

RECRUITMENT OF INTERNATIONAL FACULTY

Objective

The objectives of the Scheme are *inter-alia* to maintain strong oversight and quality of Tertiary Education, push the frontier of knowledge, trigger cross-fertilisation of ideas, improve teaching standards and foster research.

Participating public Tertiary Education Institutions (TEIs) should determine their priority areas for appointment of international faculty paying due consideration amongst others to present and future faculty requirements, scarcity areas, need for diversifying existing faculty, programmes being offered, etc.

Duration

The duration of contract would be **at least 2 weeks** and **a maximum of less than 12 months**.

Financial Provisions

- Salaries as prescribed by the PRB Report 2016:
 - (i) Professor at the rate of MRU 101,000 per month on a pro-rata basis.
 - (ii) Associate Professor at a pro-rata rate ranging from MRU 62,950 to MRU 89,000 per month as per the salary scale mentioned for this level.
- A monthly rent allowance of MRU 20,000 or actual rent payable, whichever is less.
- Most direct economy airfare, including inland travelling costs, if any.

Conditions/Criteria

Each TEI has to follow its own established procedures for recruitment keeping in view the following:

- Scheme should be given wide publicity within their institution.
- Position to be defined in the widest possible terms in respect of the needs of the university.
- Selected faculty to have distinguished academic record, should be active in research and have proven record of excellence in research, having made significant contribution to knowledge.
- Active retired foreign faculty may also be considered.
- Appointments to be made on contract basis for periods varying between 2 weeks and a maximum of less than 12 months.

Implementation Modalities

- Proposals will be considered on a competitive first come first serve basis, through Call for proposals to be made twice yearly, namely mid-June for recruitments between July to December and mid-December for recruitments between January to June.

- The procedure to release funds is similar as for release of recurrent grant:
 - (i) TEIs to submit their requests for fund to TEC supported by the letters of appointment and acceptance of the International Faculty members.
 - (ii) TEC releases funds to TEIs upon receipt of relevant invoices/documents in respect to airfare and accommodation.

At the end of the contract

TEIs to submit a report to TEC on the activities/ achievements of the international faculty.