



Visiting Professor/Adjunct Faculty Recruitment Policy

Preamble

The key thrust at GNITS 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. GNITS 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. 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 academicians, reputed scientists, engineers, including skilled professionals, both serving and retired.

1. Objectives:

- 1.1. To develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians and skilled professionals in teaching, training, research and related services on regular basis.
- 1.2. To attract distinguished individuals who have excelled in their field of specialization like science and technology into the academic arena, to enrich the overall learning processes by bringing external perspectives to regular teaching.
- 1.3. To promote the interaction of skilled professionals with the learners and facilitate the imparting of industry relevant standards in skills, 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;*
- 1.4. 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.

2. Target Groups:

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

- 2.1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, *etc.*
- 2.2. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
- 2.3. 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;
- 2.4. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training.
- 2.5. NRIs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.
- 2.6. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

3. Engagement Modalities:

3.1. Qualifications:

Candidate for Visiting Professor/ Adjunct faculty should satisfy the following norms:-

- i) A person of eminence with or without a postgraduate or Ph.D. qualifications.
OR
- ii) Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations.

They are also expected to have an understanding of industry requirements, and Assessment & Certification for skills. In addition to the above, it is expected that the Visiting Professor/ Adjunct faculty would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.

3.2. Selection Criteria:

Visiting Professor/ Adjunct Faculty will be appointed by the Principal, Dean Academics, Dean R&D and Head of Concerned Department. Period of empanelment will vary from 06 months to 03 years on mutually agreed terms and conditions. It is expected that any application for Visiting Professor/ 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 Visiting Professor/ Adjunct faculty, the same should be examined by a Committee comprising of following:

- i) Principal
- ii) Dean (Academics)
- iii) Dean R&D
- iv) Head of the concerned Department.
- v) One External Expert (Nominated by the Principal).

The strength of Adjunct faculty may not exceed 25 % the sanctioned strength of faculty at any time.

4. Roles and Responsibilities:

The Visiting Professor/ Adjunct faculty is expected to undertake following assignments:

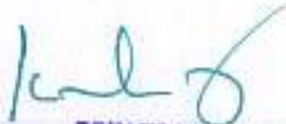
4.1. Teaching:

- 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 National Skills Qualifications Framework (NSQF) qualifications, preferably certified by the relevant Sector Skill Council.

- 4.2. **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.
- 4.3. **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.
- 4.4. **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.

5. Costs and Honorarium :

- 5.1. 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.
- 5.2. 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.


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