

*Applications are invited for  
the Appointment of Adjunct Faculty  
(Professor)*



**Rajiv Gandhi Proudhyogiki Vishwavidyalaya**  
**(Technological University of Govt. of Madhya Pradesh)**

Accredited with Grade 'A' By NAAC

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## **Guidelines for Empanelment of Adjunct Faculty**

### **1. Preamble**

The expectations from the higher technical education 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 technical education. The Indian technical education 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.

### **2. Objectives:**

- 2.1. To develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars, practitioners, policymakers and skilled professionals in teaching, training, research and related services on regular basis.
- 2.2. To attract distinguished individuals who have excelled in their field of specialization in science, engineering and technology to enrich the overall learning processes by bringing external perspectives to regular teaching. Such interactions are expected to foster trans-disciplinary approach and synergize the outside 'real world' experience with the inside intellectual pursuits in the university.
- 2.3. 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 for skilled workforce and also to undertake R&D in the areas related to skill education & development, entrepreneurship and employability, *etc.*

2.4. To enable access of the eminent teachers and researchers who have completed their formal association with the university/college, to participate in teaching, to collaborate and to stimulate research activities for quality research at Ph. D. levels; and to play mentoring and inspirational role.

2.5. 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.

### **3. Target Groups:**

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

3.1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, *etc.*

3.2. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.

3.3. 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.

3.4. Skill training providers recognized by National Skills Development Corporation and /or Sector Skill Councils in their respective areas for skilled education and training.

3.5. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.

3.6. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

#### 4. Engagement Modalities:

##### 4.1. Qualifications:

Candidate for adjunct faculty should satisfy the following norms:-

**a) *For Conventional Higher Technical Education Courses:***

- i) Should have the minimum qualifications of Professor as prescribed in the regulations framed by RGPV / AICTE from time to time (**Annexure I**).  
**OR**
- ii) A person of eminence with or without a postgraduate or Ph.D. qualifications.

**b) *For Skill based Courses:***

- i) Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under RGPV/ AICTE regulations from time to time. **OR**
- ii) Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role. **OR**
- iii) Must be from Industry having 10-15 years of experiences in his/her field.

**c) *Age limit:***

Shall be less than 70 years of age.

In addition to the above, it is expected that the adjunct faculty in both the above streams would be an accomplished scholar in their area of specialization and their association would add value to the academic programmes they are associated with.

##### 4.2. Selection Criteria:

Adjunct Faculty will be appointed by the competent authority based on the recommendation of a committee. Period of empanelment will vary from 06 months to 03 years as decided by the Institution on mutually agreed terms and conditions. It is expected that any application for adjunct faculty is first discussed at the department/ school level. The department/ school may forward the application with comments specifying the suitability of such candidate(s) in the department / school level academic activities. If it recommends a case for adjunct faculty, the same should be examined by a committee comprising of the following:

- i) Vice Chancellor as the Chairperson.
- ii) Head/ Director of the Concerned Department/ School.
- iii) Two External Experts nominated by the Vice Chancellor.
- iv) One Nominee of the Reserved Category.

If the committee recommends the case, the same would be forwarded to the Executive Council for consideration and necessary approval.

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

## **5. Roles and Responsibilities:**

The empaneled adjunct faculty is expected to undertake following assignments:

### **5.1. Teaching:**

- i) **Conventional Higher Education Courses:** Adjunct faculty will be expected to teach courses directly related to their specific expertise and professional experience or the areas of their specialization. They 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 NSQF qualifications, preferably certified by the relevant Sector Skill Council.
- iii) **Research Courses:** Adjunct faculty may also be involved in the Ph.D. coursework based on their professional and research proficiency adjudged by the concerned institution.

- 5.2. **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.

- 5.3. **Research:** Adjunct faculty is expected to interact with and supervise the research students in the area of their 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, they 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.
- 5.4. **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.

## **6. Costs and Honorarium:**

- 6.1. 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. However, he/she will be provided free lodging and boarding in the Guest House.
- 6.2. He/ she will be provided an honorarium of Rs. 1500/- (Rs. One Thousand Five Hundred Only) per lecture to a maximum of Rs. 6000/- (Rs. Six Thousand Only) per day of service subject to a maximum ceiling of Rs. 1,00,000/- (Rs. One Lakh Only) per month. The Adjunct Faculty will work at the host institution for a minimum of 02 days per visit.

## **7. Monitoring:**

At the end of each semester, every Adjunct Faculty will submit a '*Performance Report*' to the host Department/ School with a copy to the University. The performance report, may be considered for their continuation / renewal of next tenure.

## Application for Adjunct Faculty

This Application has two parts.

**Part A** is to be filled in by the Visitor and sent to in the form of email to naac2022@rgtu.net and one hard copy to The Director, IQAC, RGPV, Bhopal.

