



Advt. No. - 01/2026

Dated: 16.04.2026

Engagement of Visiting Professor/Adjunct Faculties/Distinguished Visiting Faculty/Honorary Faculty/Professor of Practice/Chair Professor/Professor on contract basis

University requires services of retired Professors for engagement as Visiting Professor/Adjunct Faculties/Distinguished Visiting Faculty/Honorary Faculty/Professor of Practice/Chair Professor/Professor on contract basis in various University Teaching Departments i.e. Botany, Biotechnology, Environmental Sciences, Mathematics, Chemistry, History, Social Work, Psychology, Law and in the Centres/Cells/Chairs of the University i.e. University Centre for Indian Knowledge System (UCIKS), Internal Quality Assurance Cell (IQAC), Industrial Relationship Cell (IRC), Incubation Centre, Skill Enhancement & Professional Development (SEPD) Chair(s) established in the University. The engagement will initially be for a period of six months which may be extended from time to time as per University rules or till regular appointment is made by the University, whichever is earlier. The guidelines in this regard is at **Annexure-A&B**. The age of a retired Professor should be according to university rules/ordinances based on their position. Interested retired Professor may send their C.V./Resume through email on registrar@igu.ac.in upto **04.05.2026**.

DA: As above.

Registrar

**ORDINANCE FOR ENGAGING PROFESSOR OF PRACTICE IN INDIRA GANDHI
UNIVERSITY, MEERPUR, REWARI**

The National Education Policy 2020 seeks to transform higher education by focusing on skill-based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in HEIs. For skilling of youth at the optimum level, learners are required to think like employers and employers are to think like learners. Towards this, the UGC has taken a new initiative to bring the industry and other professional expertise into the academic institutions through a new category of positions called "Professor of Practice". This will help to take real world practices and experiences into the class rooms and also augment the faculty resources in higher education institutions. In turn, the industry and society will benefit from trained graduates equipped with the relevant skills. "Professor of Practice" may be engaged with the following objectives, eligibility, duties and responsibilities and other conditions:-

1. Objectives:

- i. To develop courses and curriculum to meet the industry and societal needs and enable the HEIs to work with industry experts on joint research projects and consultancy services which will be mutually beneficial;
- ii. To bring in distinguished experts from various fields such as engineering, science, technology, entrepreneurship, management, chartered accountancy (CA), commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession and public administration into the academic institutions;
- iii. To enable the higher education institutions to formally associate with persons of eminence and encourage them to participate in experiential learning, research, training, skilling, entrepreneurship and extension and to play mentoring role.

2. Eligibility:

i. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science, technology, entrepreneurship, commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession, community development, panchayati raj, rural development, watershed development, water-harvesting, organic farming, small green energy systems, municipal planning, community participation, gender budgeting/ planning, inclusive development of tribals and public administration among others. Those who have proven expertise in their specific profession or role with at least 15 years of service/ experience, preferably at a senior level, will be eligible for Professor of Practice.

ii. A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, they should possess the skills to carry out the duties and responsibilities specified in section 3.

iii. The number of Professors of Practice, at any point in time, should not exceed 10% of the sanctioned posts in the University.

3. Duties and Responsibilities:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures as per institutional policies.
- iii. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- iv. To focus on enhanced industry-academia collaborations.
- v. To conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- vi. Carryout joint research project or consultancy services in collaboration with the regular faculty member of the concerned HEI.

4. General Conditions:

- i. The engagement of Professor of Practice will be for a fixed term.
- ii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of a university/ college. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- iii. Professor of Practice is not open for those in teaching profession- serving or retired.
- iv. The maximum age limit for engaging "Professor of Practice" would be 75 years.

5. Categories of Engagement:

It is envisioned that Professor of Practice can be engaged in one of the following categories:

A. Professor of Practice funded by Industries

B. Professor of Practice funded by University from their own resources

C. Professor of Practice on Honorary basis

A. Professor of Practice funded by Industries:

Today's industry looks for graduates with specific skill sets. But the higher education system is churning out graduates who fall short of the required skills. As a result, many industries now hire graduates and provide adequate training before employing them. Involving experts from industry in teaching will benefit both the industry and the higher educational institutions. For engaging industry experts and professionals in this category, the University may collaborate with the industries to support the Professor of Practice positions.

