

Policy on Faculty Selection & Development

This policy is an endeavor, which to the best of our wisdom, will revive the educational landscape so that for various educational programs at Universal AI University, we select, nurture, and retain our faculty to meet the variety of present and future techno-managerial challenges of educational scenario. The policy is founded on the guiding principles of recruiting talent to fulfil its vision and mission committed to adhere to the principles of equity and merit during the assessment and it is crafted to ensure the values of diversity and inclusiveness in selection process. Parallely, this policy also envisages issues on faculty (module leaders) development and stability at Universal AI University so that it touches the life of each, and every faculty and teaching fraternity drawn up inherent guiding principles of recruitment process to create a new system that is aligned with the aspirational goals of 21st century education, while remaining consistent with India's tradition and value systems.

The Policy Guidelines: We believe that there must be clear guiding principles, mechanisms and designs ensuring that there is no deviation from Institution's prime concern be it in terms of selection, stability or development of our teaching fraternity achieving the standards of quality in business education. This requires clear goals, the skills to translate these goals into sound curriculum and andragogy, the leadership and governance of top management team and educational administrators to focus on supporting the creation of meaningful eco system that would help our teaching fraternity to move towards a growth trajectory.

The policy guidelines on Faculty (Module leaders) selection revolves around the following procedures:

- 1) Universal AI University shall hire talent through a structured selection process, where inhouse existing senior faculty members are empowered to assess the suitability of a prospective candidate in terms of knowledge, skills and attitude, maturity and potential that has a direct or indirect bearing on institution's current and future requirements.
- 2) Universal AI University shall continue to be remain committed to recognize and promote "merit only" policy during selection process. More so, as it has a linkage with faculty stability and faculty development.
- 3) Universal AI University shall encourage and welcome applicants from multi- religion and multi-sect crosssection of society and welcome applicants who are transgenders, from minority and backward communities subject to condition that they demonstrate admirable level of merit and commitment for academics as per the judgement of the subject matter experts and panel members of the interview board.
- 4) The selected faculty hereby referred to as a module leader would be required to deliver on regular and strategic requirements of the institution keeping in view the consent, concurrence, recommendations, and approvals of the appropriate council/ committee

/ competent authority in their schedule meetings.

- 5) The assessment and evaluation of the prospective candidate can be performed either individually, one or more senior members who are an integral part of the faculty team or through the appropriate channel.
- 6) The process may go through a presentation/ demonstration by the candidate subsequently to be followed by an interaction on one-to-one situation or by an empaneled member.
- 7) If required, the HR team or a competent authority can verify the credibility of a candidate through a reference checking system.
- 8) The ultimate decision on selection of a candidate will vest upon the Academic Director/ and or an empowered competent authority (COO/ HOD)
 - 1) Module Leaders would demonstrate strong alignment to Universal AI University code of conduct, constitutional values and the overall vision and mission of the institution, along with attributes such as a strong social commitment, belief in teamwork, collaboration, pluralism, ability to work with diverse people and a positive outlook.
 - 2) While stability of tenure of all our module leader is important to ensure the development of a suitable culture, at the same time, developmental activities in terms of knowledge, skills and attitude would be planned with care to ensure that they are in forefront of all aspects of Management education: teaching, training, consultancy, and research. The effort would be to build strong diverse teams by nominating and offering Management Development programs that would ultimately enhance our module leaders' capability and competence to gauge the recent trends of the corporate world with wide range of approaches from traditional topics to innovative and creative areas bringing out its pioneering and path finding mission. Coherent, shared plans rather than the decisions made by a few individuals, would be the basis for faculty selection and development towards achieving the institutional goals.

2. Mechanisms for Faculty Development

Faculty (Module leaders) will be provided with the developmental inputs based on the performance appraisal cycle and keeping in view the IDP.

1. At Universal AI University we realize the importance of training at all the levels. Keeping in view the need analysis, the module leaders will be nominated for the Leadership and Executive Development programs. We believe that exposure to such trainings certainly lead to better performance on the job as our module leaders will be equipped with a set of competencies and skills in all functional areas of Management.

