

UNIVERSITY GRANTS COMMISSION

Guidelines of the Scheme “Joint Appointment for Exchange of Human Resources between Universities and other Institutions/Organisations”.

1. Introduction

The Commission has been implementing a number of schemes to strengthen the intellectual/research environment in the Universities/institutions of higher education. However, it has been observed that optimum use of these programs is not being made by the Universities and other institutions. In the absence of desired level of academic interaction and collaboration among Universities and also between Universities and National Laboratories, Centres of Excellence and other autonomous institutions and Industrial R & D Laboratories, full potential of available talented human resources is not being realised. There are other factors including the locational advantages and disadvantages, which deter the mobility of teachers/scientists and in turn, their exposure to new developments in their field of specialisation. A country of the size of India with diversities of all shades and colours, requires constant interaction and exchange of ideas between the faculty working in Universities and scientists/researchers in other institutions like National Laboratories/Autonomous Institutions and Industrial R & D Laboratories. This scheme is aimed at utilising and motivating the faculty/scientists in the Universities/Research Institutions/Industrial R & D laboratories and to motivate them to benefit, by way of mutual exchange, for a defined period of time. This is also aimed at encouraging the faculty/scientists in metro cities to have first hand experience at the Universities/institutions/R & D laboratories located in rural and remote areas, and thereby, bridge the knowledge and infrastructure deficit between the partnering institutions.

2. Objectives

- (i) To improve the academic environment in the university system by promoting collaboration and formal linkages with other Universities, National Laboratories, Institutes of national importance and Industrial R & D Laboratories in all branches of knowledge through programme of teaching, training and research.
- (ii) To encourage non university institutions to benefit from the expertise in the university system.

3. Scheme

The scheme aims to provide for and support joint appointments of human resources between Universities and a university and other institutions/organisations and vice-versa. Other institutions/organisations will include:

- (i) Institutions of National Importance, Inter University Centres and National Facilities
- (ii) National Laboratories, Autonomous Academic Institutions and CSIR/ICSSR institutions in Natural Sciences, Social Sciences and Humanities and
- (iii) Industrial R & D Laboratories.

4. Eligibility

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- (i) A teacher working on a regular position in a publicly funded university/affiliated college will be eligible for consideration under the scheme.
- (ii) The teacher should be actively engaged in research as evidenced by quality publications to be judged through a transparent mechanism developed by the institution. Due weightage should be given to the research work done in the past five years.

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- (i) A scientist from Institutions of National Importance, Inter University Centres, National Facilities, National Laboratories, CSIR/ICSSR institutions in Natural Sciences, Social Sciences and Humanities and Industrial R & D laboratories may be supported under this scheme.
- (ii) A person working in industry (corporate or non corporate organization) who has evidence of carrying out significant research in Industrial R & D Laboratories may be invited to the publicly funded university/affiliated colleges under this scheme.

5. Memorandum of Understanding (MoU)

An MoU may be signed between the collaborating Universities/institutions/organisations for a period as may be agreed to, spelling out the modalities of the joint appointment for exchange of human resources and conditions binding on the partnering institutions/organisations.

The MoU should contain:

- (i) procedure for selection of faculty/scientist
- (ii) details of collaboration to improve the quality of teaching, research and training
- (iii) facilities to be provided by host institution
- (iv) details of the expected outcomes and
- (v) mechanism of monitoring the outcomes of collaboration

6. Duration of Joint Appointment and Conditions of Service of the Awardee

The total duration of joint appointment will be treated on duty of the parent institution. The joint appointment will be for a maximum period of three years. Under this scheme, the selected person will spend a minimum of three months and a maximum of six months at a stretch in a year at the host institution. During the period of joint appointment, the awardee shall continue to be governed with the terms and conditions of service in his/her parent institution.

7. Funds

An amount of Rs. 15,000 for Assistant Professor or equivalent, Rs. 25,000 for Associate Professor or equivalent and Rs. 35,000 for Professor or equivalent shall be paid per month by UGC as an honorarium through the host institution. In addition, the travel expenses of the awardee between the parent and host institution, if applicable, shall be paid by the UGC through the host institution. In case the host institution/organisation is an industry which is not entitled to receive any funds from UGC directly, the payment of honorarium as well as travel expenses shall be made through the grant receiving institution. This will be in addition to the salary of the awardee which will continue to be paid by the parent institution.

The host institution will provide rent free accommodation to the awardee during his/her stay in the host institution. The host institution will also provide the awardee suitable office-space, research infrastructure and research funding (if required) to facilitate the working and interaction with the students and peers.

8. Selection

It will be responsibility of the parent university/institution to devise a fair and transparent procedure for the selection of the awardee under the scheme. In a given academic year, UGC will support not more than five awardees in any borrower university/institution and not more than two awardees in any borrower college. However, the lender institution/organisation may send as many awardees as it may decide in an academic year under the scheme.

9. Monitoring

The host institution will develop a transparent mechanism for monitoring the outcome of activities of each Awardee under the Scheme and will send a progress report of each visit of the Awardee to the Commission as well as to the parent institution/organisation. If the progress of the Awardee is found unsatisfactory for two consecutive visits, either of the partnering institution/organisation may consider to terminate the award. The Commission shall have the right to terminate the award taking into consideration the overall performance or due to any other reasons/considerations which are not found conducive to the fulfilment of the objectives of the Scheme.