

### **Annexure 3: Selection processes for appointment against fixed-term non-tenured positions**

**Selection Process #1:** This is the existing process used for selection of regular (tenured) faculty and Lecturers.

**Selection Process #2** (to be used for all fixed-term non-tenured faculty positions): This is a 2-step

process. f **Step 1:** Upon receiving a CV from a potential faculty, the HoD, or PI in case of PDF being hired under a sponsored R&D project, or Dean WILP/PS in case the appointment is to be made for an off-campus programme, will pass the CV to the standing “Department Short-listing Committee” for regular (tenured) faculty members, which will examine it, interact with the candidate (during such interaction all faculty from the department may be invited), and make a recommendation to the committee identified in Step 2 together with the position and time duration for which the appointment is to be made, the CV and any letters of reference.

f **Step 2:** All CVs recommended by such “Department Short-listing Committee(s)” will be taken up by the concerned campus-level “Standing Committee for non-tenured faculty selection”. This committee will take a decision on the position and time duration for which the appointment is to be made, together with the compensation to be paid to the candidate(s), and forward the same to Dean (Faculty Affairs) for him to seek approval of the Vice Chancellor. The Vice Chancellor may consult the Directors of Pilani, Goa and Hyderabad campuses (and with Deputy Director, Off- Campus programmes) before approving.

f The campus-level Standing Committee for non-tenured faculty selection will be appointed by the concerned Director. It shall consist of:

- a. Director – Convener,
- b. Prof. In-charge, Faculty Affairs – member,
- c. Chairperson – Deptt. Short-listing Committee – member,
- d. One or more full Professors – members.

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In case the appointment is to be made for an off-campus programme, the committee shall be appointed by Deputy Director (off-campus programmes). It shall consist of:

- a. Deputy Director (off-campus programmes) – Convener,
- b. Dean WILP or Dean PS – member,
- c. Chairperson – Deptt. Short-listing Committee – member,
- d. One or more full Professors – members.

f The above committee(s) will meet frequently, but at least once every quarter (preferably in Jan/Apr/July/Oct).

### **Selection Process #3:**

# 3 a. “Guest Faculty” appointment ( on-campus)

# 3 b. “Guest Faculty” appointment ( off- campus)