WALK-IN-INTERVIEW FOR CONSULTANT AT ASSISTANT PROFESSOR LEVEL

The University intends to engage one Library Consultant for 6 months initially at the level of Assistant Professor on consolidated remuneration @Rs.40000/-. The relevant details are available at the website: www.supva.ac.in. The eligible aspirants may appear for the walk-in-interview on 29-10-2018 at 11:00a.m. in the university. They shall bring CV, a photograph, certificates in original and a set of their photocopies.

REGISTRAR
4.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point scale, wherever the grading system is followed)

ii) A consistently good academic record, with knowledge of computerization of a library.

iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. degree of the candidate has been awarded in the regular mode

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) Open Ph.D. viva voce of the candidate has been conducted;

d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/sanctioned by the UGC/ICSSR/CSIR or any similar agency.

Note:

(i) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
### Minimum Qualifications of Teaching Posts of Film & TV Department

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Post</th>
<th>Qualifications</th>
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</table>
| 1.      | Assistant Professor   | i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.  
           ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lectures conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause 4.4.2.1, candidates, who are, or have been awarded Ph.D. Degree in accordance with the University Grants Commission ( Minimum Standards and Procedure for Award of Ph. D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.  
           iii. NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted.  
           OR  
           i) Bachelor's Degree from a recognized University.  
           ii) Post Graduate Degree or Diploma or equivalent in Film & Television with specialization in the relevant field from a recognized University or Institute of National/International repute.  
           iii) At least five years post qualification professional experience in film/TV and/or teaching experience in the relevant specialization, in a reputed organization or institution.  
           iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory in the discipline is mandatory. |
| 2.      | Associate Professor   | i. Good academic record with doctoral degree, with performing ability of high professional standard.  
           ii. Eight years of experience of teaching at the University, College level and/or research in University/national level institutions, excluding the period spent for obtaining the research degree.  
           iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.  
           iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.  
           OR  
|
3. **Professor**

- An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

**OR**

- Bachelor's Degree from a recognized University/Institution.
- Post Graduate Degree or Diploma or equivalent in Film & Television with specialization in the relevant fields from a recognized University or Institute of National/International repute.
- At least 15 years' post qualification professional experience in Film & TV Industry and/or teaching experience in the relevant specialization in a reputed Organization or Institution.
- Expertise in latest technical & curricular development in the field.
- Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory in the discipline is mandatory.

**OR**

- Bachelor's degree from a recognized University/Institution.
- A Film & TV professional of indisputable eminence having 15 years experience in the relevant field.
- Expertise in latest technical & curricular development in the field.
- Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory in the discipline is mandatory.
<table>
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<th>(iii) Expertise in latest technical &amp; curricular development in the field.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory in the discipline is mandatory.</td>
</tr>
</tbody>
</table>

(Dr. D.S. Dahiya)  
(V.N. Raina)  
(Mahesh Thoratthil)  
(Chatter Singh)
To

All the Chairperson of the Departments,
SUPVA, Rohtak

Sub: Guidelines for engaging guest faculty/visiting faculty/experts /adjunct faculty / professionals/consultants/advisor etc.

Sir,

Reference: meeting held on 13.07.2018 in the office of the Vice-Chancellor.

I am directed to send herewith a copy of Guidelines for engaging guest faculty/visiting faculty/experts /adjunct faculty / professionals/consultants/advisor etc. duly approved by the Executive Council vide resolution no. 5 of its meeting held on 12.07.2018 for information and further necessary action.

Encls. As above

Dated: 13-07-18

Copy of the above is forwarded to the following for information and necessary action.


