

Annexure 1: Terms, conditions, benefits for fixed-term, non-tenured faculty: prescription and a comparison with those for tenured faculty

Y = Yes ; N = No; SUP = Superannuation PI = Principal Investigator	Regular faculty		Professor Emeritus	Visiting faculty with formal designations	Faculty "on contract"	VFAC (Visiting Faculty)	Research Associate (PDF)	Guest faculty	Adjunct "Professor" and Adjunct "Faculty"	Honorary Visiting Professor
Designation, if additionally required	Sr., full, Assoc., Asst. Profs.	Lect.	Sr. Prof. or (full) Prof.	Sr., full, Assoc., Asst. Profs.	Sr., full, Assoc., Asst. Profs.					
Existing, or new	Existing		Existing, but ill-defined	New	New	Existing, but ill-defined	New	Existing, but ill-defined	Existing, but ill-defined	New
Tenured	Y	N	N	N	N	N	N	N	N	N
Comments, if any			Usually, so designated after superannuation	They would normally have a regular appointment elsewhere	Associate Faculty and "R&D" will be re-designated as faculty "on contract"	With or without Ph.D.	Or, post-doctoral fellowship	Would normally support WILP programmes	Normally, he/she will continue to be employed FT elsewhere, but will contribute to BITS' programmes on PT basis	Normally, he/she is a retired person, whose participation in one or more activities would be highly valued
Full Time (FT) or Part Time (PT)	FT	FT	FT (or Part time, in special cases)	FT	FT	FT	FT	PT	PT	Occasional
Job profile	Teach, research and contribute to administration	Teach, research and (partly) contribute to administration	Teach, research and (partly) contribute to administration	Teach, research and (partly) contribute to administration	Teach, research and (partly) contribute to administration	Teach, research and (partly) contribute to administration	Mostly research and (partly) contribute to teaching	Mostly teaching	Teach or collaborate in research or help develop teaching/learning material, or help with curriculum design or lab development	Visit BITS campus and deliver one or more talks or advise BITS leadership on academic and research programmes

Typical work	Teach courses, do research, guide PhD students, run sponsored R&D projects, contribute to PS and WILP, and help with administration (as per "performance management system")	Teach courses, do research, guide PhD students, and help with administration (as per "performance management system")	Teach courses, do research, co-guide PhD students, co-run sponsored R&D projects, contribute to PS and WILP, and help with administration	Teach courses, do research, co-guide PhD students, co-run sponsored R&D projects, contribute to PS and WILP, and help with administration	Teach courses, do research, co-guide PhD students, co-run sponsored R&D projects, contribute to PS and WILP, and help with administration	Teach courses, do research, possibly contribute to PS and WILP, and help with administration (as per "performance management system")	Contribute to sponsored R&D projects or do independent research, co-guide PhD students, help with lab development, and possibly help with teaching	Teach an on-campus or off-campus course (or part thereof)	Occasional participant in various activities of the Institute	Deliver one or more talks or participate in discussions, help assess academic and research programmes
Take on PhD students afresh (alone as SUP or as co-SUP)	Y	N	Yes, only if he/she is FT and only as co-SUP	Yes, only as co-SUP	Yes, only as co-SUP	N	N	N	N	N
Seek sponsored R&D projects (alone as PI or as co-PI)	Y	Yes, only as co-PI	Yes, only if he/she is FT and only as co-PI	Yes, if appointment is for 1 yr or more, & only as co-PI	Yes, if appointment is for 1 yr or more, & only as co-PI	Yes, if appointment is for 1 yr or more, & only as co-PI	Yes, only as co-PI	N	N	N
Take up any administrative responsibility (such as Dean, HoD, Unit Chief, Prof.-in-Charge, etc.)	Y	N	N	N	N	N	N	N	N	N
Take on some committee work with fixed mandate	Y	Y	Y	Y	Y	Y	Y	N	Y, only as an invitee	Y, only as an invitee
Tenure	Till SUP at age 60/65	Up to 6 yrs	Initially 3 yrs, renewable up to person reaching age 70 yrs	3 mths to 2 yrs	3 mths to 2 yrs initially, may be renewed beyond 2 yrs, subject to age reaching 70 yrs	3 mths to 2 yrs initially, may be renewed beyond 2 yrs, subject to age reaching 60 yrs	1 yr, renewable up to 3 years	Duration of task	Up to 1 yr, renewable	1 yr, renewable up to 3 years

