Date: 09.11.2017

Policy of the Institute for the Appointment of Adjunct/Visiting Faculty

As per the guidelines of AICTE, the following policy is adopted by the Institute for the appointment of Adjunct/Visiting Faculty:

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.
- These 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

Objective:

- To develop a useful and viable collaboration between the educational institutions and industry
- 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
- To attract distinguished individuals who have excelled in their field of specialization.

Qualification and Experience:

Any candidate for Adjunct Faculty having 10 to 15 years of experience from industry/organization shall satisfy the following norms:

a. Candidate for Adjunct Faculty from industry should have relevant professional qualifications
b. Teaching and research organizations of State/Central government Institutions/Universities
c. Central and State Public Sector Undertakings(PSUs)
d. Reputed Industries
e. Civil servants(IAS/IPS/officials from Central and Provincial Services) and professionals and officials from professional Councils
f. NRIs and PIOs working with reputed overseas academic, research and industrial organizations or having a demonstrated interest in Indian issues.

Limitations:

- In an Academic Year, an Adjunct Faculty can work in four Institutions (maximum) and the weightage of the Adjunct Faculty in each Institution shall be in proportion to the number of Institutions he/she is working in.

- Adjunct Faculty has to submit a declaration on the number of institutions he/she has been appointed as Adjunct Faculty in the current Academic Year.

- Any person receiving grant under "Adjunct Faculty Scheme" from AICTE cannot work as Adjunct Faculty in other Institutions.

- Adjunct Faculty strength shall not exceed 20% of the required strength of faculty at any time and Adjunct Faculty shall not be taken into account while calculating Cadre ratio(the cadre ratio should be calculated for the 80%faculty only)

Functions:

- 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 counseling of students, developing new course(s) and pedagogical improvements.

- Adjunct Faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, servicing 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.

TA/DA and Honorarium:

- The Adjunct Faculty shall work at the Institute for a minimum of 02 days per visit. TA/DA, Honorarium and other facilities provided to Adjunct Faculty as per UGC norms.

Appointment:

- Appointment of Adjunct Faculty shall be done by the Principal based on the recommendations of a Committee.

Principal