Dy. Regr. (Acad.)
for Registrar
Proceedings

A meeting of the committee constituted by the Vice-Chancellor for the following purposes was held in the office of the Dean Academic Affairs under the chairmanship of Prof. Rajbir Singh, former Dean, M.D. University and Visiting Professor on 11th June 2018 at 11:00 a.m.:

1. To look into the proposal of revising the sitting fee payable to experts and consultants invited in the university for rendering expert advice/consultancy/input etc.
2. Requirement of changing/altering the existing guidelines for engaging guest faculty/visiting faculty/experts etc.
3. For framing guidelines of engaging adjunct faculty.
4. Framing guidelines for engaging experts/professionals/consultants/Advisor etc. for seeking expert advice/consultancy etc., on visit basis and engaging them on short/long term basis.

The following were present:

(A) Prof. Rajbir Singh, Visiting Professor
(B) Dean Academic Affairs
(C) Head, Dept. of PTV
(D) Head, Dept. of Visual Arts
(E) Head, Dept. of UPA
(F) Head, Dept. of Design
(G) D.R. (Accounts)
(H) D.R. (Administration)

The following were present:

Chairperson
Member
Member
Member
Member
Member
Member

Background:

The Higher Education System has undergone a significant change over the last few years. The key thrust areas have 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 researchers from diverse fields to contribute to the emerging needs of higher education system. The current massive expansion phase in higher education mandating huge
programmatic diversity, also requires that faculty resources be augmented by utilizing the service of supernu- 
merated academics, reputed scientists, engineers, physicians, advocates, artists, civil servants 
including skilled professionals, both serving and retired. It is all the more imperative in case of 
SUPYA to engage such kind of academics, professionals and experts from diverse fields in view of 
professional and highly skilled nature of courses being offered by the university. All this necessitates 
to draw up comprehensive guidelines for engaging/hiring the services of such academics, 
professionals and experts on short term and long term basis.

The Committee made the following recommendations:

The guidelines approved by the Executive Council vide resolution no. 8 of its meeting held 
on 06.10.2016 may be revised by repealing the same after presenting the recommendations 
before the Executive Council afresh. The following provisions may replace the existing ones:

I. Engagement of Guest Faculty;

i. The entire academic schedule of all the departments must be circulated prior to the advent 
of an academic session and all the HODs must workout the workload for each course and 
accordingly submit the requirement of guest faculty/visiting faculty and experts etc. to be 
engaged/hired by the university well in advance.

ii. The Guest Faculty may be engaged against sanctioned posts by the concerned 
departments with the approval of the Vice-Chancellor by presenting a complete 
justification based on the workload vis-a-vis the available faculty members. However, in 
exceptional circumstances the requirement of sanctioned posts may be waived by the 
Vice-Chancellor.

iii. The qualification for guest faculty should be the same as those prescribed for the regular 
teachers of the university. NET or PhD in exceptional situations may be exempted on the 
specific recommendations of the Selection Committee by the Vice-Chancellor.

iv. The engagement letters to be issued by the University must specify the period/dates for 
which the Guest Faculty is being engaged.

v. The Guest Faculty shall be engaged by the University after conducting a Walk-in- 
Interview. The mode of publicity for inviting applications may be decided by the 
University to attract maximum number of candidates. The Committee constituted for
engaging Guest Faculty shall consist of the Vice-Chancellor or his nominee as Chairman of the Committee, concerned Chairperson of the Department, one faculty member/expert nominated by the V-C and Registrar or her/his nominee as Secretary to the committee.

vi. Guest faculty may be engaged on semester to semester basis. Selection Committee will not be required again in case the same person is recommended by the Institute/Department for re-engagement in the subsequent semester(s). Such guest faculty name can be recommended for re-engagement from semester to semester on the basis of performance and good conduct up to a maximum period of six semesters/three years.

vii. The retired faculty and in case of persons already holding teaching positions outside the University, the guest faculty may be invited/engaged without any formal interview on the specific recommendations of the Institute/Department with prior approval of the Vice-Chancellor.

viii. The Guest Faculty so engaged shall be paid fixed honorarium as laid down in Clause viii (a) either on monthly or on per lecture or per day basis as recommended by the Selection Committee and approved by the Vice-Chancellor. The Chairperson of the Department shall certify on the payment bill at the end of the month assignment that the Guest Faculty has delivered lectures/accomplished assignment as per assigned workload.

