



## **Policy for Appointment of Faculty Members on Clock Hour Basis (CHB)**

### ***Background***

It is noticed that a majority of the faculty members of Devgad College are appointed on Clock Hour Basis. There is no formal appointment of these faculty members. There is no review of performance, there are no terms of appointments, there is no systematic salary review, and there is no justification for higher or lesser payment of salary. These people are appointed randomly and without any contract.

The EC has noticed in the recent litigation against the Institution that the claims are made on the basis of CHB appointments and long duration of appointments. It has also been noticed by the administration that there are a few members who are involved in activities, which are not in the interest of the institution and have even caused monetary loss over the years to the Institution. Such members are disturbing the work culture at the Institution with their self-centric motivations.

It is necessary that the appointments of CHB faculty should be made by the Principal and not by the Trust so that any adverse claim against the Trust can be avoided. The Trust should not be made liable to settle any monetary or other claims by these faculty members in respect of their services.

EC is of the opinion that the existing practice is not in the interest of the Institution and must be discontinued with immediate effect.

**With the above object in mind, the Principal should take the following steps immediately, to be made applicable from Academic year 2017-2018.**

### ***Critical Plan of Action (POA)***

- All CHB posts should be advertised and efforts should be made to invite more people to participate in the interview so that there will be healthy competition;
- The appointments should be strictly on merits and should be transparent and on terms; Preference should be given to Ph.D. and NET/SET qualified candidates;
- The names of the people on the interview panel should be confidential;
- The existing faculty members should be re-appointed only on the basis of their performance in the previous year and/or they should be on Warn List for the AY 2017-18;
- All should be subject to quarterly review of performance;
- People with poor performance and involved in damaging the work culture and causing loss to the institution should not be appointed;



- All faculty members should have a plan ready for boosting performance of their departments;
- All faculty members should be involved in research and should generate revenue from their respective departments;
- Salary should be revised based on performance;
- Efforts should be made to get approval from the University for the appointed candidate so that salary can be claimed from the University and the appointment process and criteria should be followed accordingly;
- Any other criteria or process should be proposed and implemented immediately by the Principal in the best interest of the Institution.

Amit Jamsandekar  
Chairperson  
Expert Committee

\*\*\*\*\*