**Part B** is to be filled in by the Concerned Host Department/ School.

Then both Parts of the application are to be forwarded to the Dean of the Concerned Faculty.

### Part A

This part is to be filled in by the **Visitor**

#### VISITOR

Name of the proposed Visitor:

Address for correspondence:

Tel:

Fax:

email:

☐ Check here if independent / unaffiliated

Date of Birth (dd/mm/yyyy): .....

Current Job Title / Designation: .....

Duration of visit:

From ..... To .....

Academic Credentials (*reverse chronological order, highest qualification first*)\*:

Institute / Organization	Discipline	Degree	Date Received

Professional Credentials: (*reverse chronological order, latest designation first*)\*:

Designation	Department/ Organization	From	To

**\* Attested supporting documents to be attached.**

**Self-declaration:** I hereby declare the following disclosures to be authentic to the best of my knowledge, (the details/reasons of each disclosure, if it is not so, to be provided on a separate sheet as Annexure, if applicable)

1. There has not been any break in service career. If there has been one, the details and reason thereof are as explained separately.
2. I have never faced punitive action, nor been asked to resign, nor been discharged or dismissed dishonorably nor have I ever been punished by a Court of Law. If there has been such action, the details and reason thereof are as explained separately.
3. I am medically fit for academic activities (teaching and research) as per the workplan submitted. Or, if not fit, why being medically unfit is not to be considered adversely by RGPV, Bhopal or held against my application, the details and reason thereof are explained separately.

Place: .....

Signature of the Visitor: .....

Date: .....

Name and Designation of the Visitor.....

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## **HOST ACADEMIC DEPARTMENT/ SCHOOL OF RGPV, BHOPAL**

Name of the Department / School:
Address:
Tel:
Fax:
Email:

Please enclose the following:

1. Resume of the Visitor
2. Workplan / Outline of activities to be carried out at RGPV, Bhopal
3. Source of funding / budget (travel / subsistence / other) – include any funding from parent organization also

## Part B

This part is to be filled in **by the Host Department/ School of RGPV, Bhopal** before forwarding the application to the Dean of the concerned Faculty.

1. Home Country / Country applying from:			
2. Country of Citizenship:			
3. Country of legal residence:			
4. OCI / PIO / Dual Citizenship?			
5. If applying under an existing MoU, specify which:			
6. (a) Major academic discipline  (b) Specialization / Sub-field			
7. Academic Qualifications (in reverse chronological order):			
Degree	University	From	To
8. Industrial experience, if any:			
Designation	Department/ Organization	From	To
9. Specialized training / experience of relevance to RGPV, Bhopal in terms of research / development / design / management / projects ( <i>reverse chronological order</i> ):			

Training	Organization	From	To

10. Professional Career summary:

Check here if: ☐ independent ☐ unaffiliated ☐ retired

Institute / Organization	Department	From	To

Current position: .....since .....

11. Academic credentials: to be filled in reverse chronological order

Institute / University	Discipline	Degree	Date Received

12. Professional Memberships: *recent-most first*

Organization	Role	From	To

13. List the most significant achievements, honours and awards (max 750 words)

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14. List the five most significant publications

Title of the paper	Name of the Journal	Year	DOI/ URL

15. Provide the academic work-plan with respect to courses / research at RGPV, Bhopal (750 words)

16. Summary of achievements

a) IPR

Patents	Technologies Developed	Products Developed	Copyrights

b) Number of students / theses guided:

Undergraduate	Post graduate	Doctoral	Post- Doctoral

17. Please attach a NOC from the parent Institution or Organization of the applicant (if employed).

Place: .....

Signature of the Head/ Director of The Department/ School:

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Date: .....

Name of the Head/ Director of The Department/ School:

.....

### **Forwarding from the Dean of the Concerned Faculty**

Place: .....

Signature of the Dean: .....

Date: .....

Name of the Dean: .....

## **ANNEXURE I**

### **DETAILS OF TERMS AND CONDITIONS, QUALIFICATIONS AND EXPERIENCE**

#### **Minimum Qualifications and Experience as per AICTE and UGC Norms**

<b>Branch</b>	<b>Qualification</b>	<b>Experience</b>
Engineering and Technology	<p>BE/B.Tech &amp; ME/M.Tech in relevant branch with 1st class or equivalent either in BE/B.Tech or ME/M.Tech.</p> <p>Post Ph.D. publications and guiding Ph.D. students is highly desirable.</p>	<p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p><b>Or</b></p> <p>Minimum of 13 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications / IPR/ patents, etc., as deemed fit by the expert members of the Selection committee.</p>