B. Professor of Practice funded by Industries:

As per the policy directives of NEP 2020, graduate programmes are revised with the holistic and multidisciplinary approach. HEIs may assess the required gap areas in different fields and engage experts working in leadership positions in various fields. In

this category, the remuneration for the Professor of Practice is made by University from their own resources as indicated below:

Remuneration:

Part-time/ Full-time engagement: Consolidated amount, mutually agreed between the institution and expert.

C. Professor of Practice on Honorary basis:

Experts fulfilling the eligibility criteria for the Professor of Practice may like to share their expertise with students and come forward to teach on honorary basis. Such experts may be engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

The University may decide on the amount of honorarium to be paid to the Professor of Practice in this category from their own resources.

6. Procedure for selecting "Professor of Practice"

a) The Vice-Chancellor may invite nominations from eminent experts for Professor of Practice positions.

b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor/Director with a detailed bio-data and a brief write-up about their potential contribution to the University.

c) Such nominations will be considered by a selection committee consisting of two Professors from the HEI and one eminent external member. Based on the recommendations of this committee, the Academic Council and the Executive Council or statutory bodies of the University will decide on the engagement. The Registrar will act as the Secretary to the Selection Committee.

7. Tenure

The engagement may be initially for up to one year. At the end of the initial engagement or subsequent extension, the University will make an assessment and take the decision about extension. The University will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice:

i) Dean Academic Affairs

ii) Dean of the concerned Faculty/ Relevant Faculty.

iii) Chairperson/ Director of the concerned or relevant Department/ Institute/ Centre to be nominated by the Vice Chancellor.

iv) Registrar (Member Secretary)

The maximum duration of service of Professor of Practice at a given institution should not exceed three years and is extendable by one year in exceptional cases and the total service should not exceed four years under any circumstances.

8. Power to Interpret and to Remove Difficulties

In case of ambiguity as to the meaning and import of any provisions, the Vice-Chancellor shall have the power to interpret these rules and issue such administrative instructions as may be necessary to give effect to them. Further, if any difficulty arises in giving effect to the provisions

as above, the Vice Chancellor may, by order, make such provisions not inconsistent with the Act, Statutes, Ordinances and other Regulations as appears to be necessary or expedient to remove the difficulty, however, subject to ratification of such order by the Statutory Body of the University.

Chapter-1

Distinguished Visiting Faculty, Honorary Faculty, Visiting Professor, Adjunct Faculty, Scholar's in Residence, Chair Professor, Professor Emeritus, Floating Faculty, Advisors and consultants in the University

Preamble

Given the 21st Century requirements, the expectations from the higher education system have undergone a significant shift over the last few years. The current massive expansion phase in higher education requires that faculty resources be augmented by utilizing the services of superannuated academics, reputed scientists, engineers, industry professionals, artists, civil servants including skilled professionals, both serving and retired. It is well realized that there is lot of creative talent and intellectual resources available within the country that are not formally connected to the higher education system. It is imperative that the expertise and experience of such individuals, who are outside the main stream academic system, flow into our universities. This would enhance, strengthen and improve the quality of teaching, training and research. Therefore, renowned experts, professionals and research from diverse fields having distinguished credentials are required to be invited / engaged as Distinguished visiting faculty, Honorary Faculty, Visiting Professor, Scholars-in-Residence, Adjunct Faculty, Professor Emeritus, Chair Professor and Floating Faculty as their association with not only cumulatively enrich academic milieu of the University but also stimulate quality and globally comparable research.

(I) Distinguished Visiting Faculty

- (1) The senior academicians, government officers, industry personnel and eminent personalities who have made significant contribution to the knowledge in the concerned/ allied/relevant/applied disciplines are eligible to be invited as Distinguished Visiting Faculty.
- (2) Distinguished Visiting Faculty shall be provided an honorarium of Rs.5000/- (Rs. Five Thousand Only) per hour to a maximum of Rs.10000/- (Ten Thousand Only) (Added by Executive Council vide resolution No. 56 of its meeting held on 7/7/2022).

