



Ashoka Institute of Technology and Management Pahariya, Sarnath, Varanasi-221007 (U.P.)

(Affiliated to Dr. A.P.J. Abdul Kalam Technical University & Board of Technical Education, Lucknow)

(Approved by AICTE & PCI, New Delhi)

AKTU-641

The Following is the policy applicable in Ashoka Institute of Technology and Management, Pahariya, Sarnath, Varanasi for Appointment of Adjunct Professor. These rules are applicable for appointment of Adjunct Professor as per the norms of AICTE.

The All India Council for Technical Education (AICTE) has established specific guidelines for the appointment and functioning of Adjunct Faculty in technical institutions. Key aspects of these guidelines include:

Qualifications and Experience:

- **Professional Background:** Candidates should be distinguished professionals, scientists, engineers, professors of practice, or industry experts with national or international recognition and a substantial body of published work.
- **Experience:** A minimum of 10 to 15 years in industry or relevant organizations is required. While a postgraduate or Ph.D. degree is not mandatory, it is preferred.
- **Age Limit:** There is no upper age limit, provided the individual can contribute effectively to the institution's educational and academic activities.

Engagement Limitations:

- **Institutional Affiliations:** An Adjunct Faculty member may be associated with a maximum of two institutions in an academic year. The individual's contribution to each institution should be proportional to the number of institutions they serve. For instance, if serving two institutions, their contribution to each should be 50%.
- **Declaration Requirement:** Upon engagement, the individual must declare the number of institutions they are associated with as Adjunct Faculty for the current academic year.
- **AICTE Grant Recipients:** Individuals receiving grants under the "Adjunct Faculty Scheme" from AICTE are restricted from serving as Adjunct Faculty in other institutions.

Role and Responsibilities:



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- **Teaching:** Adjunct Faculty are expected to teach courses aligned with their expertise and professional experience. They may also engage in student counseling, curriculum development, and pedagogical improvements.
- **Service Activities:** Participation in departmental committees, advising faculty and students, facilitating industry collaborations, and assisting students with networking, internships, and job opportunities are also expected.

Compensation and Tenure:

- **Honorarium:** An honorarium of ₹1,000 per lecture, up to a maximum of ₹4,000 per day, is provided, with a ceiling of ₹80,000 per month.
- **Travel Expenses:** Travel costs are reimbursed as per entitlement, for up to six visits per academic year.
- **Accommodation:** While no separate accommodation allowance is provided, complimentary lodging and boarding may be offered in the institution's guest house.
- **Appointment Duration:** Appointments can range from six months to three years, based on the institution's requirements and the individual's contributions.
- **Performance Monitoring:** The institution will assess the Adjunct Faculty's performance at the end of the assignment to determine the continuation or renewal of their tenure.

These guidelines aim to foster collaboration between educational institutions and industry, enhancing the quality of education and skill development by leveraging the expertise of distinguished professionals.

