

SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH

**A Deemed to be University
Tamaka, Kolar, Karnataka.**

**Declared under Section 3 of the UGC Act, 1956
vide MHRD, Government of India Notification
No.F-9-36/2006-U.3 (A) dated 25th May 2007**



APPOINTMENT OF ADJUNCT FACULTY



SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH

A DEEMED TO BE UNIVERSITY, (DECLARED UNDER SECTION 3 OF THE UGC ACT, 1956)

TAMAKA, KOLAR 563101, KARNATAKA, INDIA

Name of the Policy/ Guidelines	Appointment of Adjunct Faculty	
Short Description	This policy provides regulations to appoint Adjunct Faculty to meet the requirements of the Academy.	
Scope	This policy will be applicable to teaching faculty members	
Policy status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised	
Date of approval of Version 1		
Policy No.	SDUAHER/KLR/POLICY/040	
Brief description of last revision	Not Applicable	
Date of approval of current revision	Not Applicable	
Effective date	18 th April 2024	
Approval Authority	Board of Management	
Responsible officer	Vice Chancellor	
Name of the Policy/ Guidelines	Appointment of Adjunct Faculty	
Details of Revision	Date of Revision	Approved by

Guidelines for Invitation of Adjunct Faculty/ Professor at SDAUHER

1. Preamble:

1.1 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.

1.2 Taking an integrated initiative towards skill development and up gradation of the competencies, SDAUHER has initiated appointment of Adjunct Faculty/ Professor . The courses are offered with active involvement of 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.

1.3 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 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 academicians and reputed scientists, 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 is identified for such assignments. It is also necessary to have uniformity and transparency in the process of hiring Adjunct Faculty/ Professor in the institutions of higher education.

2. Objectives:

2.1. 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.Sc/MD/MS/DM/MCh/Ph.D. levels; and to play mentoring and inspirational role

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. NRIs and PIOs working with overseas academic and research organizations or having a demonstrated interest in Indian issues.

4. Eligibility Criteria:

Qualification: Candidate for Adjunct Faculty/ Professor should satisfy the following norms:

4.1 Should have the minimum qualifications as prescribed in the regulations framed by UGC / respective statutory councils from time to time.

4.2 A person who has an M.Sc/MD/MS/DM/MCh/Ph.D. in Science/Health sciences and worked in well reputed National/International Educational/Research/Health/Medical institutions.

5. Duties and Responsibilities:

The Adjunct Faculty/ Professor is expected to undertake following assignments:

5.1. Teaching:

i) Conventional Higher Education Courses: Adjunct Faculty/ Professor will be expected to teach courses directly related to his specific expertise and professional experience or the areas of his /her specialization. He/ she may also contribute to the institution's activities like counseling of students, developing new course(s) and pedagogical improvements.

ii) Research Courses: Adjunct Faculty/ Professor may also be involved in the M.Sc/MD/MS/DM/MCh/Ph.D. course work based on his professional and research proficiency adjudged by the concerned institution.

5.2. Training: Adjunct Faculty/ Professor 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/ Professor 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.

5.4. Services: Adjunct Faculty/ Professor 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

6. General Conditions:

6.1 The engagement of Adjunct Faculty/ Professor / Professor will be for a fixed term.

6.2 The engagement of Adjunct Faculty/ Professor / Professor will be exclusive of the sanctioned posts of a university/college. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.

7. Selection Criteria:

Adjunct Faculty/ Professor will be appointed by the competent authority based on the recommendation of the Committee. Period of appointment will be for 1 year.

It is expected that any application for Adjunct Faculty/ Professor is first discussed at the department level. The department may forward the application through proper channel with comments specifying the suitability of such candidate(s) in the department/ institution level academic activities. If the department recommends a candidates for Adjunct Faculty/ Professor , the same should be examined by the Committee for appointment for selection of the Distinguished Faculty and forwarded to the competent authority. The committee comprises of the following members.

- i. Hon'ble Vice Chancellor, SDUAHER-Chairperson
- ii. Registrar, SDUAHER-Convener
- iii. The Dean of the Institute
- iv. HoD of Respective department
- v. Members of Committee to approve Adjunct Faculty/ Professor of the SDUAHER
- vi. One External Expert (Nominated by head of the institution)

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

8. Tenure:

The engagement may be initially for up to one year. At the end of the initial engagement the SDUAHER will make an assessment and take the decision about extension. The SDUAHER will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Adjunct Faculty/ Professor / Professors.

The maximum duration of service of Adjunct Faculty/ Professor / Professor at a given institution should not exceed three years and is extendable by one year in exceptional cases and the total service should not exceed four years under any circumstances.

9. Cost and honorarium:

9.1. Adjunct Faculty/ Professor will be provided travel cost, as per entitlement, from his/her institution/place of stay and back, minimum of two times per academic year. She/he will be provided lodging and boarding in the Guest House by the Academy

9.2. She/he will be provided an honorarium of Rs. 4000/- (Rs. Four Thousand Only) per visit

10. Monitoring:

At the end of assignment, the HODs of the concerned departments need to submit a 'performance report' to the to the Academy/College, SDUAHER with a copy to the University Grants Commission. The performance report may be considered by the committee for the continuation/renewal of next tenure.

Dr. Kalyani R

Director

R&D Cell, SDUAHER

Dr. D.V.L.N. Prasad

Registrar

SDUAHER