

Technical Education Quality Improvement Programme Phase-III of Govt of India Assisted by World Bank

Engagement of Assistant Professors (Temporary) for Project Institutes: A Brief

Many academic reforms have been initiated by Government of India under TEQIP III for improvement of quality of engineering education in the focus States. The most serious challenge in engineering education is dearth of well qualified faculty. The focus States have expressed that they are unable to attract and retain good quality faculty. The faculty also lack communication skills and modern pedagogy. More so, inadequate training opportunities and attention to overall growth of faculty is adversely affecting transfer of knowledge and skills to students.

In view of the difficulties being faced by focus States, NPIU has initiated the online process of engagement of faculty on temporary basis as a stop gap arrangement till the positions are filled on regular basis by the respective State governments. The process included 1320 positions in 33 disciplines in 53 colleges with added qualification of GATE as a mandatory requirement. In spite of enhanced qualification requirement, an overwhelming response of 13500 candidates across the country was received. The renowned 20 NITs were given responsibility of interviewing shortlisted candidates in a span of five days. The rating of candidates was received through online portal and allotment of the institute of their choice was made through the online portal within a week period.

Through online allotment (three rounds so far) 1225 candidates accepted the engagement and joined the allotted institutes as per details below.

No.	Focus States	Count of faculty joined	No. of beneficiary Institutes
1	Andaman and Nicobar	2	1
2	Assam	55	5
3	Bihar	210	7
4	Jammu and Kashmir	63	2
5	Jharkhand	191	6
6	Madhya Pradesh	194	7
7	Odisha	65	4
8	Rajasthan	301	11
9	Tripura	15	1
10	Uttar Pradesh	32	2
11	Uttarakhand	97	7
	Total	1225	53

The institutes shall transfer remuneration to these faculty members directly into their bank accounts through Public Finance Management System. The faculty shall have to showcase their quarterly performance appraisal. The entire engagement process has been completed slightly more of two months.

All newly joined teachers shall undergo a one-week induction program in designated IITs during January 15 to February 16, 2018 before they are assigned teaching activities. The induction program includes three modules - pedagogy, research & development, and Project orientation. The process is expected to provide impetus to break the vicious cycle of deterioration of engineering education, and enhance quality of education reflecting in securing NBA accreditation of the engineering programmes.