

## **Policy on adjunct titles for Professorship and Associate Professorship of AHERF**

### **Aim:**

To outline the requirements and the process for the grant of Adjunct title of Professor and Associate Professor by the Apollo Hospitals Educational & Research Foundation (AHERF) for consultants of the Apollo Group.

### **Scope:**

Senior Consultants / Consultants, Apollo Group.

### **Background**

AHERF and Apollo Hospitals aims to promote research activities and supporting education and training in the quest of improving the quality of health care.

The aim is to create a knowledge bank to enhance research studies and make stronger research base in India. AHERF further aims to facilitate research through its "3C"s concept - Creation of the needed infrastructure, Cultivation of researchers and Collaborations with stakeholders from the Industry and Government.

### **Proposal**

To boost the state of research and academics across our Group hospitals, adjunct faculty positions at Professorial and Associate Professorial levels at AHERF would be created. Senior faculty from Apollo Hospitals who have an active interest in research and academics would be nominated for an adjunct title post.

### **Principles**

1. AHERF considers a person of distinction and standing for appointment to an "Adjunct" position.
2. The Adjunct Faculty would be responsible for spearheading research conducted in their respective areas of expertise.
3. The position does not carry any financial remuneration.
4. The person is entitled to use "Professor" or "Associate Professor" as a prefix to his name.
5. Nominations for adjunct titles shall be made through a committee created for this purpose.

**Process**

1. A mail is sent to Medical Heads of Apollo Hospital and to every consultant providing, the form for application and the eligibility criteria.
2. Consultants would send nominations through the Medical Head of the healthcare institution.
3. Electronic copy of the applications as per Annexure A shall be sent by the medical heads with their recommendations to the Office of Group Medical Director, Apollo Hospitals along with curriculum vitae and photograph.
4. The applications would be forwarded to a committee comprising of:
  - Prof. N K Ganguly
  - Prof. Arun Agarwal
5. The eligible nominations would be sent to the committee.
6. Committee shall decide the grant of the adjunct titles.

**Criteria****For Professor:**

1. International recognition in the area of expertise in the form of positions in the executive councils of international academic societies, research bodies, invited lectures at international academic meetings (non-industry sponsored symposia), membership of working / research groups of international academic societies.
2. 15 or more publications in peer reviewed national and international journals.
3. Regular participation in continuing medical education at national and international level.
4. Active participation in DNB and other training programs.

**For Associate Professor:**

1. National recognition in the area of expertise in the form of positions in the executive councils of national academic societies, research bodies, invited lectures at national academic meetings (non-industry sponsored symposia), membership of working / research groups of national academic societies.
2. 07 or more publications in peer reviewed National and International journals.
3. Regular participation in continuing medical education programs at National and International level.
4. Active participation in DNB and other training programs as faculty.

**Terms and conditions**

- The appointment of adjunct of Professor and Associate Professor shall be governed by following terms and conditions:
- The initial appointment will be for a period of 1 year.
- Consultant may apply for renewal after expiry of one year.
- The appointee will cease to be an adjunct Professor/Associate Professor if:
  1. Any disciplinary action is initiated against the appointee by the Medical Council of India / State Medical Councils / Governmental agencies.
  2. Any published work gets derecognized following scrutiny for plagiarism or falsification of data.
- The adjunct title would stand withdrawn if the Consultant ceases to be a member of Apollo Hospitals Group.
- AHERF can add, delete or amend any terms and conditions at any time in future.
- All other standard terms and conditions of AHERF will apply to all appointments.
- Decision of the committee will be final and binding.

**Annexure A**  
**Application form for adjunct faculty\***

**Name of the applicant:**

**Designation:**

**Speciality:**

**Email ID:**

**Mobile Number:**

**Hospital:**

**Adjunct title applied for: Professor / Associate Professor**

**International recognition:**

(Please list)

**National recognition:**

(Please list)

**Publications till date:**

(Please just mention the number of publications and attach electronic copies of all publications)

**Total number of papers published in PEER reviewed journals:**

**Lectures given till date:**

(Please just mention the number and attach details of lectures separately)

**Years of teaching experience if any:**

(From the date of highest qualification or after becoming consultant)

**Position / positions held during academic career:**

**Signature of the applicant:**

**Date:**

**Recommendation by medical head of healthcare institution:**

(Please mention your comments)

**Signature of the medical head:**

**Date:**

**\*All applications (annexure A) to be accompanied by a CV and a photograph**

