



K.S.RANGASAMY COLLEGE OF TECHNOLOGY

(Autonomous)

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**ADJUNCT FACULTY AND RESOURCE
PERSONS POLICY**

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Adjunct Faculty and Resource Persons Policy

1. Preamble

In pursuit of academic excellence and to bridge the gap between industry and academia, the institution recognizes the importance of engaging professionals, experts, and practitioners as **Adjunct Faculty** and **Resource Persons**. This policy is framed to facilitate structured collaboration with distinguished individuals from industry who can contribute significantly to teaching and service activities of the institution.

The presence of adjunct faculty and resource persons will enrich the academic environment by bringing in practical perspectives, contemporary industry trends, and domain-specific expertise. Their involvement aims to enhance the quality of education, promote interdisciplinary learning, foster innovation, and strengthen the institution's linkages with industry.

This policy outlines the guidelines for appointment, roles and responsibilities, duration of engagement, and expected outcomes to ensure a transparent, consistent, and impactful engagement with adjunct faculty and resource persons.

2. Guidelines for Appointment of Adjunct Faculty / Resource Person

a. Qualifications and Experience

An Adjunct Faculty / Resource person / Professor of Practice / Industry Expert shall be a Faculty retired from Technical Institution or a person of eminence, with or without a Post Graduate 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

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

b. Limitation

Following are the restrictions for engaging the Adjunct Faculty:

1. In an Academic Year, an Adjunct Faculty shall work in 2 Institutions (maximum). The weightage of the Adjunct Faculty in each Institution shall be in proportion to the number of Institutions he/ she is working in. For example, For example, if an Adjunct Faculty is working in 2 Institutions simultaneously, his/ her weightage in each Institution shall be 50%.
2. At the time of engagement as Adjunct Faculty in any of the Institution, 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.
3. Any resource person receiving grants under “Adjunct Faculty Scheme” from AICTE cannot work as Adjunct Faculty in other Institutions.

c. Roles and Responsibilities

The roles and responsibilities of Adjunct Faculty / Resource Person from Industry are:

i. Teaching Technical Course(s):

Adjunct Faculty shall be expected to teach Course(s) 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.

ii. 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 Under Graduate and Post Graduate students, helping students network and active collaboration with the Industry/ Employer providing internship and job opportunities.

d. TA/ DA and Honorarium

The Adjunct Faculty shall work at the host Institution for a minimum of 02 days per visit. TA/ DA, Honorarium, and other facilities provided to Adjunct Faculty, as per UGC guidelines, shall be:

1. Travel cost, as per entitlement, from place of stay to Institution and back, maximum 6 times per Academic Year. No accommodation would be permissible, however, free lodging and boarding in the guest house.
2. An honorarium of ₹1000/- only (Rupees One Thousand Only) per lecture up to a maximum of ₹4000/- (Rupees Four Thousand only) per day of service, subject

to a maximum ceiling of ₹80000/- (Rupees Eighty Thousand only) per month.

3. Other facilities such as Office Room, Secretarial Services, depending on their involvement in academic activities, shall be considered

e. Appointment Process

1. Departments identify suitable candidates from the industry based on expertise and relevance.
2. Recommendations are submitted to the Principal for review and approval to proceed with the interview process.
3. A selection committee, comprising the Principal, Head of the Department (HoD), and a Subject Expert, is constituted to conduct the interview.
4. The committee's recommendations are forwarded to the Chairman and subsequently approved by the Academic Council and Governing Council.
5. Upon approval, a formal Letter of Appointment is issued, detailing the terms of engagement, duration, expected deliverables, and honorarium (if applicable).

f. Duration of Appointment

Adjunct Faculty may be appointed for a minimum period of one semester and up to three years, renewable based on performance and institutional needs.