B.Architecture	<p>Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree</p> <p>Post Ph.D. publications and guiding Ph.D. students is highly desirable.</p>	<p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p style="text-align: center;"><b>Or</b></p> <p>Minimum of 13 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications/IPR/patents, etc., as deemed fit by the expert members of the Selection committee.</p>
Pharmacy	<p>Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree</p> <p>Post Ph.D. publications and guiding Ph.D. students is highly desirable.</p>	<p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p style="text-align: center;"><b>Or</b></p> <p>Minimum of 13 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as</p>

		<p>deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.</p> <p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor. or</p> <p>Minimum of 10 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.</p>
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MCA	<p>BE / BTech and ME / M.Tech in relevant branch with First Class or equivalent either in BE/BTech or ME/ MTech OR</p> <p>BE/ BTech and MCA with First class or equivalent in either BE / BTech or MCA OR MCA with first class or equivalent with two years relevant experience</p> <p>Post PhD publications and guiding PhD students is highly desirable.</p>	<p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p style="text-align: center;"><b>Or</b></p> <p>Minimum of 13 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.</p>
MBA	<p>First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant Experience is desirable</p> <p>Post PhD publications and guiding PhD students is highly desirable.</p>	<p>Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p>or</p> <p>Minimum of 10 years experience in teaching and / or Research and /or Industry.</p> <p>In case of research experience,</p>

		<p>good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications/IPR/patents, etc., as deemed fit by the expert members of the Selection committee.</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.</p>
Humanities, Mathematics and Basic Sciences	Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.	<p>An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the peer reviewed/ UGC listed journals and a total research score of 120.</p> <p>A minimum of 10 years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and/or research experience at equivalent level at the University/National level institutions/industries with evidence of having successfully guided doctoral candidate.</p> <p>Contribution to educational innovation, design of new curricula</p>

		<p>and courses, and technology – mediated teaching learning process.</p> <p><b>Or</b></p> <p>An outstanding professional with Ph.D. in relevant/allied/applied disciplines from academics/research institutions/industries, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline to be substantiated with documentary evidence.</p>
Biotechnology	<p>BE/B.Tech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.Tech. with Ph.D in relevant branch or Ph.D Degree in Lifesciences with specialization in Biotechnology or equivalent, with minimum of 10 years teaching / research / industrial experience of which at least 05 years should be at the level of Associate Professor.</p> <p>Post Ph.D publications and guiding Ph.D student is highly desirable.</p>	<p>Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the Selection Committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising /designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/patents, etc. as deemed fit by the expert members of the selection committee.</p> <p><b>Or</b></p> <p>Ph.D in Applied Biological Sciences such as Microbiology, Biochemistry, Genetics, Molecular Biology, Biophysics with minimum of 10 years teaching / research / industrial experience of which at least 8 years should be at the level of Associate Professor. Post Ph.D publications and guiding Ph.D</p>

		<p>student is highly desirable.</p> <p><b>Desirable Specialization</b></p> <p>Bio Informatics / Industrial Bio-Technology / Bio Process Engg. / Bio Chemical Engg. / Recombinant DNA Technology/ Medical Biotechnology/ Environmental Biotechnology.</p>
Nanotechnology	<p>BE/B.Tech and ME/M.Tech with First Class or equivalent either in BE/B.Tech or ME/M.Tech. with Ph.D in relevant branch or equivalent, with minimum of 10 years teaching/ research / industrial experience of which at least 05 years should be at the level of Associate Professor.</p> <p>Post Ph.D publications and guiding Ph.D student in the field of Nanotechnology is highly desirable.</p>	<p>Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience, good academic record and books/research paper publications /IPR/patents record shall be required as deemed fit by the expert members of the Selection Committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising /designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/patents, etc. as deemed fit by the expert members of the selection committee.</p> <p><b>Or</b></p> <p>Ph.D in Nanotechnology/ Chemical Engineering or Technology/ Chemical and Material Sciences/ Biomaterials/ Electronics/ Physics with minimum of 10 years teaching / research / industrial experience of which at least 8 years should be at the level of Associate Professor. Post Ph.D publications and guiding Ph.D student in the field of Nanotechnology is highly desirable.</p>

		<b>Desirable Specialization</b> Specialization in Nanotechnology/Chemical and Material Sciences/ Biomaterials/ Electronics/ Physics/Nano material/Nano Devices and in any other concern branch of nanotech.
Sports (Director)	A Ph.D. in Physical Education or Physical Education and Sports or Sports Science and a total research score of 120	Experience of at least 10 years in Physical Education and Sports as University Deputy/College DPES (Academic Level 13A) or 15 years as University Assistant DPES/College DPES (Selection Grade) or teaching for 10 years in Physical Education and Sports or Sports Science. <b>Or</b> Evidence of organizing competitions and conducting coaching camps of at least two weeks duration. <b>Or</b> Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.