

SRM UNIVERSITY - AP, ANDHRA PRADESH

SRMAP / Reg. Off / Policies / 05 / 2022-23

16th December 2022

POLICY FOR RECRUITMENT OF VISITING FACULTY

A. Recruitment of Professor of Practice:

- i. **Objectives:** To have a strong and robust collaboration between SRMAP and industry. It helps in bringing industries perspective to classes making them more holistic and further enriching knowledge of all. In addition to this, the engagement of such faculty can provide support to institute development activities with an active industry interface.
- ii. **Potential Participants:** Senior professionals who have worked in companies of repute, R& D labs, industry, or Government of India organization and abroad including those on sabbatical leave from other institutions. Industry experts who have proven expertise in their specific profession or role with at least 15 years of service / experience, preferably at a senior level, will be eligible for Professor of Practice.
- iii. **Selection process:** The nominations will be reviewed by a committee constituted by the Vice Chancellor. They may be appointed by the Vice Chancellor on the recommendations of the concerned Dean of the School.
- iv. **Remuneration:** They may be inducted into the institution with remuneration or on honorary basis. They may be provided with mutually agreed remuneration or honorarium and other facilities & benefits (e.g., Suitable furnished accommodation, Travel expenses etc.) at discretion of Vice Chancellor. They may be engaged into the institution for an initial period of one year a can be extended for maximum period of 3 Years.
- v. **Broad expectations:**
 - Practical experience and knowledge can add significant value to students and faculty.
 - Sharing of Real time experiences and provide mentorship.
 - Increase in Industry Institutes interactions & collaboration.
 - Valuable inputs in the development of Entrepreneurial activities.

B. Recruitment of Distinguished Visiting Scholars from International Universities

- i. **Objectives:** To engage faculty with excellent research credentials from abroad. This will result in research collaborations between SRM-AP faculty and distinguished faculty from abroad.



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- ii. **Potential Participants:** Teaching professionals from reputed universities abroad. Typically, they will spend one semester (4 months) in SRM-AP. Applicants will have a strong research record.
- iii. **Selection process:** They may be appointed by the Vice Chancellor on recommendations of the concerned Dean of the School.
- iv. **Remuneration:** Monthly remuneration as per SRM University-AP norms for professor or as agreed mutually. Suitable furnished accommodation on campus or nearby and access to an office room and all e-databases of SRM University-AP. Economy class flight tickets from and to resident countries.
- v. **Broad expectations:**
To collaborate with SRMAP faculty on research and teach one master's / Ph. D. level course.

C. Recruitment of Emeritus Professor:

- i. **Objectives:** To promote the R & D activities in the department and play the role of mentor to the faculty members of the department.
- ii. **Potential Participants:** Superannuated Professors of IITs / IIMs / IISc / National research laboratory and other institutions of similar repute across the globe who have been actively engaged in research and teaching programs.
- iii. **Selection process:** The nominations will be reviewed by a committee constituted by the Vice Chancellor. They may be appointed by the Vice Chancellor on recommendations of the concerned Dean of the School. The eligibility will be based on the quality of research and published work contributed by the faculty in his / her service career. The faculty with sufficient R & D work and having suitable externally sponsored projects or comparable activities will be considered. In cases where a faculty brings in extensive teaching and / or academic experience may also be considered.
- iv. **Remuneration:** They may be inducted into the institution with or without remuneration. They may be provided with mutually agreed honorarium and facilities and benefits (e.g., Suitable furnished accommodation, travel & transportation etc.) at the discretion of Vice Chancellor. They may be engaged into the institution on mutual agreed tenure for a maximum period of 3 years, extendable by 2 more years.
- v. **Broad expectations:**
Research Contribution, Teaching and Learning Contribution, Curriculum Development, Leadership Development, Creating a Conducive research environment, Research Collaborations with the outside world etc.

