

SIES College of Management Studies

Faculty Recruitment Policy

1. Objective

In an educational institute, the quality of teaching faculty is of utmost importance. The faculty members are involved in several critical activities like teaching, research, mentoring, and other institute building initiatives. They are primarily responsible for the “brand” of the institute and involved in the most important task of holistic development of students.

In a business school, the subjects deal with theory as well as their practical application though the degree of the two may vary from subject to subject. For the basic subjects like statistics, economics, or accounting, one may need more theoretical rigor while the advanced subjects like financial management, marketing strategy, information system applications, the practical applications become equally important. Hence, there is a need for the right mix of academically qualified and professionally experienced faculty members so that a balance is maintained between theory and practice.

2. Scope

The regulatory guidelines prescribe faculty student ratio of 15:1 in totality though some relaxation has been provided by allowing the norm of 20:1. The regulations also prescribe the ratio of various cadres including Professors, Associate Professors and Assistant Professors. Academic qualifications have also been prescribed.

3. Policy

Within the above guidelines, SIES College of Management Studies always ensures that the core faculty strength is augmented as they are the actual nerve center of the institution. However, it is to be kept in mind that external visiting faculty also plays a crucial role in supplementing the efforts of the core faculty. While the core faculty keeps the theoretical rigor as well as some amount of practical application through case study, etc., the visiting faculty mainly drawn from the corporate world supplement the efforts of the former through bringing the best from the industry experience. Therefore, an effort is always made to ensure a balance between the two.

3.1 Core Faculty Recruitment Process

Recruitment of core faculty is always through open public advertisement. Even the faculty who are being referred to as “very good” at other institutes must go through the process of recruitment.

The usual steps are as under:

1. Sanctioned strength is computed much before the end of the academic year so that the advertisement can be self-explanatory in terms of numbers and the functional areas & cadres.
2. Initial shortlisting is through verification of profiles, their background including research credentials.
3. Shortlisted candidates go through the initial process of meeting the HODs and Director of the institute for further screening.
4. Identified candidates are then put through a process of actual teaching in a class that comprises of few students and faculty.
5. Candidates who pass through this process are required to undergo an intense interview by a panel of subject experts as well as behavioral experts. The panel also comprises the members of the Managing Council.
6. All finally selected candidates are placed on probation for a period of one (1) year and on successful completion of the said term are confirmed in the service.

The above rigorous process ensures the quality of the incoming faculty who are expected to be best in the industry in terms of their knowledge as well as suiting the culture and ethos of the institute.

3.2 Process of Recruitment of Visiting faculty

The institute is choosy in terms of visiting faculty. Such faculty are used either to supplement the teaching of core faculty in each course or for teaching those applied / advanced courses where the core faculty is not equipped.

Each year before the end of the academic session, each functional area of the institute identifies the need of visiting faculty depending on the last years' experience and / or inclusion of new course as electives. It is the responsibility of the functional area to identify the competent and appropriate visiting faculty member who would be able to cover the subject within the timeline with adequate academic rigor. Based on recommendation of the HOD, the Director of the institute appoints the visiting faculty on approval from the Managing Council.



Director

SIESCOOMS

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IQAC Coordinator

