POLICY

ON THE

EMPANELMENT OF ADJUNCT FACULTY

(Aligned with UGC Guidelines 2019 and NEP 2020 Academic-Industry Integration Framework)

POLICY ON THE EMPANELMENT OF ADJUNCT FACULTY

1.0 PREAMBLE

Malla Reddy (MR) Deemed-to-be University (MRDU) recognizes the need to supplement its academic and research ecosystem with expertise drawn from industry, research organizations, and professional bodies.
To achieve the objectives of the **National Education Policy 2020**, MRDU seeks to engage distinguished individuals from diverse sectors whose professional experience can enhance learning outcomes, foster innovation, and strengthen industry–academia collaboration.

This Policy establishes a structured framework for the empanelment and engagement of **Adjunct Faculty** to contribute in teaching, training, mentoring, and research supervision in accordance with UGC norms.

2.0 OBJECTIVES

1. To enhance the quality of education, research, and skill development through participation of eminent academicians, scientists, professionals, and industry experts.
2. To create a platform for continuous interaction between academia and industry, ensuring relevance of curricula to evolving professional standards.
3. To facilitate mentoring, innovation, and entrepreneurship activities.
4. To utilise the expertise of superannuated or serving experts who can contribute to teaching and research on a flexible basis.

3.0 TARGET GROUPS

Professionals, experts, and academicians with significant experience in:

1. Central or State Universities, R&D organizations, or reputed academic and research institutions.
2. Public and Private Sector Enterprises, Corporates, Start-ups, and Professional Associations.
3. Civil Services, Armed Forces, and Regulatory Bodies (UGC, AICTE, PCI, INC, etc.).
4. Non-Resident Indians (NRIs) and Persons of Indian Origin (PIOs) working in international academic or research institutions.
5. Distinguished practitioners and consultants with demonstrated expertise in their respective professional domains.

4.0 ENGAGEMENT MODALITIES

4.1 Qualifications

- **Conventional Courses:**

Must possess qualifications prescribed by UGC or respective statutory bodies **or** be a professional of eminence with proven contributions in the discipline.

- **Skill-Based or Applied Courses:**
  Must possess demonstrated professional experience and recognized competence; formal academic qualifications may be waived in exceptional cases.

4.2 Selection Procedure

1. Applications or nominations shall be initiated at the Department level and forwarded with justification to the Dean (Academics).
2. A Selection Committee shall evaluate the credentials:
   - Vice-Chancellor / Nominee – Chairperson
   - Head of Department
   - Dean (Academics) / Dean (Research)
   - One External Expert (nominated by Vice-Chancellor)
   - Registrar – Convener
3. Recommendations shall be placed before the Board of Management for approval.
4. Period of empanelment: six months to three years, renewable based on performance.
5. Total number of Adjunct Faculty shall not exceed 25 % of sanctioned faculty strength at any given time.

5.0 ROLES AND RESPONSIBILITIES

1. **Teaching:** Deliver specialized courses or modules aligned to professional expertise and mentor faculty in curriculum enrichment.
2. **Training:** Establish workshops/labs, conduct hands-on sessions, and support competency-based learning.
3. **Research & Innovation:** Collaborate in funded projects, co-supervise research scholars with regular faculty, and connect MRDU with industry R&D opportunities.
4. **Academic Services:** Participate in committees, offer guest lectures, support student placement and entrepreneurship initiatives, and strengthen external partnerships.

6.0 COSTS AND HONORARIUM

1. Travel reimbursement as per entitlement (maximum six visits per academic year).
2. Free lodging/boarding in the University Guest House during official visits.
3. Honorarium of ₹ 1,000 per lecture (maximum ₹ 4,000 per day) subject to a ceiling of ₹ 80,000 per month, as approved by the Vice-Chancellor and ratified by the BoM.
4. Engagement of Adjunct Faculty shall not create any claim for regular employment or continuation beyond the approved tenure.

7.0 MONITORING AND EVALUATION

1. Each Adjunct Faculty shall submit a Performance Report at the end of every semester detailing teaching hours, activities, and outcomes.
2. Reports shall be reviewed by the Dean (Academics) and IQAC, which will recommend continuation, modification, or termination of engagement.
3. IQAC shall maintain a consolidated digital record for internal and external quality audits.

8.0 MISCELLANEOUS PROVISIONS

1. All engagements under this Policy are subject to MRDU rules and UGC guidelines as amended from time to time.
2. Conflict-of-interest and confidentiality clauses shall apply to all Adjunct Faculty.
3. The University reserves the right to modify or withdraw this Policy with approval of the BoM.

9.0 REVIEW, IMPLEMENTATION RESPONSIBILITY AND DOCUMENT CONTROL

9.1 Policy Implementation

1. The **Dean (Academics)** shall be responsible for operational implementation and coordination with Schools and Departments.
2. The **IQAC** shall monitor policy compliance, maintain documentation, and include statistics in annual quality reports.
3. The **Human Resources Department (HR)** shall:
    - Issue **appointment and renewal letters** after BoM approval.
    - Maintain **service dossiers** and HRMIS records of all Adjunct Faculty.
    - Process **honoraria and reimbursements** in coordination with the Accounts Section.
    - Facilitate **orientation, ID creation, and administrative support** during the tenure.
4. The **Registrar** shall ensure statutory compliance and record preservation.

9.2 Monitoring and Compliance

- IQAC shall present an annual review of all Adjunct Faculty engagements to the **Academic Council** and **BoM**.
- Deviations from UGC norms shall require prior approval of the **Vice-Chancellor**.

9.3 Policy Review Cycle

This Policy shall be reviewed **every three years** or earlier if required by UGC/AICTE or Government directives. Revisions shall be proposed by the Dean (Academics) in consultation with IQAC and approved by the BoM.

MALLA REDDY (MR) DEEMED-TO-BE UNIVERSITY

DOCUMENT CONTROL SHEET

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