



Annexure 10

GUIDELINES FOR APPOINTMENT OF ADJUNCT FACULTY/ RESOURCE PERSONS FROM INDUSTRY IN AICTE APPROVED TECHNICAL INSTITUTIONS

- 1 **INTRODUCTION:** The AICTE Approval Process Handbook 2017-18 in Appendix 7 "Norms for Faculty requirements and Cadre Ratio for Technical Institution" has specified that a minimum of 80% should be Regular/ full time faculty and the remaining shall be Adjunct Faculty/ Resource persons from industry.
- 2 **OBJECTIVE:** The key objective of these guidelines is to develop a useful and viable collaboration between the educational Institutions and industry. The guidelines seek to enhance quality of education and skills by involvement of academicians, scholars, practitioners, policymakers in teaching, training, research, and related services on a regular basis and to attract distinguished individuals who have excelled in their field of specialization.
- 3 **DEFINITION:** Adjunct Faculty is hired by a college to teach but is not full member of the faculty. Adjunct Faculty is a part-time or contingent instructor. There are academicians, professionals whose primary employment activity is outside the Institution and who are not interested in seeking fulltime appointment with the Institution, but can contribute to teaching in the Technical Institutions/ academic Programmes. The Adjunct Faculty should be an eminent Professional/ Scientist/ Engineer having recognition at national/ international level and having outstanding published work.
- 4 **EXPERIENCE:** Any candidate for Adjunct Faculty/ Resource person having 10 to 15 years of experience from industry/ organization shall satisfy the following norms:
 - a Teaching and research organizations of State/ Central government Institutions/ Universities
 - b Central and State Public Sector Undertakings (PSUs)
 - c Reputed Industries
 - d Civil servants (IAS/ IPS/ officials from Central and Provincial Services) and professionals and officials from professional Councils
 - e NRIs and PIOs working with reputed overseas academic, research and industrial organizations or having a demonstrated interest in Indian issues.
- 5 **QUALIFICATIONS:** Candidate for Adjunct Faculty/ Resource person from industry should have relevant professional qualifications.
- 6 **LIMITATION:** Following are the restrictions for engaging the Adjunct Faculty.

In an Academic Year, an Adjunct Faculty can work in 4 Institutions (maximum). The weightage of the Adjunct Faculty in each Institution shall be in proportion to the number of Institutions he/ she is working in. For example, if an Adjunct Faculty is working in 4 Institutions simultaneously, his/ her weightage in each Institution shall be 25% and if in three Institutions simultaneously, then 33% and so on.

At the time of engagement as Adjunct Faculty in any of the Institution, the resource person has to submit a declaration on the number of Institutions he/ she has been appointed as Adjunct Faculty in the current Academic Year.

Any resource person receiving grant under "Adjunct Faculty Scheme" from AICTE cannot work as Adjunct Faculty in other Institutions.
- 7 **STRENGTH OF ADJUNCT FACULTY:** The strength shall not exceed 20% of the sanctioned strength of faculty at any time. Adjunct as well as resource person from Industry shall not be taken into account while calculating Cadre ratio (the cadre ratio should be calculated for the 80% faculty only)



8 FUNCTIONS: Functions of Adjunct Faculty/ Resource person from Industry are:

Teaching Technical Courses: Adjunct Faculty shall be expected to teach Courses directly related to his/ her specific expertise and professional experience or the areas of his/ her specialization. He/ She shall also contribute to the Institution's activities like counselling of students, developing new Course(s) and pedagogical improvements.

Participation in service-related activities: Adjunct Faculty is also expected to actively participate in service-related activities, such as sitting on departmental Committees, serving as advisors to faculty and/ or undergraduate and post graduate students, helping students network and active collaboration with the industry/ employer providing internship and job opportunities.

9 TA/ DA AND HONORARIUM: The Adjunct Faculty shall work at the host Institution for a minimum of 02 days per visit. TA/ DA, Honorarium and other facilities provided to Adjunct Faculty, as per UGC guidelines, shall be:

Travel cost, as per entitlement, from place of stay to Institution and back, maximum 6 times per Academic Year. No accommodation would be permissible, however, free lodging and boarding in the guesthouse.

