



KIPM College of Engineering & Technology

*Affiliated to Dr. A. P. J. Abdul Kalam University of Technology, Lucknow, Uttar Pradesh
(formerly Uttar Pradesh Technical University)*

Approved by All India Council of Technical Education (AICTE), New Delhi

Empanelment of adjunct & Contractual Faculty

Safatkhali
Director
KIPM College of Engineering & Technology
GIDA, Gorakhpur



Empanelment of Adjunct & Contractual Faculty at KIPM College of Engineering & Technology, GIDA, Gorakhpur.

Objective

One of the primary aims is to establish a robust and effective partnership between educational institutions and the industrial sector. Our institutes aspire to foster meaningful engagement of individuals employed in the industry, along with educators, scholars, and policymakers. This engagement encompasses teaching, research, and associated activities, conducted on a consistent basis. This collaborative effort plays a pivotal role in introducing an external viewpoint into the regular teaching process, thereby enhancing the classroom experience and enriching the expertise of our faculty members.

Eligibility

a) Essential Attributes

- Adjunct or Contractual Faculty shall be less than 70 years of age.
- Reputed Scientists, Academician, Engineers from Industry, Civil Servants, Bankers and other Professionals, both serving and retired, with 10-15 years of experience in the respective field, can be inducted as Adjunct or Contractual Faculty in the Institute.
- Must be an accomplished professional in his/her chosen field of discipline.

b) Desirable Attributes

- Have been recognized by various bodies in his field.
- His/ her association must add value to the academic programme /students.
- Has M.Tech / Ph. D degree in the concerned field.

DURATION OF THE ENGAGEMENT

- The duration of the Engagement shall be for a semester.

- Engagement of Adjunct or Contractual Faculty is at least 25 hours per semester.

DISBURSEMENT OF THE FUNDS FROM INSTITUTE

- Up to Rs. 6,00,000/- (Rupees Six Lakh Only) is allocated in a semester.
- A consolidated amount, including all expenses for each case, not more than Rs.50,000/- (RupeesFifty Thousand Only) in a semester.An adjunct or contractual faculty may also teach on voluntary basis without payment.

PROCESSING METHODOLOGY

The selection of Adjunct or Contractual Faculty will be carried out by the Competent Authority, relying on the evaluations provided by a designated committee. As part of the process, it is anticipated that every application undergoes initial deliberation within the respective department. Subsequently, if the department endorses a particular candidate for faculty consideration, the application will then be subjected to review by a committee. This committee will consist of the following members:

- i. Head of the Institution or his nominee (Chair).
- ii. Head of the concerned Department.
- iii. Two expert members from the concerned stream.
- iv. One External Expert (Nominated by Head of the institution). OR Representative of Sector Skill Council / Industry Associations (for skill based courses).
- v. Registrar 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.

ROLES AND RESPONSIBILITIES

The empanelled faculty is expected to undertake the following assignments:

- Teaching Adjunct or Contractual Faculty will have the responsibility of instructing courses closely aligned with their particular expertise, professional background, or specialized areas, according to a predetermined timetable. Furthermore, they are encouraged to actively participate in the institution's undertakings, which could involve student counseling, the creation of new course materials, and enhancements to teaching methodologies.
- Skill-based Vocational Courses The fundamental modules focusing on distinct skills or trades can be conducted by Adjunct or Contractual Faculty sourced from the industry, trainers endorsed by Sector Skill Councils, or individuals possessing suitable skill expertise. Faculty members engaged in educating and training students in skill-based programs should hold pertinent NSQF qualifications, ideally accredited by the pertinent Sector Skill Council.
- Research-Oriented Courses Adjunct Faculty members could also participate in M. Phil / Ph.D. coursework, contingent upon their evaluated professional competence and research aptitude, as determined by the respective institution.

TRAINING

Adjunct or Contractual Faculty will be tasked with orchestrating workshops and laboratory sessions, delivering practical training within the pertinent domains. Their role encompasses fostering the enhancement of soft skills, and a dedicated emphasis on cultivating competency-driven learning achievements for the students.

RESEARCH

Adjunct or Contractual Faculty are anticipated to engage with and oversee research scholars within their area of specialization or professional proficiency. However, it is advisable to have at least one core faculty member serve as a Supervisor / Co-supervisor to ensure the seamless integration and coordination of academic procedures. In situations where the faculty member lacks a conventional academic background, their role doesn't involve contributing to the institution's research and

creative endeavors through traditional scholarly pursuits like independent research and publishing in peer-reviewed journals.

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 student network, and active collaboration with the industry / employer providing internship and job opportunities.

MONITORING

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 student network, and active collaboration with the industry / employer providing internship and job opportunities.

TERMS AND CONDITIONS

- Broadly, Adjunct or Contractual Faculty may be engaged to perform the following tasks, in addition to the tasks decided at the department level.
- Teach Core/ Elective courses in which the person's practical experience and knowledge can add significant value to theory.
- Supervise student projects and co-supervise research scholars with a view to adding practical dimensions to their work.
- Be a Joint-investigator in sponsored and Consultancy projects, bringing in significant expertise to match industry needs and expectations.
- 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.



- Support Institute development activities with an industry interface - e.g. Sponsored & Top-up Programs, Chair Professorships, Awards and Scholarships, CSR funding, Projects etc.
- The topics and scheduling of these lectures will be decided jointly by the Adjunct or Contractual faculty and his counterpart faculty members. The counterpart faculty will also teach the subject and may deliver the remaining lectures.
- The Adjunct or Contractual Faculty will also be associated with the setting of examination papers and the general work of evaluating student performance in the subject the teaching of which he/she is associated with.
- Adjunct or Contractual Faculty would be provided with office room, secretarial services and other facilities depending on their involvement in academic activities.
- All those terms and conditions are applicable which are imposed on regular faculties at the time of their selection.

Modification Of The Rules

These rules may be altered at any time by a resolution passed by a majority of the members present at any meeting of the Management Board duly convened for the purpose.

Sachin
Director
 KIPM College of Engineering & Technology
 GIDA, Gorakhpur

