

UNIVERSITY GRANTS COMMISSION  
NEW DELHI**PROPOSAL****Scheme for Enhancing Faculty Resources of Universities**

The Eleventh Five-Year Plan (2007-12) pays a concerted on the upscaling of quality and excellence in higher education, following which the UGC has initiated a chain of programmes and schemes. The present proposal dealing with the *Scheme for Enhancing Faculty Resources of Universities* represents an important link in this chain. Innovative and proactive in thrust, the Scheme is also in keeping with the intent inherent in Section 12(j) of the UGC Act

The proposed Scheme recognizes the presence of intellectual and scholarly resources available outside the university-and-college mainstream both with public sector and private sector organisations — and the scheme is meant to tap these resources. Professionals and specialists with these organisations possess rich and varied background and experience, and have the ability to enrich university instructional and research programmes.

Through the Scheme, universities in the country are likely to bring about a qualitative improvement in their class-room and laboratory work as well as in their research activities. On the other hand, the Scheme may also benefit, directly or indirectly, the targeted professionals. It may facilitate them to *pay back* to society what they have received, to get out of their job-routine, and to add to their curriculum vitae.

**2 Objectives:**

- (1) To enlarge and deepen the learning process in the universities in India by enlisting the help and cooperation of professionals and experts from outside the university-and-college mainstream;

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(2) To stimulate quality and globally comparable research at M. Phil and Ph. D. levels and

(3) To cumulatively enrich academic milieu in the universities, so as to sustain knowledge-creation and quest for excellence.

### 3. Targeted groups:

Professional and experts from —

- (a) Research organisations supported by AEC, ICAR, ICSSR, CSIR, etc.
- (b) Central and state public-sector undertakings (PSUs), esp. from their R & D units,
- (c) Business (industrial and trading) corporations, esp. their field- and R & D wings,
- (d) NRIs and PIOs working with overseas academic, research and business organisations; and
- (e) Overseas academicians and researchers having a demonstrated interest in Indian issues.

### 4. Engagement modalities:

The Scheme envisages mainly two modalities:

1. **Adjunct Faculty:** Relatively younger and mid-career professionals and specialists from such organisations as those under the AEC, ICSSR, CSIR, ICAR, etc. with postgraduate or doctoral qualifications and with academic and research credentials will be eligible for appointment as Adjunct Faculty in a university department. Professionals and specialists from PSUs and business corporations, esp. those in their R & D cells, will also be eligible for these positions. There will be a tenure appointment for one academic year, or for two semesters. They will be offered a token honorarium of up to Rs. 1500 per teaching hour / session, subject to a