Compensation (see separate table)	Pay scale	Pay scale	Consolidated (with Min and Max defined for each designation), increased each year by x%.	Consolidated (with Min and Max defined for each designation), increased each year by x%	Consolidated (with Min and Max defined for each designation), increased each year by x%.	Consolidated (with Min and Max defined), increased each year by x%. These are different for those with or without PhD.	Consolidated (with Min and Max defined), increased each year by x%	Honorarium for specific tasks, rates to be revised each yr	Honorarium may or may not be paid. Will be paid if employed for specific tasks, rates to be revised each yr	Honorarium may or may not be paid. However, all expenses for travel and stay to be paid for by BITS
Selection process	Through Process #1, Selection committee (meets twice each yr)	Through Process #1, Selection committee (meets twice each yr)	Through Process #2; Standing Committee (meets each quarter)	Through Process #2; Standing Committee (meets each quarter)	Through Process #2; Standing Committee (meets each quarter)	Through Process #2 (alternatively Process #1)	Through Process #2	Through Process #3 (under finalization)	Through Process #2; Standing Committee (meets each quarter)	Through Process #2; Standing Committee (meets each quarter)
Relocation Allowance	Y	Y	Y, only if he/she is FT (same as that for "regular" faculty)	Y (same as that for "regular" faculty)	Y (same as that for "regular" faculty)	Y (same as that for "regular" faculty)	Y (same as that for "regular" Lecturers)	N	N	N
Contingency	Y	Y	Y	Y	Y	Y	Y (as for Lecturers)	Y	N	N
Research initiation grant	Y	N	N	N	N	N	Normally No	N	N	N
Laptop/desktop	Y	Y	Y, only if he/she is FT, and may not be new	Y, may not be new	Y, may not be new	Y, may not be new	Y, may not be new	N	N	N
Housing	Y	Y	Y, only if he/she is FT	Y	Y	Y	Y	N	N	N
Access to Medical Centre (on campus)	Y	Y	Y	Y	Y	Y	Y	N, only during a visit to campus	N, only during a visit to campus	N, only during a visit to campus
Off-campus OPD consultation, Medicines	Y	Y	Y, only if he/she is FT	Y	Y	Y	N	N	N	N
Comprehensive medical coverage	Y	Y	Fixed premium for medical insurance Rs. 10,000/-p.a., to be re-assessed periodically	Fixed premium for medical insurance Rs. 10,000/-p.a., to be re-assessed periodically	Fixed premium for medical insurance Rs. 10,000/-p.a., to be re-assessed periodically	Fixed premium for medical insurance Rs. 10,000/-p.a., to be re-assessed periodically	Fixed premium for medical insurance Rs. 10,000/-p.a., to be re-assessed periodically	N	N	N
Eligible for scholarships to Child Edu @ School	Y	Y	N	Y, if appointment is for 10 months or more	Y, if appointment is for 10 months or more	Y, if appointment is for 10 months or more	Y, if appointment is for 10 months or more	N	N	N

Eligible for scholarships to Child, spouse Edu @ BITS	Y	Y	N	N	N	N	N	N	N	N
Vacation leave (available only after completion of 1 year)	60 days	60 days	60 days, only if he/she is FT	60 days	60 days	60 days	30 days	Not applicable	Not applicable	Not applicable
Sabbatical and long leave **	Y	N	N	N	N	N	N	Not applicable	Not applicable	Not applicable
Use of visiting card, letter head	Y	Y	Y	Y	Y	Y	Y	N	N	N
Notice period	As per the existing notice period		3 months or end of the semester in which the 3 month period ends, whichever is later	3 months or end of the semester in which the 3 month period ends, whichever is later	3 months or end of the semester in which the 3 month period ends, whichever is later	As per the existing notice period	3 months	None: must complete the assignment	3 months	None is required
Eligibility	PhD with adequate experience, publications etc. For details, see "Introducing BITS to Prospective Faculty"	M.E. / M.Phil./ M.Pharm., etc. For details, see "Introducing BITS to Prospective Faculty"	PhD with very significantly more experience, no. of publications, etc. than it is for "regular full Prof."	PhD with adequate experience, publications etc. This is no different from that for "regular faculty, for Asst. Prof. and above	Qualification as described in Process # 1	Qualification as described in Process # 1,(for lecturer) or in Process # 2 as applicable	Ph.D. thesis defended successfully and awaiting award of degree	Ph.D. in relevant area and or adequate academic / industrial experience suitable for the position	If Professor/ adjunct Professor , qualification as in Process # 1 and if faculty , suitable qualification and expertise as deemed fit	He/she is an accomplished scientist or professor of national/ international repute.
Typical profile	One who wishes to make a career at BITS	This allows young people to teach while working towards a PhD (but within 6 years)	Typically, these are persons who have retired as Professor or a senior scientist from BITS or elsewhere	This allows one to take a break from his/her current job	Typically, these are persons who are expected to be with us for a fixed duration (they may have retired from BITS or elsewhere)	This is a stop-gap arrangement to use expertise of a person who is otherwise ineligible for a tenure position (may be working towards Ph.D., or is associated with WILP or PS)	He/she is willing to independently take up research agenda in the Institute while gaining experience and expertise in the field of interest	He/she has a Part time commitment towards teaching a course, developing curriculum/ programme for a defined period	Occasionally visits the Institute and delivers lectures, organizes workshops/ symposia and participates in developmental activities of the Institute	He/she is a retired person, whose participation in one or more activities would be highly valued

** Hospital, Maternity leave

\$ The Non-tenured faculty are not eligible for LTC, Seed Grant, special casual leaves, but eligible for Casual leave if the appointment is for one year or more.

@ For half pay leave, the rules for regular faculty will apply.