(3) Terms and Conditions

- (a) The Distinguished Visiting Faculty shall be from outside the University.
- (b) Normally, the duration of visit of Distinguished Visiting Faculty must not exceed two days per singly visit and maximum of two visits per month. If the concerned department, wish to engage the Distinguished Visiting Faculty for more than two days per visit/ two visits per month, prior permission of Vice-Chancellor be obtained.

- (c) Distinguished Visiting Faculty will be provided travel cost, as per entitlement, from his/her institution/place of stay and back.
- (d) There is no minimum period of appointment of Distinguished Visiting Faculty.

(4) Broad expectations

- (a) Distinguished Visiting Faculty be engaged in substantial scholastic activity using facilities of the institute and contribute academic services to the institute.
- (b) Mentoring of faculty towards teaching and research.
- (c) Delivery of public lectures on contemporary issues.

(II) Honorary Faculty

- (1) The purpose of appointment of Honorary Faculty is to recognize the presence of intellectual and scholarly resources available outside the University mainstream with rich, varied background and experience and have the ability to enrich academic as well as research ecosystem of the University. The University may also engage distinguished academicians including its own retired faculty members by conferring on them the status of "Honorary Faculty".
- (2) A professional who is active in the sectors of industry, business and commerce, arts, literature, public administration and the practice of law with urge to payback to society may be appointed as honorary faculty.
- (3) Honorary Faculty shall be provided an honorarium of Rs.5000/- (Rs. Five Thousand) per day of service (having minimum interaction of 2 hours per day)

(4) Terms and Conditions

- (a) Honorary Faculty will be provided travel cost, as per entitlement, from his/her institution/place of stay and back.
- (b) No reimbursement for hiring accommodation will be permissible.
- (c) Normally, the duration of visit of Honorary Faculty must not exceed two days per single visit and maximum of two visits per month. If the concerned department, wish to engage the Honorary Faculty for more than two days per visit/ two visits per month, prior permission of Vice-Chancellor be obtained.
- (d) There is no minimum period of appointment of Honorary Faculty.

(5) Broad expectations

- (a) Honorary Faculty commits to be engaged in substantial scholastic activity using facilities of the institute and contribute academic services to the institute.
- (b) Mentoring of faculty towards teaching and research.
- (c) The Honorary Faculty will be expected to have a significant presence within the University by delivering lectures, conducting seminars and participating in discussions concerning new courses of study projects and areas of research.

(III) Visiting Professor

- (1) A Visiting Professor should be an outstanding scholar who has contributed significantly to the discipline with proven credentials in his/her field. Generally a person who has held or is holding the post of Professor or a person who has achieved distinction outside the University sector i.e. industry, should be considered for appointment Visiting Professor. Due weightage will be given for other honors and awards such as national awards and international awards, patents granted, membership of high level Committees of State and Central Government organizations etc.
- (2) A Professor should not be appointed as a Visiting Professor in the same University in which he/she has held a post immediately before superannuation.
- (3) If a superannuated person is appointed as a visiting professor, the honorarium payable should not exceed Rs. 100,000/ p.m. excluding any superannuation benefits. A person appointed as Visiting Professor from outside the country may be paid an honorarium of up to Rs.1,50,000/ p.m. In case a person serving in an Indian University is appointed as visiting professor, the honorarium payable should be determined on the basis of salary plus 10% of the basic pay plus dearness allowance, and other allowances, if any admissible (except conveyance allowance, if any) as per the rates of the parent University.

(4) Terms and Conditions

- (a) The appointment of visiting professor is independent of sanctioned strength but normally doesn't exceed 02 per department.
- (b) It is expected that when a serving person is appointed as Visiting Professor, the parent University would give him/her duty leave or any kind of leave permissible by the parent University without pay.
- (c) If a person working abroad on a permanent basis is invited as a Visiting Professor, the University may meet the cost of international air travel. Visiting Professor appointed may be paid travel expenses within India in accordance with the rules of the University.
- (d) The maximum tenure of appointment of a Visiting Professor is two years and the minimum of not less than three months.

(5) Broad expectations

- (a) Stimulate the activities for quality research and master and Ph.D levels besides playing mentoring and inspirational roles.
- (b) Sharing of real time experiences and practical knowledge.
- (c) Facilitating industry institutes interactions and entrepreneurial activities.
- (d) Mentoring of faculty towards teaching and research.