(a) Guest Faculty shall be paid as under:

<table>
<thead>
<tr>
<th>Status/Personality</th>
<th>Per Lecture/contact of one hour</th>
<th>Per day</th>
<th>Ceiling per month/fixed honorarium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor/equivalent</td>
<td>Rs. 1500.00</td>
<td>Rs. 6000.00</td>
<td>Rs. 75000.00</td>
</tr>
<tr>
<td>Associate</td>
<td>Rs. 1200.00</td>
<td>Rs. 4800.00</td>
<td>Rs. 60000.00</td>
</tr>
<tr>
<td>Professor/equivalent</td>
<td>Rs. 1000.00</td>
<td>Rs. 4000.00</td>
<td>Rs. 40000.00</td>
</tr>
</tbody>
</table>
(b) Experts may be invited/engaged for Modules/Exercises/Assignments/other purposes and may be paid as under:

<table>
<thead>
<tr>
<th>Status/Personality</th>
<th>Remuneration/Honorarium Payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eminent Professionals/Experts having experience in the relevant field:</td>
<td>These professionals shall be engaged by the concerned Department/Institute to complete a module/exercise/assignment in the normal course for a period from 5 to 12 days in a month and shall be paid remuneration as under:</td>
</tr>
<tr>
<td>Up to 10 years</td>
<td>Rs.4000.00 per day</td>
</tr>
<tr>
<td>11-15 years</td>
<td>Rs.4800.00 per day</td>
</tr>
<tr>
<td>15 and above years</td>
<td>Rs.6000.00 per day</td>
</tr>
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<td></td>
<td>However, this period may be extended by the Vice-Chancellor in exceptional circumstances. In that case the ceiling of remuneration shall not be applicable.</td>
</tr>
</tbody>
</table>

(c) Visiting Faculty/Experts may be invited/engaged for academic and other purposes and shall be paid honorarium as per below mentioned provisions:

<table>
<thead>
<tr>
<th>Status/Personality</th>
<th>Per Lecture of one hr.</th>
<th>Per day</th>
<th>Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor/equivalent</td>
<td>Rs.1500.00</td>
<td>Rs.6000.00</td>
<td>Up to 12 days in a month (normally 1-2 visits in a week)</td>
</tr>
<tr>
<td>Associate Professor/equivalent</td>
<td>Rs.1200.00</td>
<td>Rs.4800.00</td>
<td>However this period may be extended by Vice-Chancellor in exceptional circumstances in that case ceiling of remuneration shall not be applicable.</td>
</tr>
<tr>
<td>Assistant Professor/equivalent</td>
<td>Rs.1000.00</td>
<td>Rs.4000.00</td>
<td></td>
</tr>
</tbody>
</table>

- The above rates shall also be applicable for an extension lecture/assignment etc.
- The State Government rules for payment of TA/DA shall be applicable for payment to outside Professionals/Experts/Visiting Faculty.

ix. The Guest Faculty may also be engaged for a short duration for a module as per requirement of the concerned department; however, the rates of payment shall remain the same as mentioned at point VI(a). Nevertheless, they will be addressed as experts instead of Guest Faculty.

x. The Guest Faculty/Expert/Visiting Faculty/Special Invitee may be engaged by the Chairperson/Head of the concerned department/office with the approval of the Vice-Chancellor. However, the Vice-Chancellor may authorize the Chairperson/Head
of the concerned department/office to engage such persons on short-term engagements. Such engagements may be from abroad as well.

xi. Guest Faculty shall not be treated like regular members of the faculty for the purpose of voting right for becoming the members of the Board of Studies, or for payment of other allowances and benefit admissible to regular teachers.

xii. A regular teacher appointed in a Department/Institute of the University should not be paid any remuneration for teaching the subject to the students of another Institute/Department with in the University if the same is counted towards his/her teaching workload.

xiii. Hiring/Engagement of technical nonteaching personnel/expert shall be made by the Chairperson/Head of the concerned department/branch/office as per Haryana Government Outsourcing Policy with the approval of the Vice-Chancellor.

xiv. In exceptional cases, where any eminent Expert/Professional or national/international Experts/Professionals is required to be invited/engaged and is not covered in these guidelines, the concerned HOD/Chairman of the Department may invite/engage on special terms and conditions with the prior approval of the Vice-Chancellor.

