

# Report on

## Faculty recruitment and retention: Issues & Challenges

### Abstract

1. Liberalization, privatization and globalization (LPG) of Indian economy have given birth to various fast growing sectors like finance, telecommunication, information technology and other service sectors, which demands for highly qualified professionals.
2. In order to meet the demand, lots of private higher education players have entered into the education sector with a variety of courses and specialization. A large number of faculties are required by these institutes for curriculum development and academic delivery.
3. Again the attractive opportunities available in the corporate sector exert a pull on the existing faculty towards the corporate career from academic profession. This creates vacancies for faculties at various levels in the existing institutes.
4. The occupational migration of faculty from academics to the core industry, the additional faculty demand of the existing institute for newly introduced course and the lot of faculty required for the newly established colleges, altogether creates an immense demand for faculty.
5. In the same time because of the availability of the attractive job opportunity in the corporate sector, very few qualified professionals are taking interest for an academic career. This high demand and low supply causes a faculty crisis in the country. In this context recruiting and retaining a perfect talent is a big challenge for every institution.
6. By realizing the importance of this crucial issue, one of the India's leading Educational Research & Consultancy, MARCH conducting a pan India "Faculty recruitment & Retention Survey".
7. The key objective of the survey is to understand the Recruitment and retention practice followed by various higher education institutes in India and the various issues associated to that.
8. This survey would highlight specific issues that require attention either through regulation or otherwise.