(IV) Scholars-in-Residence

- (1) The purpose of Scholars-in-Residence appointment is to strengthen the University's research or professional activities and to foster co-operative arrangements between the University and eminent persons at national and international levels.
- (2) Senior Professionals and specialists from research and professional organizations and those with PSUs and business corporations, with post-graduate or doctoral qualifications and with academic and research credentials will be eligible for appointment as Scholars-in-Residence.
- (3) This scheme will be open to overseas professionals and specialists (both Indian and Foreign origin)
- (4) The Scholars-in-Residence will be provided a consolidated remuneration of Rs.1,00,000 (Rs. One Lac) per month. Travel expenses may be met in accordance with the rules of the University.
- (5) Terms and conditions**
 - (a) It is expected that the parent institution will grant academic/duty leave with pay and usual allowance for the duration of the appointment as Scholars-in-Residence.
 - (b) The minimum tenure of a Scholars-in-Residence should not be less than three months and maximum up to 24 months.
 - (c) On the request of Scholars-in-Residence, the University may allow the split up of period of engagement. However, the duration of visit of Scholars-in-Residence should not be less than 3 months per visit and maximum of two visits per year.
- (6) Broad Expectations**
 - (a) To conceive new areas for project and research.
 - (b) Mentoring of faculty and research scholars towards high and research.
 - (c) To conduct a limited number of post-graduate classes.

(V) Adjunct Faculty

- (1) The purpose of appointment of adjunct faculty is to be enable higher educational institutions to access the eminent teachers, researchers, professionals and specialists from reputed research institutes, PSUs, business corporations to encourage interdisciplinary collaboration in teaching and research. 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) The professionals, experts, officials and managers having experience of working in HEIs, reputed research organizations, PSUs, business corporations, NGOs and professional associations, civil servants and skilled professionals working in organized and unorganized sectors known for their hands on skilling techniques and expertise or eligible to be engaged as adjunct faculty.

(3) Adjunct Faculty will be provided an honorarium of Rs. 5000/- (Rs. Five Thousand) per day of service (having minimum engagement of 2 hours) subject to a maximum ceiling of Rs. 1,00,000/- (Rs. One Lac) per month.

(4) Terms and conditions

- (a) Adjunct faculty will be provided travel cost, as per entitlement, from his/her institution/place of stay and back for a maximum of two visits per month.
- (b) The strength of adjunct faculty may not exceed 25% of the sanctioned strength of faculty in the University.
- (c) The adjunct faculty should be appointed for a period of one year at first instance. The tenure may be extended on annual basis as per monitoring criteria.

(5) Broad expectations

- (a) Adjunct faculty is expected to share his/her domain expertise for improvement in academics, research, startup and innovation, placement, consultancy, human resource and other activities.
- (b) Adjunct faculty may also contribute to the institution's activities like counseling of students, developing new course(s) and pedagogical improvements.
- (c) Adjunct faculty will be expected to teach courses directly related to his/her specific expertise and professional experience or the areas of his specialization.
- (d) Adjunct faculty may also be involved in the Ph.D coursework based on his/her professional and research proficiency adjudged by the concerned institution.

(VI) Professor Emeritus

- (1) Emeritus Professor is an honorary title, recognizing distinguished academic service. It may be conferred upon fully retired professors who meet the eligibility criteria as per UGC norms. Emeritus professor provide an opportunity to the superannuated teachers who have been actively engaged in research and teaching programmes in the preceding years to undertake research, without any restriction of position or pay scales.
- (2) The Eligibility conditions for appointment as Professor Emeritus are as follow:
 - (a) The University may confer the title of Professor Emeritus on a Professor of the University after his/her retirement, if he/she has served in such capacity for at least 10 years in the I.G. University out of total of 15 years service in the University.
 - (b) The title will be conferred only on the scholar who has made outstanding contribution to his/her subject through his/her published work. Number of such publications in the last 7 years of his/her career should be substantial.
 - (c) The Professor should have been constantly engaged in the research throughout his/her carrier upto the year of his/her superannuation as apparent by research publications in National and International journals of repute, research project guided, thesis supervised and /or books, monographs etc. favorably reviewed by competent authority in the field.

