



SRI BALAJI VIDYAPEETH

(ACCREDITED WITH 'A' GRADE IN THE FIRST CYCLE BY NAAC)

Pillaiyarkuppam, Pondicherry - 607 402

SBV POLICY ON THE EMPANELMENT OF ADJUNCT FACULTY

2019

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(DEEMED -TO –BE- UNIVERSITY)

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TITLE AND APPLICABILITY: SBV POLICY ON THE EMPANELMENT OF ADJUNCT FACULTY - 2019

The Policy on Empanelment of Adjunct faculty at SBV would henceforth be known as **SBV POLICY ON THE EMPANELMENT OF ADJUNCT FACULTY - 2019**.

PREAMBLE

In an era of globalisation that calls for honing of skills, besides knowledge as administered in the portals of the University, the empanelment of adjunct faculty in higher educational institutions (HEIs) is of utmost significance. Furthermore, Sri BalajiVidyapeeth (SBV) is a health sciences university that portrays a healthy mix of conventional academic programs, in association with value added programs including those in emerging areas. There is a need to draw upon the knowledge, skills and expertise of eminent academicians, researchers and industry-academia stalwarts. The empanelment of Adjunct faculty from these realms thus could help enable the fortification of the armamentarium of existing faculties in medicine, dentistry, nursing, allied health sciences, biological sciences, pharmacy and physiotherapy, besides enhancing the employability prospects of the graduates, as also the quality and quantity of research outputs by way of industry-academia partnerships. Since recent years, the HEIs have enhanced their quest towards calling for endeavours, relevant to the needs of industry and keeping in mind the ever growing requirements to cope with globalisation and economic growth.

As per the apex commission, namely UGC. It is well recognised that an abundance of creative talents and intellectual resources is available within the country. However, the sub optimal utilisation of these resources hampers the higher education system. It is therefore imperative that the knowledge, expertise and skills of such professionals who are outside the main stream academic system, flow into the portals of SBV.

The empanelment of adjunct faculty would enable SBV utilise the services of reputed doctors, health professionals, scientists, engineers, artists, civil servants as well as skilled professionals. The adjunct faculty could be drawn from both in service and retired.

PURPOSE OF THE POLICY

The broad purpose of the policy is to have focussed objectives which centre around uniformity and transparency in the process of empanelling adjunct faculty in the constituent colleges and centres of SBV, at both the campuses (Main campus and Off-Campus)

SCOPE OF THE POLICY

The scope of the policy revolves around imparting knowledge and skills in interdisciplinary, trans disciplinary and multidisciplinary activities with due emphasis on industry academia partnerships. These would be enabled by recruiting Adjunct faculty.

OBJECTIVES

- To develop and sustain useful, viable target oriented collaborations among educational institutions and Centres of SBV and other organisations/institutes including industry so as to enhance the outputs in the frontiers of academics, research and health care, through the efforts of the adjunct faculty
- To empanel practitioners, policymakers and skilled professionals from diverse fields in teaching, training, research and related activities on a regular basis
- To enrich and augment teaching, learning and research, besides patient care by empanelling distinguished professionals who are from core subject areas, besides the focus on industry –academia endeavours
- To facilitate meaningful, objectivised and forceful interactions with skilled professionals from industries, Quality assurance organisations and R&D organisations
- To pave way for globalisation of knowledge and skills areas as related to the development of skills, technology based skill education & development, besides activities related to entrepreneurship and employability
- To enable SBV and its partnering institutions access the services of eminent teachers, educationalists, researchers, philanthropists in the field of education, management experts, industrial consultants, artists of repute, entrepreneurship makers so as to play mentoring and inspirational role
- To take cognizance of the skills of professionals in their chosen areas of excellence irrespective of their academic degrees acquired to impart training to the learners of skill based courses in the constituent colleges and centres.

ELIGIBLE PROFESSIONALS FOR EMPANELMENT AS ADJUNCT FACULTY

The policy would enable empanelment of adjunct faculty who are professionals of high repute, experts, officials from government and non- government organizations, besides managers, entrepreneurs possessing work experience in:

- Scientific, industrial research and health organisations
- Civil servants
- Officials from professional councils, bodies, associations
- Officials of statutory bodies - both in service and retired
- Skill training providers (Govt., Quasi Government and Private)
- NRIs and PIOs of international repute
- Skilled professionals work

ENGAGEMENT MODALITIES/ ELIGIBILITY CRITERIA FOR EMPANELMENT OF ADJUNCT FACULTY:

Qualifications:

The following norms need to be essentially satisfied in the process of empanelment.

A). For Conventional Higher Education Courses under the realms of statutory councils/bodies/Commission

Should have the minimum qualifications as duly prescribed in the regulations framed by MCI/DCI/INC/PCI/ UGC / respective statutory councils from time to time

OR

A person of national/international eminence with or without the requisite postgraduate or Ph.D qualifications.

B). For Skill based Courses:

Should be an established professional, as depicted by the accomplishments in the area / field/ expert domain in his/her chosen field of discipline and may not necessarily have to possess qualifications, as prescribed by the statutory councils or UGC

OR

Should essentially be a certified professional, for the purpose of teaching and imparting skills on the established lines of National Occupational Standards under National Skills Qualification Framework (NSQF), by the Sector Skills Council. The prospective adjunct faculty need to also possess adequate knowledge and expertise on industry-academia, national Occupational Standards (NOSs) and Assessment & Certification for skills.

The adjunct faculty in the aforementioned streams should essentially possess evidences to cite that he/she is an accomplished scholar in the area/ discipline of specialization. Under such instances, the association of SBV with adjunct faculty would bestow value additions on the academic/research/health care programmes.