2. **Adjunct Faculty:**

The guidelines prescribed by UGC/AICTE (Annexure A & B) for empanelment of Adjunct Faculty in universities may be adopted in totality, except that the remuneration to the Adjunct Faculty engaged at various levels shall be paid as laid down for the Guest Faculty/Experts/Visiting Faculty under viii (a), (b) and (c). Under the guideline

3. **Celebrated Professionals:**

i. The Vice-Chancellor may allow to invite celebrated artists/President Awardees/National Awardees/Prime Minister Awardees/Padam Shree/Padam Vibhushan etc. and eminent professionals as well as experts from India and abroad on the recommendations of the Dean Academic Affairs/Dean of Institution/Chairperson/HOD/Incharge of the Department for providing exposure to students for special professional assignments concerning academics relevant to their courses.
ii. The travelling expenses of such professional experts from their place of work/residence shall be borne by the university. It may include travelling by business/exclusive class. The cost of hospitality of such experts and their stay as per entitlement shall also be borne by the university.

iii. Honorary to be paid to such eminent people per day shall be decided by the Vice-Chancellor. However, such invitee shall stay for a couple of days not exceeding two weeks.

iv. Such experts may be invited for an event or short term assignment.

4. Administrative/Financial/Technical Consultant/Advisor on hourly/per day basis:
The experts/professionals may be invited in the University for Administrative/Technical assignments or other purposes such as for obtaining advice/consultation/expert view etc. People holding experience in the legal/finance/administrative/academic/technical field or having experience of working in Government/Corporate Houses/Autonomous bodies etc. may be invited for such purposes apart from retired Government Servants, Army Personnel etc. They may be paid the same honorarium as is available for Experts/Visiting Faculty mentioned at viii (a), (b) & (c) above depending upon their experience. Such professionals shall also be paid TA/DA as per Haryana Government Rules, if they are invited from outside. This category of consultant/advisor shall cover such experts who are to be invited on hourly or per day basis.

5. Consultants/Advisors on monthly/long term basis:
Consultants on full time basis may be engaged in the university in view of acute dearth of availability of professionals in the university to accomplish the relevant assignments. They may be engaged on the same pattern in the university as is being followed by the University Grants Commission vide its office order no. 133/2013 dated 19.05.2013 (Annexure C). They may be paid remuneration out of the Budget provisions meant for payment of Honorarium. Such consultants may be engaged by the Vice-Chancellor as per actual requirement on full time basis for short duration of 3 to 6 months or on year to year basis for a maximum of three years. They may be paid remuneration on the same pattern as is being followed for contractual teaching assignments for Professor/Associate Professor/Assistant Professor on full time basis as mentioned at viii (a) except for serving professionals who may be engaged as consultant by
protecting their pay in parent organization plus Leave Salary-cum-Pension Contribution liability on the UGC pattern. They will not be engaged against a sanctioned post.

6. **Sitting Fee for Experts invited for the meetings/sessions:**
A cap of three sessions/meetings per day for the purpose of claiming honorarium may be added in the already approved rates of payment of remuneration/sitting fee @ Rs.2000/- per session by EC vide Resolution No. 12 dated 11-9-2015 to outside faculty/experts/members invited to attend the meetings of statutory bodies and other committee(s) irrespective of the number of sittings/sessions attended.