- (d) He/She has supervised some major research projects assigned by well known agencies.
 - (e) He/She has been a recipient of national/international award/fellowship from extremely reputed national/international agency. It must be checked that the agency does not merely award this honor against some sort of payment of money.
- (3) Honorarium at par with UGC norms excluding any superannuation benefits shall be provided to University appointed emeritus professor.

(4) Terms and Conditions

- (a) The Professor Emeritus will be entitled for office accommodation and lab facilities (if required) in the Department for 5 years at first instance and the tenure may be extended for a period of another 5 years subject to his/her contribution in his/her first tenure as well the recommendation of the Departmental Committee.
- (b) He/She shall not be a member of any administrative body of the University such as Board of Studies, Faculty, Executive Council, Court etc. though he/she shall be the ex-officio member of the Academic Council without voting right for a period of 5 years in the beginning of his/her tenure as Professor Emeritus.
- (c) The consultancy project undertaken and IPR generated during the tenure of Professor Emeritus shall be governed by the University consultancy and IPR policies.
- (d) A person who avails the Professor Emeritus from any funding agency to work at I.G University, Meerpur is not eligible to be considered for the grant of Professor Emeritus from I.G. University, Meerpur.
- (e) The maximum age limit of 70 should be adopted for appointment.

(5) Broad expectations

- (a) Professor Emeritus mentor the young faculty for research and also to submit research proposals to funding agencies.
- (b) Professor Emeritus must publish atleast one research/review article in SCOPUS/ICI indexed journals in each academic year.
- (c) Professor Emeritus may co-supervise Ph.D students of the University.
- (d) Professor Emeritus may accept teaching assignment of one course (including Theory & Practical) on the request of the Department without having any detrimental impact on the total teaching workload of the Department
- (e) Research Publications/Projects or any other academic/research work of Professor Emeritus during the period shall be reported in the corresponding Annual Report of the University.

(VII) Chair Professor

- (1) The objective of Chair Professorship is to utilize the expertise of highly qualified and experienced professionals in academics and research in a specific area relevant to the chair.

(2) Prominent professionals who have worked in well-recognized teaching/research institutions in India. An existing regular faculty/Honorary faculty/Emeritus Professor/Adjunct faculty at IGU may appointed/ engage as an Chair Professor.

(3) Terms and Conditions

Remuneration and period of engagement may be fixed as per terms and conditions of sponsoring agency/donor.

(4) Broad expectations

- (a) To engage in research and, in turn, contribute to the advancement of knowledge in the area of the study.
- (b) To design and execute short-term capacity-building programmes for teachers in higher education focused towards the designated disciplines of the chair.
- (c) To publish articles/research papers/reports/books/monograms.
- (d) To participate in teaching and Ph.D program of the Department of School in which it is located.

(VIII) Floating Faculty

(1) To meet out the requirement of National Education Policy-2020 and Choice Based Credit System adopted by the University many courses have been/ are being developed cutting across the rigid disciplinary areas. The paucity of relevant expertise is experienced to address the requirement of many such courses having multi-disciplinary nature. Therefore, the provision of Floating Faculty is needed to address the various departments in this regard.

(2) The eminent scholars including those who may have retire as professors from this University or any other University or similar Higher Education/ Research Institutions in India and abroad are eligible for engagement as floating faculty on contract for a specific period.

(3) The floating faculty shall not be assigned to any particular department but the incumbent of such posts will serve more than one department based on his/her expertise/experience and workload of the concerned department(s). Dean, faculty of Interdisciplinary studies may initiate the process of appointment/engagement of Floating Faculty to address the needs of various departments. A separate budget head shall be created in the Faculty of Interdisciplinary Studies for engagement of Floating Faculty.

(4) Floating Faculty will be provided and honorarium of Rs.1,00,000/- (Rs. One Lac) per month.

(5) Terms and Conditions

- (a) Floating Faculty should be appointed for a period of six months at first instance. The tenure may be extended as per requirement.

(b) Broad expectations

- (i) Floating Faculty will be expected to teach courses directly related to his specific expertise and professional experience or the areas of his/her specialization. He/She may also contribute to the institution's activities like counseling of students, developing new course(s) and pedagogical improvements.
- (ii) Floating Faculty may also be involved in the Ph.D coursework based on his/her professional and research proficiency adjudged by the concerned institution.