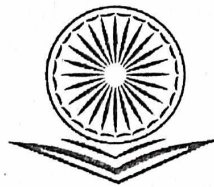
An honorarium of ₹ 1,000/ - only (Rupees One Thousand Only) per lecture up to a maximum of ₹ 4,000/ - (Rupees Four Thousand only) per day of service, subject to a maximum ceiling of ₹ 80,000/ - (Rupees Eighty Thousand only) per month.

Other facilities such as Office Room, Secretarial Services, depending on their involvement in academic activities, can be considered.

10 APPOINTMENT: Their appointment shall be done by a Competent Authority, based on the recommendations of a Committee. The period of their empanelment shall vary between six months to three years.

11 MONITORING: The performance of every Adjunct Faculty shall be monitored at the end of assignment based on the "Performance Report" submitted to the host Institution for continuation/ renewal of tenure.

Guidelines for Empanelment of Adjunct Faculty in Universities and Colleges



ज्ञान-विज्ञान विमुक्तये

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Guidelines for Empanelment of Adjunct Faculty in Universities and Colleges

1. Preamble

The expectations from the higher education system have undergone a significant change over the last few years. The key thrust has been on improving the employability prospects of the graduates and also improving the quality and quantum of research. Therefore, it becomes imperative to involve experts, professionals and researches from diverse fields to contribute to the emerging needs of higher education system. The Indian higher education system is poised to make itself more relevant to the needs of industry and employment opportunities keeping in mind the rapid changes in job requirements and needs of the economy.

Taking an integrated initiative towards skill development and upgradation of the competencies, the Commission has recently launched three new schemes namely Community Colleges, B.Voc degree programme and Deen Dayal Upadhyay KAUSHAL Kendras. Universities and colleges offer courses from certificate up to postgraduate and research level degrees aimed at skill development and upgradation to meet the existing and emerging economic and industrial needs at the regional and national level under these scheme. The courses are offered with active involvement of industry partners in governance, curriculum development, delivery of courses and assessment of learners. Acute shortage of quality faculty is widely felt in the system of higher education as a whole. However, it is felt more prominently in skill based courses.

It is well realized that there is lot of creative talent and intellectual resources available within the country that are not formally connected to the higher education system. It is imperative that the expertise and experience of such individuals, who are outside the main stream academic system, flows into our universities. This would enhance, strengthen and improve the quality of teaching, training and research. The current massive expansion phase in higher education, mandating huge programmatic diversity, also requires that faculty resources be augmented by utilizing the services of superannuated academics, reputed scientists, engineers, physicians, advocates, artists, civil servants including skilled professionals, both serving and retired. It is also essential that such faculty is hired with the same degree of rigour as adopted for full-time faculty so that right type of candidates are identified for such assignments. It is also necessary to have uniformity and transparency in the process of hiring adjunct faculty in the institutions of higher education.

2. Objectives:

- 2.1. To develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars,

practitioners, policymakers and skilled professionals in teaching, training, research and related services on regular basis;

- 2.2. To attract distinguished individuals who have excelled in their field of specialization like science and technology, industry, commerce, social research, media, literature, fine arts, civil services and public life into the academic arena, to enrich the overall learning processes by bringing external perspectives to regular teaching. Such interactions are expected to foster trans-disciplinary approach and synergize the outside 'real world' experience with the inside intellectual pursuits in the university;
- 2.3. To promote the interaction of skilled professionals with the learners and facilitate the imparting of industry relevant standards in skills, acceptable nationally, which could fulfill the need for skilled workforce and also to undertake R&D in the areas related to skill education & development, entrepreneurship and employability *etc*;
- 2.4. To enable higher educational institutions to access the eminent teachers and researchers who have completed their formal association with the university/college, to participate in teaching, to collaborate and to stimulate research activities for quality research at M. Phil and Ph. D. levels; and to play mentoring and inspirational role;
- 2.5. To recognize the skills of professionals in their respective areas of excellence irrespective of their academic qualifications to impart training to the learners of skill based vocational courses in Universities and Colleges.

3. Target Groups:

Professionals, experts, officials and managers having experience of working in:

- 3.1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, *etc*.
- 3.2. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
- 3.3. Civil servants (IAS / IPS / officials from Central and Provincial Services) and professionals & officials from professional councils and statutory bodies like UGC and AICTE, both serving and retired;
- 3.4. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training;
- 3.5. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.
- 3.6. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

4. Engagement Modalities:

4.1. Qualifications:

Candidate for adjunct faculty should satisfy the following norms:-

a) For Conventional Higher Education Courses:

- i) Should have the minimum qualifications as prescribed in the regulations framed by UGC / respective statutory councils from time to time. **OR**
- ii) A person of eminence with or without a postgraduate or Ph.D. qualifications.

b) For Skill based Courses:

- i) Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations. **OR**
- ii) Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role.

