

Shivaji University, Kolhapur.

Guidelines for Empanelment of Adjunct Professor and Research Professor.

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 is poised to make itself more relevant to the needs of industry and employment opportunities keeping in mind the rapid changes and job requirements and needs of the economy.

Universities 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. The courses are offered with active involvement in 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 a lot of creative talent and intellectual resources 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 expertise of the faculty can also be utilizing resources and services of superannuated academics, reputed scientists, engineers, physicians, advocates, artists, civil servants including skilled professionals, NGOs', field experts, social scientists and linguistics etc. both serving and retired. It is also necessary to have uniformity and transparency in the process of hiring Adjunct Professor, Research Professor in the university.

2. Definition :

“Adjunct Professor” is a person from industry, trade, agriculture, commerce, social, cultural, academic or any other allied field who is so designated during the period of collaboration or association with the university.

“Research Professor” is an academician who fulfills eligibility for the post of Professor in University Department or retired Professor.

3. Objectives :

1. To develop a useful and viable collaboration between university and industry to enhance quality of education and skills by involvement of academicians, scholars, practitioners, policymakers, social scientists, linguistics, skilled professionals in teaching, training, research and regular services.
2. To attract distinguished individuals who have excellent in their field of specialization like science and technology, industry, commerce and management, social research, media, literature, fine arts, civil services and public life into academic arena who enrich overall processes.
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 of skilled workforce and also to undertake R and D in the areas skill development, entrepreneurship and employability.
4. To enable higher educational institutions to access the eminent teachers and researchers, to participate in teaching to collaborate and to stimulate research activities for quality research and to play mentoring and inspirational role.
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 the university.
6. To enhance research activities and to promote research culture.

4. Qualifications :

The Adjunct Professor / Research Professor would be an accomplished scholar in his/her area of specialization and his/her association would add value to the academic programmes.

The candidate for Adjunct Professor / Research Professor should satisfy atleast one criteria from the following norms :

- a) Should have a minimum qualifications as prescribed in the regulations framed by UGC/respective Statutory Council from time to time.
- b) A person of eminence with or without post-graduation or Ph. D. qualification.

- c) Should be accomplished professional/expert in the chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations.
- d) Should be a certified professional for teaching and training on National Occupational Standards under NSQF (National Skill Quality Framework) by the Sector Skilled Council for teaching respective trade/job role.

5. Selection Criteria :

Adjunct Professor / Research Professor will be appointed by the competent authority based on the recommendations of the Departmental committee.

Adjunct Professor / Research Professor hired in the department will be appointed as per the following procedure:

- a) Adjunct Professor / Research Professor hired under the Programmes/Plans of Apex Bodies/funding agencies or university fund is first discussed at the Departmental Committee level.
- b) The department may forward the applications proposals with comments specifying the suitability of such candidate in the department for academic activities and the same will be examined by the committee comprising of following members :
 - i) Hon'ble Pro-Vice-Chancellor (Chairperson)
 - ii) Dean of concerned Faculty - Member Secretary
 - iii) Head of the concerned department - Member
- c) The recommendations of the Committee shall be submitted to hon'ble Vice-Chancellor for the final approval.

6. Role and Responsibilities :

The empanelled Adjunct Professor / Research Professor is expected to undertake following assignments:

6.1. Teaching:

- i) **Conventional Higher Education Courses:** Adjunct Professor / Research Professor 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 Professor and Research Professor 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 Professor / Research Professor may also be involved in the M.Phil / Ph.D. coursework based on his/her professional and research proficiency adjudged by the concerned institution.

6.2. **Training:** Adjunct Professor / Research 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.

6.3. **Research:** Adjunct Professor / Research Professor is 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. 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/she 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.

6.4. **Services:** Adjunct Professor / Research Professor is also expected to actively participate in service-related activities, such as 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.

6.5 The Adjunct Professor / Research Professor should take prior permission of authority to represent as university representative to Government / Semi Government / NGO / any other organization.

7. Costs and Honorarium :

- a) The Adjunct Professor, Research Professor hired under the **Programme / Plans of Apex Bodies / Funding agencies** will be provided an honorarium as per guidelines of funding agency, Programme/ Apex Bodies.
- b) The Adjunct Professor appointed by the university on university fund, honorarium for such Adjunct Professor shall be **paid Rs.1000/- per lecture**, provided maximum honorarium per month shall not exceed Rs.25000/-. Adjunct Professor outside University head quarter will not be entitled to receive any TA/DA under this scheme.
- c) The Research Professor appointed for a year by the University on University funds shall be paid honorarium of **Rs. 25000/- pm**. His appointment may be extended by one more year provided the respective Department recommends for the same. The major duties of Research Professor be involved to inculcate research culture among PG students, extend guidance to the stakeholders in submitting proposals to various funding agencies for possible financial support, guide research scholars in academic writing and participate in research related activities of the department, participate in teaching to M.Phil./Ph.D. students for the course work.
- d) Basic facilities / infrastructure including space, Desktop Computer / Laptop, internet connectivity should be made available to Adjunct Professor / Research Professor.

8. Tenure :

As per the norms of Apex body.

9. Monitoring :

At the end of the year the Departmental Committee will review the performance and recommended for his / her continuation / renewal for the next year.

Note : Honorarium mentioned in 7 b) for Adjunct Professor is revised as per M.C. Resolution no. 4 dated 10 Feb., 2021.