Prof. Rajbir Singh  
Dean Academic Affairs  
Head, Dept. of FTV

Head, Dept. of Visual Arts  
Head, Dept. of UPA  
Head, Dept. of Design

D.R. (Accounts)  
D.R. (Administrative)
Guidelines for Empanelment of Adjunct Faculty in Universities and Colleges

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI
Website: www.ugc.ac.in
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 researchers 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 NSOF, 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 institute.

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.
### AICTE-Adjunct Faculty

#### 3.1.1 Objective

(a) One of the key objectives is to have a strong and robust collaboration between the educational institutions and industry. The guidelines seek to encourage quality involvement of persons working in industry, academicians, scholars, practitioners, policymakers in teaching, research, and related services on a regular basis. Such involvement helps in bringing external perspective to regular teaching to make classes more interesting and to further enrich existing knowledge of faculty members.

#### 3.1.2 Eligibility

(a) AICTE approved Institutes / AICTE approved University Departments.

(b) The AICTE-Adjunct Faculty must be from Industry having 10-15 years of experiences in his/her field.

(c) The AICTE-Adjunct Faculty shall be less than 70 years of age.

#### 3.1.3 Duration of the Project

(a) The duration of the project shall be for a semester.

#### 3.1.4 Limit of Funding

(a) Total funding of Rs. 6 Lakh for each case. The salary is Rs. 1 Lakh per month, as salary including all expenses.

#### 3.1.5 Disbursement of the Funds

(a) Rs. 6 Lakh in a semester.

#### 3.1.6 Processing Methodology

1. The proposal shall be assessed by an Expert Committee constituted as follows:

   (a) Three experts not below the rank of Associate Professor.

   (b) At least one member among the experts shall be from the concerned stream.

#### 3.1.7 Terms and Conditions

(a) Brodly, AICTE-Adjunct Faculty may be engaged to perform the following tasks, in addition to the tasks decided at the department level:

   (i) Teach Core/ Elective courses in which the person’s practical experience and knowledge can add significant value to theory.

   (ii) Supervise student projects and co-supervise research scholars with a view to adding practical dimensions to their work.

   (iii) Be a Joint-investigator in sponsored and Consultancy projects, bringing in significant expertise to match industry needs and expectations.

   (iv) Assist the department/institute to break new ground with industry in cutting edge research with a view to developing IP and overcoming technological barriers faced by industry in becoming globally competitive and to be a prime mover in taking the institute's research-based Industrial consultancy to new levels in quality and quantity.

   (v) Support institute development activities with an industry interface - e.g., sponsored & top-up programs, Chair Professorships, awards and scholarships, CSR funding, projects etc.

   (vi) The topics and scheduling of these lectures will be decided jointly by the Adjunct Professor and his counterpart faculty members. The counterpart faculty will also teach the subject and deliver the remaining lectures.

   (vii) The Adjunct Professor will also be associated with the setting of examination papers and the general work of evaluating students performance in the subject the teaching of which he/she is associated with.

(b) An AICTE-Adjunct Faculty, before been recommended for grant in aid from AICTE, shall be appointed by the Director based on the recommendation of committee. Duration of appointment shall be for one semester (six months). Reputed scientists, engineers, physicians, advocates, artists, civil servants, bankers and other professionals, both serving and retired can be inducted as AICTE-Adjunct Faculty from outside the Institute. It is expected that any requirement/application for AICTE-Adjunct Faculty is first discussed at the department level. Department must clearly specify the
usefulness of experience of such candidates in their department/institute level academic activities. If the department recommends a case for AICTE-Adjunct Faculty, then the same may be examined by a committee comprising as following:
- Director/Nominee of the Director (Chair)
- Head of Concerned Department
- Dean (Faculty Welfare)
- Dean (Research & Consultancy)
- Dean (Academic Affairs)
- Representative of Senate Post Graduate Board or Senate Under Graduate Board.

If the committee recommends the case, the same would be forwarded to Chairman Senate for consideration and necessary approval.

