



MALLA REDDY VISHWAVIDYAPEETH

(DEEMED TO BE UNIVERSITY)

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Department of Higher Education, Ministry of Education, Government of India.

MRV EMPANELMENT OF ADJUNCT FACULTY POLICY

Preamble

The landscape of higher education has undergone a paradigm shift in recent years, emphasizing the enhancement of employability prospects for graduates and the advancement of high-quality research. To meet these evolving demands, it is imperative to engage experts, professionals, and researchers from diverse fields who can contribute to the dynamic needs of the higher education system. Malla Reddy Vishwavidyapeeth is committed to aligning its educational framework with industry requirements and employment opportunities, keeping pace with rapid transformations in job markets and economic demands. As part of this initiative, the university aims to integrate skill development and competency enhancement into its academic programs.

In light of this, the University Grants Commission (UGC) has introduced key schemes such as Community Colleges, the B.Voc degree program, and Deen Dayal Upadhyay KAUSHAL Kendras. These initiatives enable universities and colleges to offer courses ranging from certificate to postgraduate and research-level degrees, ensuring skill-based learning that caters to regional and national industrial needs. These programs emphasize active industry participation in governance, curriculum design, course delivery, and assessment of learners. However, a significant challenge faced by the higher education sector is the shortage of quality faculty, which is more pronounced in skill-based courses.

Recognizing the vast pool of creative talent and intellectual resources within the country, Malla Reddy Vishwavidyapeeth aims to harness the expertise and experience of professionals who may not be formally associated with academia. By integrating their knowledge into educational framework, quality of teaching, training, and research can be strengthened. Given the current phase of massive expansion in higher education and the increasing diversity of academic programs, it is essential to augment faculty resources. This can be achieved by engaging the experts in relevant fields as Adjunct Faculty..

Malla Reddy Vishwavidyapeeth is committed to ensuring uniformity, transparency, and excellence in the process of hiring adjunct faculty, thereby fostering an enriched learning environment and enhancing the academic and research ecosystem of the university.

1. Objectives:

- 1.1. To develop a useful and viable collaboration between institutions and industry, enhancing the quality of education and skills through the involvement of academicians, scholars, practitioners, policymakers, and skilled professionals in teaching, training, research, and related services on a regular basis.
- 1.2. To attract distinguished individuals who have excelled in their fields of specialization such as science and technology, industry, commerce, social research, media, literature, fine arts, civil services, and public life into the academic arena, enriching the overall learning processes by bringing external perspectives to regular teaching. Such interactions are expected to foster a trans-disciplinary approach and synergize the outside 'real world' experience with the university's intellectual pursuits.
- 1.3. To promote the interaction of skilled professionals with learners and facilitate the imparting of industry-relevant standards in skills, acceptable nationally, which could fulfill the need for a skilled workforce and also to undertake R&D in areas related to skill education & development, entrepreneurship, and employability.
- 1.4. To appoint distinguished scholars and researchers having requisite qualifications and/or experience to participate in teaching, collaborate, and stimulate research activities for quality research while also playing a mentoring and inspirational role.
- 1.5. To recognize the skills of professionals in their respective areas of excellence, for imparting training to learners of skill-based courses in universities and colleges.

3. Target Groups:

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

- 3.1. Academic and Research Institutions of repute.
- 3.2. Central and State Public Sector Undertakings (PSUs), business corporations, NGOs, and professional associations actively engaged in relevant domains.
- 3.3 Skill training providers recognized by the National Skills Development Corporation (NSDC) and/or Sector Skill Councils in their respective areas for skills education and training.

3.4. Skilled professionals working in both organized and unorganized sectors known for their hands-on skilling techniques, expertise, and contributions to industry and academia.

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.

ii) A person having not having less than 10 years of experience in the relevant field

b) For Skill based Courses:

i) Should be an accomplished professional / expert in his chosen field of. OR

ii) 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.

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/her area of specialization and his/her association would add value to the academic programmes he/she 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 may 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 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

- v) Registrar / Vice-Principal / or equivalent person (Convener).

If the committee recommends the case, the same would be forwarded to the Vice Chancellor for consideration and necessary approval. The strength of Adjunct faculty shall not exceed 25 % the sanctioned strength of faculty at any time.

5. Roles and Responsibilities:

The empaneled 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/her 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) 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 Masters / Ph.D. coursework based on his/her professional and research proficiency adjudged by the concerned institution.

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 may be expected to interact with and supervise the research students in the area of his/her 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. Alternatively, they may participate by advising faculty on their research projects, serving as a liaison between the institutions and industry to identify research and/or funding opportunities or by working with faculty to identify research projects.

5.4. Services: Adjunct faculty is also expected to actively participate in departmental committees, wherever relevant and appropriate 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, a maximum of six (06) times per academic year. University shall arrange for the lodging and boarding of the Adjunct Faculty. .
- 6.2. He/she will be provided an honorarium as per university norms. The Adjunct Faculty will work at the host institution for a minimum of 02 days per visit.

7. Monitoring:

At the end of the assignment, every Adjunct Faculty will submit a 'performance report' to Malla Reddy Vishwavidyapeeth (Deemed to be University). The report will be reviewed by the university administration, and based on its assessment, a recommendation for continuation or renewal of the next tenure will be considered. A copy of the performance report may also be submitted to the University Grants Commission as per the guidelines.

University Reserves its rights modify/amend or replace including withdrawal of this policy