2. Module leaders will be nominated for all the short-term management development programs that may vary from three to five working days.
3. All these developmental programs will cover all aspects of Management education-teaching, training, consultancy, and research.
4. Universal AI University would support all the module leaders on this developmental path through mentorship by subject matter experts and other resource institutions. Other kinds of support shall also be provided, for example, experienced advisors, collaborative forums to share experiences and experts on matters such as people management systems.
5. Newly inducted faculty members would be fully supported through formal and informal mentoring - this will help newly inducted module leaders(faculty) transition smoothly into their new roles. Other mechanisms like post-appointment professional conferences/seminars with other colleagues in similar positions, professional training programmes or a formal advanced degree shall be made available to all those in module leaders' positions, in relevant areas such as people management, financial management, project management, etc. They would be exposed to the forums for industry leaders and subject matter experts to share their experiences and learning from each other would be encouraged and developed.
6. Apart from exposure to latest thinking and development, the developmental exposure will also include nominating in such programs that serves as a platform for interaction and exchange of experience among the people belonging to a cross section of corporate and non-profit sectors, since experience sharing is an important component of training process in addition to lectures.

12. The principles of Governance for selection and development of Faculty (Module leaders) at Universal AI University:

Principle 1 - The Academic Director/Chief Operating Officer shall play a key role in approving the recommendations of faculty selection committee, purpose and strategies of educational programs at Universal AI University. It would be accountable to the public and the institution's members as a whole and would act in their best interest.

Principle 2 - The Academic Director with Chief Operating officer for all educational programs would set the cultural and ethical tone towards the selection of faculty (module leaders) at Universal AI University.

Principle 3 - The Academic Director with Chief Operating officer would exercise independent judgment and provide independent oversight of developmental inputs

required for the module leaders thereby chiseling their andragogic skills, while ensuring that every module leader pursue their roles within the larger vision of the institutional framework.

Principle 4 – Taking Academic Director into consideration the scale and nature of the educational activities, the COO/ CHRO shall comprise a board and an appropriate number of members who possess a relevant and diverse range of skills, expertise, experience and background and who would be able to effectively understand the issues arising with respect to capability building of module leaders keeping in view both the larger picture and the daily functioning of Universal AI University.

Principle 5 – For all educational Programs, the HOD/ Program Directors shall have an appropriate system of anticipating potential issues and challenges and areas in which the module leaders need to be trained and facilitated so that industry requirements are met, processes are streamlined adapted to suit business requirements.

Principle 6 - For all educational Programs, the Academic Director / COO/ CHRO can nominate “competent authorities” who shall act diligently on an appropriately informed basis and have access to accurate, relevant and evidence-based, timely information that becomes a basis for decision making for competency mapping

Principle 7 - For all the educational Programs, the Academic Director/ COO/ CHRO at Universal AI University would normally delegate certain functions to the various committees of the institution. Where it does so, there shall be a clear statement and understanding as to the functions that have been delegated. In no way must the autonomy, specifically academic, would be compromised.

Principle 8 - The Academic Director / COO at Universal AI University shall have the discretion to nominate any faculty member or a team of faculty members (module leaders) for sabbatical keeping in view such learning would help the module leaders to move on the ‘fast track’ to the higher educational leadership roles.

Principle 9 - For all the educational Programs, the Academic Director would ensure that the institution communicates with Module leaders and other stakeholders in a regular and timely manner, so that they have sufficient information to make appropriately informed decisions related to their developmental growth within the Universal AI University.

Principle 10 - For all the developmental activities for which the module leaders are being nominated, the Academic Director shall have the right to assess against criteria specified beforehand and appropriate actions taken to address any issues identified.

Finally, for smooth selection and faculty (Module leaders) development, the leadership at Universal AI University would be responsive to ensure public spiritedness, equity, educational excellence and probity along with good governance. While an accreditation eco system led by All India Council for Technical Education would serve as a Beacon's light, the objective would be to ensure that there are clear governance mechanisms and that these mechanisms are adhered to in practice for selection and development of module leaders. Through this unprecedented collaborative, multi-stakeholder, multi-pronged, people-centric inclusive and participatory process the leadership team at Universal AI University intends to bring about a paradigm shift with right competencies and capabilities creating an enabling and reinvigorated educational eco system that for which this policy has been envisaged.

STEPS IN FACULTY RECRUITMENT:

- 1) Interview by the HOD
- 2) Session with students- students feedback with minimum 7. out of 10.
- 3) Interview session with minimum two Program Directors.
- 4) Interview with COO/ CHRO
- 5) Final interview with Academic Director.
- 6) Interview with the University Chancellor (case to case basis)



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