

Norms for Recruitment of Adjunct Faculty, Visiting Faculty and International Faculty

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Guidelines for Empanelment of Adjunct/Visiting Faculty

1. Preamble

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 research from diverse fields to contribute to the emerging needs of the industry and to provide better 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, NIET, Gr. Noida has taken the initiative of involving professionals from industry with active involvement in governance, curriculum development, delivery of courses and assessment of learners.

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 education system. It is imperative that the expertise and experience of such individuals, who are outside the mainstream academic system, flows into academics. 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 and civil servants including skilled professionals, both serving and retired. It is also essential that such faculty is hired with the same degree of rigor as adopted for full-time faculty so that right types of candidates are identified for such assignments.

Objectives:

1. To develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars, policymakers and skilled professionals in teaching, training, research and related services on regular basis;

2. To attract distinguished individuals who have excelled in their field of specialization like science and technology, industry, social research, 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 NIET;
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.;
4. To enable NIET, Gr. Noida 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. Tech., MBA, MCA, B. Tech. and Ph. D. levels; and to play mentoring and inspirational role;
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 at NIET, Gr. Noida.

2. Target Groups

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

1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Institute of National Importance, Central and State Universities, etc.
2. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
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.
4. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training;
5. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.

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6. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

Engagement Modalities

1. **Qualifications:**

AICTE Requirement

Candidate for adjunct faculty should satisfy the following norms:

An Adjunct Faculty/ Resource person shall be a Faculty retired from Technical Institution or a person of eminence, with or without a Postgraduate or Ph.D. qualifications having 10 to 15 years of experience from Industry/ Organization. There shall be no upper age limit for Adjunct Faculty/ Resource Person as long as he/ she add value to the Education and academic activities of the Institution. He/ She shall satisfy the following norms:

- Person from teaching and research Organizations of State/ Central government Institutions/ Universities.
- Person from Central and State Public Sector Undertakings (PSUs), Reputed Industries, Civil servants (IAS/ IPS/ Officials from Central and Provincial Services) and Professionals and Officials from professional Councils.
- NRIs and PIOs working with reputed overseas academic, research and industrial Organizations or having a demonstrated interest in Indian issues.

UGC Requirement

a) **For Conventional Higher Education Courses:**

Should have the minimum qualifications as prescribed in the regulations framed by UGC /AICTE, New Delhi from time to time. OR

A person of eminence with or without a postgraduate or Ph.D. qualifications.

b) **For Skill based Courses:**

- Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC / AICTE regulations. OR
- 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.

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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.

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 on mutually agreed terms and conditions. It is expected that any application for adjunct faculty is first discussed at the institute 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:

| S.N. | Particulars | Designation |
|------|--|---------------|
| 1. | Representative of Management | (Chairperson) |
| 2. | Head of the Institution or his Nominee | Member |
| 3. | Director General | Member |
| 4. | Head of Concerned Department. | Member |
| 5. | Senior Most Faculty of The Institute | Member |
| 6. | Registrar | Member |

- 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 10 % the sanctioned strength of faculty at any time.
- At the time of engagement as Adjunct Faculty, 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 grants under "Adjunct Faculty Scheme" from AICTE cannot work as Adjunct Faculty in other Institutions.

3. Roles and Responsibilities

The empaneled adjunct faculty is expected to undertake following assignments:

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1. **Teaching:**

- **Conventional 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 counselling of students, developing new course(s) and pedagogical improvements.
- **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.
- **Research Courses:** Adjunct faculty may also be involved in the M. Tech. Research Methodology course and Ph.D. coursework based on his professional and research proficiency adjudged by the concerned institution.
- **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.
- **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

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to identify research projects that would benefit private industry and/or government entities.

- **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.

2. Costs and Honorarium

- Adjunct faculty will be provided travel cost, as per entitlement for 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.
- She/he will be provided an honorarium of Rs. 1500/- (Rs. One Thousand five Hundred Only) per lecture preferably 2 lectures/day to a maximum of Rs. 5000/- (Rs. Five Thousand Only) per day of service subject to a maximum ceiling of Rs. 80,000/- (Rs. Eighty Thousand Only) per month. Also, the institute will provide conveyance or conveyance charges. The Adjunct Faculty will work at the host institution for a minimum of 02 days per visit.

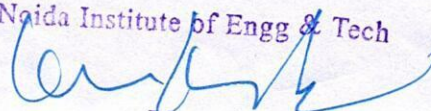
3. Monitoring

At the end of assignment, every Adjunct Faculty will submit a 'performance report' to the NIET, Gr Noida. The above-mentioned committee will evaluate the performance report and it may be considered for his continuation / renewal of next tenure.

b) Guidelines for Empanelment of International Faculty

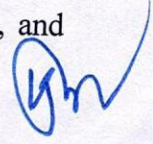
Noida Institute of Engineering & Technology, Gr. Noida encourages Faculty Exchange Programs focused on internationalization through curriculum, inviting faculty from foreign Universities. The aim is to give students a global experience, knowledge, competence and skills desired for the current job scenario. One such approach is joint research or consulting projects, workshops and course taught jointly with foreign faculty. Expose students to international faculty members, promote international curriculum, promote joint teaching programs and integrate activities with students from universities in different countries and, open doors to possibilities for future collaborations. The benefit will be immediate, and

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students will have the opportunity to learn concepts and ideas presented in an entirely new and different manner. The faculty exchange programs present a unique opportunity for interaction between Foreign universities and NIET students and faculty members.

1. **Host Institution**

Three basic schemes may define the nature of the faculty exchange and the responsibilities of the visiting faculty member. Combinations of all three are possible as arranged in each individual case

a. **Research Only**

Host institution will arrange housing and visiting faculty member will pay for the cost. Host institute will provide the available research facility for visiting faculty

b. **Teaching**

Visiting scholar will be provided with a salary commensurate with teaching load asked for by the host institution and agreed upon by the visitor.

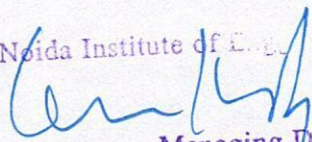
Such salary may include the provision of free housing.

The host institution will assign the visiting professor an agreed upon number of courses to teach throughout the semester.

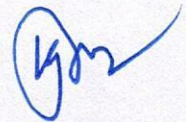
c. **Guest Faculty**

Visiting scholar will be provided with lecture fees commensurate with the number of lectures asked for by the host institution and agreed upon by the visitor.

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