PROCESS OF SELECTION

It is the prerogative that the application for adjunct faculty is first discussed at the department/Institute/centre level. Following this, the application with comments inscribed therein would be sent to the screening committee.

The applications of the prospective adjunct faculty would be duly scrutinised by a Screening Committee constituted by the Vice Chancellor. Following this, the applications of the eligible adjunct faculty would be forwarded by the HR to the Registry. The Registrar in turn would submit the same to the Vice Chancellor.

The duly constituted Selection committee, based on the directives of the Vice Chancellor would meet on a scheduled day and recommend the names to the Vice Chancellor. Following Vice Chancellor's approval, the selected adjunct faculty would be duly notified and their selection would be ratified at the subsequent meeting of the Board of Management.

TENURE OF ADJUNCT FACULTY

The Adjunct Faculty appointed by the competent authority can be empanelled. The empanelment would vary from a period of six months to three years, as mutually agreed, based on the given terms and conditions. Following is the composition of the **Selection Committee** that would be constituted at the behest of the Vice Chancellor.

1. Dean of Faculty (Chairperson)
2. Head of the concerned department in the constituent college
3. Head of the Institute / Director of the Centre
4. One External Expert (Nominated by the head of the institution)

OR

5. A suitable representative of Sector Skill Council / Industry Associations (for skill based courses).
6. Registrar (Convenor)

Special invitees would be called for the selection committee meeting, as deemed appropriate and that would be depending upon the stream/discipline for which the Adjunct Faculty has applied for.

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

ROLES AND RESPONSIBILITIES

The Adjunct Faculty would be expected to contribute their expertise and share the knowledge in teaching, imparting skills and research, including academia-industry endeavours.

Contributions towards Higher Education Courses and programmes in the conventional mode: The empanelled Adjunct faculty would be expected to teach courses related to his /her specific expertise and professional experience including areas of specialization. He/she may also contribute to the development of novel curricular content and pedagogical enhancements.

Contributions towards Skill based Courses: The courses related to specialized skills may be imparted by the adjunct faculty drawn from industry, Sector Skill Councils or from organisations known for appropriate skill proficiency. Such adjunct faculty should possess relevant NSQF credentials duly certified by the relevant Sector Skill Council.

Contributions towards the development of value added Research Courses, programmes: Adjunct faculty may also be involved in the preparation of M.Phil / Ph.D coursework on the basis of professional and research proficiency

Role of Adjunct faculty in imparting Training: Adjunct faculty will be expected to facilitate the establishment of the setting of workshops, labs, incubation centres besides imparting hands on training in the specific areas. The adjunct faculty would also contribute to the development of soft skills and participate in the framework for promulgating competency based learning outcomes.

Contributions towards Research: Adjunct faculty are allowed to supervise the research students in the area of his/her specialization, provided one core faculty member associated as Research Guide / Co-Guide is available for facilitating the smooth conduct. Such of those adjunct family members not possessing the academic qualification in the specified area may still contribute by acting as liaison with industries and R&D organisations.

HONORARIUM FOR THE EMPANELLED ADJUNCT FACULTY

Adjunct faculty will be provided travel cost, from his/her institution/place of stay and back. A maximum of six visits per month is allowed. However, no reimbursement for

accommodation charges will be permissible. She/he will be provided free lodging and boarding in the Guest House.

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 two days per visit. The amount specified will depend on the norms laid down by SBV and University Grants Commission (UGC) and will be revised from time to time.

PERFORMANCE REPORT/SELF APPRAISAL REPORT

Following the completion of the assignment, the Adjunct Faculty will submit a comprehensive PERFORMANCE REPORT to SBV with a copy duly addressed to the University Grants Commission. The performance report / self –assessment report would be taken into consideration for renewing the tenure.

RESPONSIBILITY

The Registrar of SBV with suitable inputs and advice from the HR, Legal Officer would be deemed responsible for the policy in letter and spirit.

INVOLVEMENT OF MEDIA, IF ANY:

As and when suitable advertisements, press releases, press reports, Interviews to the media /television channels occur. Under such circumstances, the policy and guidelines elaborated by the media and publicity committee (SBV-MAPCOM) would be enforced.

INVOLVEMENT, IF ANY OF MAJOR FINANCIAL IMPLICATIONS CONCERNING EXTERNAL AGENCIES:

Yes as per the norms of SBV based on the guidelines of UGC.

EXCEPTIONS, IF ANY:

Not applicable

ANY OTHER PERTINENT DETAILS:

Not applicable

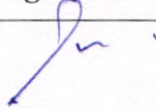
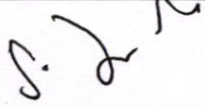

ENQUIRIES:

All enquiries, in confidence, should be addressed to the Legal Officer, SBV with a copy marked to the Registrar.

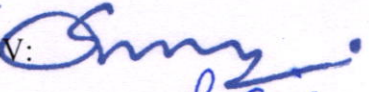
APPELLATE AUTHORITY:

For all difficulties pertaining to this policy, the power to remove difficulties rests with the Vice Chancellor of SBV.



Sl.No	Role	Name	Designation	Signature
1	Prepared by	Dr.A.R.Srinivasan	Registrar,SBV	
		Mr. Joseph Naresh	Dy.Registrar (Academics),SBV	
2	Reviewed by	Mr.Ralph Alexander Matthews	Legal Officer & Head, HR	

Approved by: Dr. Subhash Chandra Parija, Vice Chancellor, SBV:


S.C. Parija