

**Guidelines for the appointment of Adjunct Faculty in
Govt/ Polytechnic Colleges**

1. 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. 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. 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. Any candidate for Adjunct Faculty/Resource person having 10 years of minimum 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. Candidate for Adjunct Faculty/Resource person from industry should have relevant professional qualifications.
 - a. For technology related subjects:- B.Tech in relevant discipline
 - b. For other subjects :- P.G.degree in relevant discipline
6. At the time of engagement as Adjunct Faculty in any of the Institution, the resource person has to submit a declaration that he is not working in any other institutions

as adjunct faculty.

7. 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 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. An honorarium of Rs.1,000/- only (Rupees One Thousand Only) per lecture up to a maximum of Rs.4,000/- (Rupees Four Thousand Only) per day of service, subject to a maximum ceiling of Rs.25,000/- (Rupees Twenty Five Thousand Only) per month. Enhancement in remuneration will be subject to the revision by the Government.
10. Their appointment shall be done by a Competent Authority, based on the recommendations of an Academic Committee which includes a subject expert from any of the Government Engineering Colleges subject to the approval of DTE. The period of their empanelment shall vary between six months to three years. The extension of tenure will be done on the basis of feedback received from the students of the institutions.
11. The performance of every Adjunct Faculty shall be monitored at the end of assignment based on the "Performance Report" by the Head of the Institution and the report to be sent to DTE.