(c) Any candidate for AICTE-Adjunct Faculty should satisfy the following norms:
(i) Must be an accomplished professional in her/his chosen field of discipline, comparable to at least the top one third of the regular faculty in professional expertise and reputation in their own fields and organizations.
(ii) Must have been recognized by various bodies in her/his field.
(iii) Her/his association must add value to the academic programme/students.
(iv) In case of candidates from an industry, his/her domain knowledge should be of significant value and possession of M.Tech./Ph. D may not be considered as an essential condition in such cases.

(d) AICTE-Adjunct Faculty will supervise student projects at all levels - carry out sponsored research and consultation, and teach courses (could be full semester long course or only a part thereof in collaboration with a regular faculty). They will bring reputation to the institute, add valuable expertise and practical knowledge and complement the knowledge pool of the existing faculty.

(e) AICTE-Adjunct Faculty would be provided with office room, secretarial services and other facilities depending on their involvement in academic activities.

(f) AICTE-Adjunct Faculty shall normally be eligible to receive financial support to attend conferences in India or abroad for presenting their work done in the institute. However, funds from her/his R&D project in the Institute could be utilized for the purpose. AICTE-Adjunct Faculty may receive financial support at the discretion of the Director to attend conferences in India or abroad for presenting their work done in the Institute, if in the opinion of the Director, she/he has contributed significantly to the Institute's academic programme.

(g) The candidate's contributions to teaching, research and services must be articulated at the time of appointment and the appointee's actual contributions in all three areas must be evaluated at the time of reappointment and advancement.

(h) The Host Institution shall take steps to ensure that the audited utilization certificate and the audited statements of accounts for the grants along with the list of assets created from-out of the grants to be submitted and refund of unspent amount from the grants made to AICTE, immediately on termination of the Fellowship.

(i) A feedback shall be submitted by the AICTE-Adjunct Faculty at the end of first year or at the end of the tenure.

(j) The Appointment shall be on full time basis for a maximum period of 6 months. The expenditure incurred on this funding may be met from Non-Plan budget of AICTE.
OFFICE ORDER No.133/2012

29th Nov., 2013

Keeping in view the requirement of consultants to advice on specialized tasks in UGC in the wake of expansion in higher education over the years, the Commission in its 493rd meeting held on 10.05.2013 have approved the following grades of consultants along with the range of consultancy fee payable as under:

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Category</th>
<th>Range of Consultancy Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>Chief Consultant</td>
<td>Rs. 70,000 - 90,000/-</td>
</tr>
<tr>
<td>(ii)</td>
<td>Consultant (Serving Professionals)</td>
<td>Pay as per the pension organization plus Leave Salary Comm.加上养老金组织的离职津贴</td>
</tr>
<tr>
<td>(iii)</td>
<td>Consultant (Retired Professionals)</td>
<td>Rs. 50,000 - 70,000/-</td>
</tr>
<tr>
<td>(iv)</td>
<td>Consultant (Junior)</td>
<td>Rs. 40,000 - 50,000/-</td>
</tr>
</tbody>
</table>

In addition, persons who have superannuated from services at the level of Joint Secretary to Govt. of India and above may be provided conveyance facility to keep parity with entitlement which they availed prior to retirement.

The Commission authorised Chairman, UGC to fix the consultancy fee within the given range depending upon the professional standing of the individual and the job profile.

This order is with the approval of the Competent Authority.

Archana Thakur
Deputy Secretary

Copy to:
1. PS to Chairman/Secretary/Director (Admin.), UGC.
2. FA/IS(Finance)/UGC/FDP-1/10/05(III)/50(FDP-17A)/50(FDP-17B)/50(FDP-17C).
3. OS (Admin./I&C)/UGC/50(General).
4. DS (Parliament)/Publication Officer, UGC.
5. Guard File.

34th Governing Board of CEC on 18th December, 2013 at CEC, New Delhi 78