

Section 4: Faculty and Human Resources last updated on 12-3-2026

S.No.	Item	Details to be Provided
4.1	Faculty Profile	https://bcopbapatla.in/faculty-and-staff/#
4.2	Visiting / Adjunct / Emeritus Professors	Nil
4.3	Recruitment Policy and Process	Bapatla college of Pharmacy perceives that the faculty members are the backbone of any academic institute and plays a prime role in the quality of education and to enhance student quality which are fundamental for the existence and success of the College. The technical and administrative staff members play an important supportive role in providing quality services to the students and other stakeholders. BCOP policy is to attract and retain persons highly motivated towards academics and work with commitment to academic and student quality with high knowledge in the subjects of the field. They must have continued learning aptitude and be able to contribute to the overall development of the student. Continuous learning becomes the backbone to sustain and enhance the quality of education and research in the College. BCOP assists the faculty for continuous learning through faculty development programs, assistance to research, and field visits to industries and research centers. BCOP encourages the staff members to outreach to the society both academically and with non-academic services by providing assistance to present papers in conferences and symposiums, deliver lectures, etc. Principles of recruitment: • BCOP follows fair and transparent recruitment process giving equal opportunity to candidates without discrimination of gender, religion, caste, race, and region. • BCOP seeks to recruit the best candidate suited to the job based on merit and ensures that the selection of staff is conducted in a professional manner • The College promotes best practices in

		selection and employment. Any member of the selection committee, internal or external to BCOP, must declare as soon as they are aware of any individual's application close to them and avoid any involvement in the recruitment process. All recruitments of Teaching Faculty/Principal shall be made by the Governing Body/as applicable in accordance with the policies laid down by the UGC/PCI/JNTUK and/or the Bapatla Education Society from time to time. In general, in BCOP the recruitment is normally carried out both for faculty members and other staff once in a year unless it is warranted in between the academic year. The process is as follows: • Analyze Vacancy Position Department wise • Appoint selection committee as per this policy • Review Job Descriptions • Check Information to Applicants • Prepare & Place Advertisement • Conduct -Demonstration/Interview • Selection committee Chairperson submits the Report to the Governing Body • Approval by the Governing body. • Offer appointment order to the selected candidates. 4. Ratification of Faculty: The faculty members are advised to go for ratification as per their designation (Principal/professor/associate professor/assistant Professor). The ratification process is conducted at JNTU K as per the university norms.
4.4	Professional Development	Actively participated in the APTI organized seminars and conferences. Organized various seminars and symposia.
4.5	Faculty Achievements	Awards, fellowships, professional memberships
4.6	Faculty Exchange and Sabbaticals	National and international exchanges
4.7	Consultancy Assignments	Projects undertaken with government, industry, or international agencies