D. Recruitment of Chair Professor:



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- i. **Objectives:** The objective of Chair Professorship is to encourage engineers / technologists / management academics with outstanding research contributions, promote long-term participation in academic research and enhance the research standards in institution in specific area.
- ii. **Potential participants under scheme:** Prominent professionals who have worked in well- recognized teaching / research institutions in India and abroad. A new faculty post with terms identical to regular faculty may be created. An existing regular faculty position or a visiting faculty, or an emeritus faculty at SRMAP may also be declared as an external Chair where the donation received from external agency will provide such benefit as top-up salary, travel grant or any other benefit to incumbent.
- iii. **Selection process:** The process of selection of the Chair Professor would be based on peer reviews of the overall research achievements and other achievements in the recent past. Contributions made to the growth of the institute can also be given due weightage. The selection committee will comprise of the Vice Chancellor, the Concerned Dean of the School, Nominee of the Governing Body. The nominee of the donor will be an observer in the selection committee.
- iv. **Remuneration:** May be fixed as per terms and conditions of sponsoring agency / donor.
- v. **Broad expectations:** Research contributions, promotion of long-term participation in academic research, enhancement of the research standards in institution, bringing in innovation culture, etc.

E. Recruitment of Visiting Faculty (Regular & Distinguished):

- i. **Objectives:** To enhance the stature & effectiveness of teaching, learning & research in the university.
- ii. **Potential participants under scheme:** Senior professionals who have worked in companies of repute, academicians from universities, institutes, R&D labs, industry, or Government of India and abroad including those on sabbatical leave from other institutions or retired may be inducted into the institutions.
- iii. **Selection process:** They may be appointed by the Vice Chancellor on the recommendations of concerned Dean of the School or Head of Department/Center.
- iv. **Remuneration and perks:** They may be inducted into the institution with remuneration or on honorary basis. They may be provided with mutually agreed remuneration or honorarium and other facilities & benefits (e.g., Suitable furnished accommodation, Travel expenses etc.) at discretion of Vice Chancellor.

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They may be engaged into the institution for an initial period of one year and can be extended for maximum period of 3 Years.

- v. **Broad Expectations:** Practical experience & Research experience will help Students & faculties in the Institution. Also, departments can get teaching support whenever needed.

F. Recruitment of Adjunct Faculty:

- i. **Objectives:** To bring external perspective to regular teaching and to further enrich existing knowledge of faculty members. To provide support in institute development activities with an active industry interface.
- ii. **Potential participants under scheme:** Scientists / Engineers / Industry Professionals employed in other organizations. Adjunct faculty shall be an accomplished expert / professional in his chosen field of discipline.
- iii. **Selection procedure:** They may be appointed by the Vice Chancellor on the recommendations of concerned Dean of the School or Head of Department / Center.
- iv. **Remuneration and perks:** They may be provided with mutually agreed remuneration, facilities (Accommodation, Transportation etc.) and other benefits at discretion of Dean of the School or Head of the Department / Center in consultation with the VC. Period of empanelment will vary from 06 months to 03 years as decided by the university on mutually agreed terms and conditions.
- v. **Broad Expectations:** To share practical knowledge, real time experiences in classrooms, and increase in academic-industry interface, research guidance & collaboration.

G. Recruitment of Guest Faculty:

- i. **Objectives:** To engage faculty for a short duration on the recommendations of the HOD / Dean or engagement of an expert for a particular course / subject as per requirement of the school.
- ii. **Potential participants under scheme:** Teaching / Industry Professionals employed in other organizations, who are willing to teach few days / weeks in a semester at SRM AP.
- iii. **Selection procedure:** They may be appointed by the concerned Dean of the School on the recommendation of Head of Department/Center.

- iv. **Remuneration & Perks:** The honorarium for guest faculty will be on basis of per hour of engagement as per university norms. The Vice Chancellor can make exceptions for outstanding candidates. Travel expenses and local hospitality could be provided.
- v. **Broad Expectations:** To share practical knowledge, real time experiences in classrooms and support academic activity of the School / Department / Centre.



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