



STAFF SELECTION COMMITTEE

LNCT/SSC/2024/01

Date: 13/01/2024

Objective/Functions:

The main objective of the Staff Selection Committee is to evaluate the requirement of teaching staff for the college and plan accordingly to recruit adequate qualitative faculty on merit.

1. Understand the significance of education is general and higher education in particular, in the global and Indian contexts.
2. Understand the linkages between education and economic and socio-economic democracy, secularism and social equity are the basic tenets of society.
3. Acquire and improve basic skills of teaching at the College/University level to achieve goals of higher education.
4. Understand the organization and management of a College/University and to perceive the role of teachers in the total system.

Role & Responsibility:

1. The Committee is in charge of recruitment process including the recruitment seminar and it makes recommendations to the chairman about the recruitment of individual faculty members.
2. To determine way and means to stimulate, support and improve continuing faculty intellectual development and renewal, and faculty involvement in academic and professional organization.
3. To develop the policies and practices needed to conduct annual monitoring of faculty intellectual contributions to ensure that consistency and continuity of effort which occurs in areas appropriate to the mission of the College.
4. To develop criteria that assure those faculty members that possesses sufficient academic and professional qualifications.
5. To review and improve the orientation and mentoring program for new faculty.



LAKSHMI NARAIN COLLEGE OF TECHNOLOGY, BHOPAL

Composition:

S.No	Name	Designation	Department
1	Dr. Vinay Kumar Sahu	Principal (Chairman)	ME
2	Dr. O.P. Rai	Advisor	Admin
3	Dr. Ashok Kumar Rai	Director Administrator	Admin
4	Dr. Lisa Kurup	Prof. (Member)	Chemistry
5	Dr. Anjali Tiwari	Prof. (Member)	Chemistry
6	Dr. Vivek Richariya	Prof. (Member)	CSE
7	Dr. Rajesh Singh Parihar	Prof. (Member)	CE
8	Dr. Sadhna Mishra	Prof. (Member)	CSE
9	Dr. Soni Changlani	Prof. (Member)	EC
10	Prof. Monika Kapoor	Prof. (Member)	EC
11	Dr. Amit Shrivastava	Prof. (Member)	EE
12	Prof. Amol Barve	Prof. (Member)	EX
13	Dr. Shraddha Gaud	Prof. (Member)	Humanities
14	Dr. Sushil Kumar	Prof. (Member)	CSE
15	Dr. Rajesh Shakle	Prof. (Member)	Mathematics
16	Dr. Arti Malviya	Prof. (Member)	Chemistry
17	Dr. Shankar Kumar	Prof. (Member)	ME
18	Dr. Neeraj Yadav Dubey	Prof. (Member)	ME
19	Prof. Sourabh Bhattacharya	Asso. Prof. (Member)	Physics
20	Dr. Prabodh Shahi Saxena	Prof. (Member)	Physics
21	Dr. M. Zahid Alam	Prof. (Member)	EC
22	Dr. M.M. Sahu	Prof. (Member)	ME


Principal

& Ex-Officio Member Secretary

Copy to:

1. Office of the Chairman/Vice Chairperson/Secretary
2. Director Administration
3. Director T&P / Incubation/ R&D
4. Dean Student Welfare (DSW)
5. HODs (All Departments)
6. Head, IT Infra
7. Registrar

Principal
Lakshmi Narain College of Technology
BHOPAL



LNCT/SSC/2024/02

Date: 15/01/2024

To,
The Members of SSC
LNCT Bhopal,
Dear Sir/Madam,

Subject: Notice and Agenda for SSC Meeting.

1. The Staff Selection Committee (SSC) meeting is being conducted on 19/01/2024 (Friday) at 10.30 AM in the Board Room of LNCT College.
2. The Agenda for the meeting is appended below:
 - Introduction of SSC members in 2024,
 - Objectives of SSC
 - Function of SSC
 - General Discussion
 - Educational Background, Short-listing of Candidates, Job announcement "what is it for you" Category, Final Selection and Recommendations
3. You are kindly requested to be present as it will help us to discuss the issues and necessary actions to be taken.

Looking forward to your presence in the meeting.

Yours sincerely


Chairman (SSC)

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6. Head, IT Infra
7. Registrar
8. Library



LNCT/SSC/2024/03

Date: 19/01/2024

Minutes of Meeting

A meeting was organized at ~~10.30 AM~~ on 19/01/2024 (Friday) in Board Room of LNCT College for SSC. The Chairman read out the agenda and objectives of the Committee. As even semester classes were starting. Chairman advised all the members to discuss the faculty strength in their respective Departments and follow the selection process for new faculty & staff always keeping in mind the quality requirement along with many other factors which goes in proper and capable faculty & staff selections.

The members also opinioned and confirmed about knowing the procedure. They assured that they will take work on this procedure while going through the process of selection.

Discussion:

1. Educational Background: Ensuring the background was inclusive but not too broad to attract the desired candidate pool (acknowledging the getting the desired candidate pool would necessarily also requires vetting).
2. Short-listing of Candidates: The committee evaluated all received applications and shortlisted candidates based on predefined selection criteria.
3. Experience: Merging and simplifying years of experience to better reflect the desired attributes of executive level management experience and progressive responsibility in education or related field.
4. Job announcement "what is it for you" Category: Make this section stronger by highlight the autonomy and ability to influence and to shape the organization.
5. Final Selection and Recommendations: Based on interview assessments, the committee discussed and identified the most suitable candidates for the roles. Recommendations were documented for approval.

In discussion, members mentioned that it may be possible to incorporate some measures of staff attitude through understanding from those staff leaving the organizations. The understanding of such kind may also provide useful information on general themes helping the selection of staff in much effective manner and there may therefore, be an opportunity to incorporate some standard practices in the selection process. There were no other points and hence meeting was closed at 11.30 AM.

Chairman (SSC)

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