

Revised draft policy with respect to
Hiring Adjunct Faculty at BMSIT&M

Preamble:

As per AICTE's recent policy, engineering colleges can have 80% of their faculty on regular roles and the remaining 20% can be drawn from Adjunct pool. The idea is to encourage accomplished persons in industry, academia, research, entrepreneurship, and policymaking to participate in the knowledge and skill dissemination through teaching in educational institutes. This is expected to add practical dimension to convention teaching, making classes more interesting. Their interaction with the existing faculty members of the institute would certainly enrich the competencies of the latter.

Currently, at BMSIT&M, almost all faculty members are appointed on regular basis. However, to take advantage of the knowledge, skill and intellectual abilities of qualified/experienced persons in the society for the benefit of our faculty and students, we can form a panel of adjunct faculty members drawn from various spheres of life and utilize their services. However, the department faculty members should first discuss the requirement of adjunct faculty, their area of specialisation, work load to be shared with them, and other roles and responsibilities to be assigned.

Choice of Adjunct Faculty member:

Prospective adjunct faculty member could be from any academic or non-academic area of work that has a bearing on the course envisaged to be taught by him. To be eligible for selection as adjunct faculty member, a person should be highly regarded in his/her professional sphere of activity with substantial experience. In case the person is from industry and with significant professional achievement, it is not mandatory for him/her to possess an M.Tech / a Ph.D degree. However, the achievement should have been recognized by Professional bodies/Government. It is desired that he/she has an extensive network of professionals to support the institute.

Process of Hiring:

The potential candidate is invited to deliver a couple of lectures in the concerned department of the institute. All the faculty members of the department, especially associate professors and above will sit through the lectures and have interaction. Based on the considered opinion of the department's faculty council, the candidate may be recommended for an adjunct faculty position in the department. The Principal in consultation with the Chairman, BOG will invite the person to take up the adjunct teaching assignment.

Work and compensation:

The adjunct faculty member shall teach a part of the assigned core/elective course in which the person's practical experience and knowledge can add significant value. He/she will help students to

conduct projects, and research scholars to do research adding practical dimensions to their work. He/she may also guide the sponsored and consultancy projects in the institute to match industry needs and expectations. The Adjunct faculty member will plan lectures, teach and inspire students in line with the department's requirements.

An adjunct faculty member can be hired for a maximum of one year period, which is extendable based on mutual agreement. The schedule for the adjunct faculty member's visit and lectures at BMSIT&M is to be worked out by the concerned faculty and the HOD of the department. He/she may be paid a remuneration of a maximum of Rs. 5,000/- (Five thousand only) per session of two hours inclusive of all expenses (travel, boarding, lodging, etc.). The appointment of the adjunct faculty member is not a regular academic appointment, and the position is purely a temporary position and hence is not eligible for any service-related benefits. The adjunct faculty member shall complete the responsibilities accepted by him/her in that semester as per the approved plan and may not withdraw from it in the middle of the semester. The institution will provide necessary facilities for the adjunct faculty member to do his/her job effectively.

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