They are also expected to have an understanding of industry requirements, National Occupational Standards (NOSs) and Assessment & Certification for skills.

In addition to the above, it is expected that the adjunct faculty in both the above streams would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.

4.2. Selection Criteria:

Adjunct Faculty will be appointed by the competent authority based on the recommendation of a Committee. Period of empanelment will vary from 06 months to 03 years as decided by the Institution on mutually agreed terms and conditions. It is expected that any application for adjunct faculty is first discussed at the department level. The department may forward the application with comments specifying the suitability of such candidate(s) in the department / institution level academic activities. If the department recommends a case for adjunct faculty, the same should be examined by a Committee comprising of following :

- i) Head of the Institution or his nominee(Chair).
 - ii) Head of the concerned Department.
 - iii) Dean (Academic / Research) in case of university / senior most faculty in case of college.
 - iv) One External Expert (Nominated by head of the institution).
- OR**
- Representative of Sector Skill Council / Industry Associations (for skill based courses).
- v) Registrar / Vice-Principal / Bursar or equivalent person (Convener).

If the committee recommends the case, the same would be forwarded to the competent authority for consideration and necessary approval. The strength of Adjunct faculty may not exceed 25 % the sanctioned strength of faculty at any time.

5. Roles and Responsibilities:

The empanelled adjunct faculty is expected to undertake following assignments:

5.1. Teaching:

- i) **Conventional Higher Education Courses:** Adjunct faculty will be expected to teach courses directly related to his specific expertise and professional experience or the areas of his specialization. He may also contribute to the institution's activities like counseling of students, developing new course(s) and pedagogical improvements.
- ii) **Skill based Vocational Courses:** The core courses pertaining to specialized skills / trades may be imparted by the adjunct faculty from industry, Sector Skill Councils approved trainers or other persons with appropriate skill proficiency. Such faculty, imparting education and training to learners in skill based courses, should have relevant NSQF qualifications, preferably certified by the relevant Sector Skill Council.
- iii) **Research Courses:** Adjunct faculty may also be involved in the M.Phil / Ph.D. coursework based on his professional and research proficiency adjudged by the concerned institution.

5.2. Training: Adjunct faculty will be expected to facilitate the setting of workshops and labs, providing hands on training in the relevant domain areas, development of soft skills, and focus on ensuring competency based learning outcomes among students.

5.3. Research: Adjunct faculty is expected to interact with and supervise the research students in the area of his specialization or professional proficiency. However, there should be preferably one core faculty member associated as Supervisor / Co-supervisor for smooth induction and coordination of academic procedures. The adjunct faculty may lack a traditional academic background in such case, they are not expected to contribute to the institution's research and creative mission by participating in traditional scholarly activities (*i.e.* they are not expected to conduct independent research and/or publish in peer-reviewed journals). Instead, he may participate by advising faculty on their research projects, serving as a liaison between the institutions and industry or government entities to identify research and/or funding opportunities or by working with faculty to identify research projects that would benefit private industry and/or government entities.

5.4. Services: Adjunct faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, serving as advisors to faculty

and/or undergraduate and post graduate students, helping students network, and active collaboration with the industry / employer providing internship and job opportunities.

6. Costs and Honorarium :

- 6.1. Adjunct faculty will be provided travel cost, as per entitlement, from his/her institution/place of stay and back, maximum six (06) times per academic year. No reimbursement for hiring accommodation will be permissible. However, she/he will be provided free lodging and boarding in the Guest House.
- 6.2. She/he will be provided an honorarium of Rs. 1000/- (Rs. One Thousand Only) per lecture to a maximum of Rs. 4000/- (Rs. Four Thousand Only) per day of service subject to a maximum ceiling of Rs. 80,000/- (Rs. Eighty Thousand Only) per month. The Adjunct Faculty will work at the host institution for a minimum of 02 days per visit.

7. Monitoring :

At the end of assignment, every Adjunct Faculty will submit a 'performance report' to the host university / college with a copy to the University Grants Commission. The performance report, may be considered for his continuation / renewal of next tenure.
