allied Sciences	6	2	8	8	14	26	48
3	School of Engineering Sciences & Technology	8	3	11	17	31	59	107
4	School of Planning , Architecture & Design	5	1	6	6	11	21	38
5	School of Physical & Material Sciences	4	3	7	9	16	30	55
6	School of Life Sciences	5	3	8	8	13	23	44
7	School of Earth & Environmental Sciences:	4	3	7	8	11	19	37
8	School of Mathematics, Computers & Information Sciences	4	1	5	6	11	21	38
9	School of Humanities & Languages	8	4	12	13	22	40	45
10	School of Social Sciences	7	7	14	14	21	35	70
11	School of Education	4	2	6	6	10	18	34
12	School Business & Management Sciences	7	2	9	9	16	30	55
13	School of Tourism, Travel and Hospitality Management:	3	1	4	4	7	13	24
14	School of Fine Arts & Art Education	3	1	4	4	7	13	24
15	School of Journalism, Mass Communication & New Media	4	1	5	5	9	17	31
16	School of Law & Jurisprudence	7	5	12	12	19	33	64
17	School of Physical Education, Sports & Athletics	8	4	12	0	12	20	32
	<b>Total All Schools (Except Medicine)</b>	<b>87</b>	<b>43</b>	<b>130</b>	<b>128</b>	<b>230</b>	<b>418</b>	<b>776</b>

- Attracting quality faculty is going to be a challenge in the environment of paucity of intellectual talent in the country and particularly so within the framework of the prescribed process and pay scale. However, all-out efforts would be made to attract, nurture and retain talent.
- As a matter of general policy and as provided under the revised Pay Scales, the University would offer service conditions at par with the best universities of the country. These would include:
  - Pay, Allowances and other Emoluments as per UGC Pay Scale
  - Leave Salary, Pension and PF Contributions for those joining from existing universities
  - New Pension Schemes as applicable to new entrants under the revised pay scale
  - Housing facility at nominal rent or House Rent Allowance
  - Healthcare & Medical Reimbursement Facilities for the staff and dependent family members
  - Job Security
  - Lucrative leave rules & Vacation including LTC, Study Leave & Sabbatical Leave
  - Contribution towards membership of professional bodies
  - Paid leave and financial support for participation in national and international seminars/conferences/workshops
  - Paid leave/deputation for faculty development/professional development programmes
- Welfare measures, grievance redressal mechanism, healthcare centre, senior secondary schools, quality of life and living on campus, community life and facilities for other leisure time recreational activities to the faculty and staff will be an important focus area of the university.
- Faculty members will be encouraged and rewarded:
  - to take up funded research projects from the governmental, non-governmental and international development/ research agencies.
  - To facilitate the process, university may create a corpus to provide initial research setup grant to the faculty to enable them to set up their lab and research facility. Fund so provided to the faculty shall be recouped over a period of time, out of the funded research projects generated by the faculty.
  - to undertake individual and institutional consultancy on revenue sharing basis
  - for curricular innovation, quality teaching, research, publication, extension services and for introducing new pedagogical practices
- In order to attract the best talent available, the University will also resort to the following:
  - University will urge the UGC to sanction floating faculty positions keeping in view the size of the university to enable the university recruit best faculty across disciplines.
  - Cadre ratio may also be kept flexible so that the University could appoint the best suitable candidates at appropriate levels, as and when available.
  - Instead of advertising faculty positions once in a while, the University may adopt a policy of rolling advertisement and continuous selection process across all disciplines so that as and when a suitably qualified talent is available, the same is tapped.
  - Such methods may save the University from a situation where talent is found wanting opportunities or opportunities found wanting talents.

- University may put in place an efficient recruitment process so as to be able to hold selection committees at regular intervals. Besides, it may also effectively use the special mode of appointment as provided in the First Statute to attract intellectual resources.
- University may also seek to recruit faculty on deputation basis from existing institutions of higher education in the country. Given the fact that most state universities have lower age of superannuation than in the central universities, it may be possible for the university to attract superannuated teachers and persons nearing superannuation.
- In addition to full-time faculty, the university would also like to make good use of intellectual resources throughout the country by involving them as adjunct faculty, visiting faculty, and guest faculty.
- University proposes to appeal to intellectual resources of Indian origin settled abroad to consider joining the University. Dharamshala in Himachal as a location of the University could be a gravitating point.
- Modular curricular framework would also enable the university to invite intellectual resources to design and offer courses of their choice and specialisation and teach them at their convenience as visiting faculty.
- The innovative modular curricular framework is designed with the purpose of stimulating innovative inter-subjective stimulation of ideas across disciplines as opposed to the prevalent practices of closed compartmentalisation of disciplinary boundaries.
- The innovative modular course methodology will also provide faculty the much needed opportunity to innovate, update, revise courses according to their research interests, expertise and changing times.
- The innovative programme structure also aims at encouraging participation of cross-fertilisation and exchange of ideas from across all intellectual, professional, civil services, civil society domains.

**Administrative, Non-teaching, Technical and Support Manpower:**

- Ratio of teaching to non-teaching staff will be maintained at what has been mandated by the MHRD/UGC/Ministry of Finance. In the beginning, however, the ratio may be somewhat higher but the prescribed ratio will be achieved and maintained from the 5th year onward of the establishment of the University
- Based on the norms and requirements, cadre-wise requirements of administrative, non teaching, technical staff shall be as under and the detailed projections of such staff is given in Annexure D:

Category of Staff	Pay Band			Grand Total
	4	3	2 & 1	
Administrative, Secretarial & Support	10	47	424	481
Building Construction & Engineering		1	9	10
Healthcare Centres & Dispensary	1	4	28	33
IT & Technical	7	21	90	118
Library & Information Resource Centre	5	18	108	131
Games, Sports & Physical Education	3		6	9
<b>Grand Total</b>	<b>26</b>	<b>91</b>	<b>665</b>	<b>782</b>

functions may be outsourced to service providers.