(IX) Selection Criteria

The Distinguished Visiting Faculty, Honorary Faculty, Visiting Professor, Scholars-in-Residence, Adjunct faculty, Chair Professor and Floating Faculty will be appointed/engaged by the competent authority. The mode of appointment of above posts is as follows:

(1) By Invitation

The Curriculum Vitae of eminent academicians/Scientist/Professionals/Artists /Administrators with proven credentials in their respective fields identified and recommended by the concerned Department/Centre/Institute/Faculty for engagement shall be place before the Committee comprising of following:

- (i) Dean Academic Affairs (Chairman)
- (ii) Dean of the concerned faculty
- (iii) Head of the concerned Department
- (iv) One External Expert (Nominated by the Vice Chancellor))
- (v) Registrar (Secretary)

Final recommendation of the Committee would be forwarded to the Vice Chancellor for approval.

(2) On receipt of applications in response to advertisement

The advertisement will place the rolling advertisement on its website for the engagement of Distinguished Visiting Faculty, Honorary Faculty, Visiting Professor, Scholars-in-Residence, Adjunct Faculty and Floating Faculty etc. The applications received in response to the rolling advertisement on the University website shall be examined by the Committee comprising of following:

- (i) Dean Academic Affairs (Chairman)
- (ii) Dean of the concerned faculty
- (iii) Head of the concerned Department
- (iv) One External Expert (Nominated by the Vice Chancellor))
- (v) Registrar (Secretary)

The candidates recommends by the Committee may be called for interaction with the committee. If required, and the final recommendation of the Committee would be forwarded to the Vice Chancellor for approval.

(3) Selection Procedure for Professor Emeritus

- (i) The Professor Emeritus aspirant shall approach the Vice-Chancellor with biodata within 6 months before his/her retirement.
- (ii) The bio-data shall be placed before the committee consisting of the following:
 - Dean Academic Affairs (Chairman)
 - Dean of the concerned faculty
 - Two senior professors from concerned department/allied areas nominated by the Vice-Chancellor.
 - One member of the Academic Council nominated by the Vice-Chancellor.
 - Two outside experts from the concerned area nominated by the Vice-Chancellor.

Final recommendation of the committee would be forwarded to the Vice-Chancellor for approval.

Note: The following terms and conditions shall be applicable to Distinguished Visiting Faculty, Honorary Faculty, Visiting Professor, Scholars-in-Residence, Chair Professor, Adjunct Faculty and Floating Faculty.

- The maximum age limit of 70 should be adopted for engagement, however in exceptional cases on the recommendation of the monitoring committee with reasons recorded may recommended the case up to 75 years.
- All such appointments are independent of faculty strength except in case of Adjunct Faculty.
- The offer of appointment shall be issued by Establishment Branch.

(X) Monitoring Criteria

The concerned faculty (Distinguished Visiting Faculty, Honorary Faculty, Visiting Professor, Scholars-in-Residence, Adjunct Faculty and Floating Faculty) shall submit a report on his/her contribution towards academics/ research/ corporate life to the Centre/ Institute/ Department/ Faculty on annual or tenure basis whichever is earlier. The report shall be considered by committee comprising of following:

- (i) Dean Academic Affairs (Chairman)
- (ii) Dean of the concerned faculty
- (iii) Head of the concerned Department
- (iv) One External Expert (Nominated by the Vice Chancellor))
- (v) Registrar (Secretary)

The continuation/ renewal of concerned faculty is subject to the recommendation of the Committee.

(XI) Guidelines for Appointment of Consultants and Advisors

The world is undergoing rapid change in knowledge landscape with various dramatic scientific and technological advances. The recent National Education Policy is a path breaking initiative to reengineer the education system, reboot human intellect and create new opportunities with futuristic vision. The emerging educational landscape will require regular interactions among faculty, researchers, industry professionals, thought leaders, consultants and advisors to build

next generation education system. Since all the expertise may not be available in the University, the University may need to engage suitable professionals as Consultants/Advisors to address the knowledge gap and challenges our education system is facing. A Consultant is usually engaged for a defined task to solve the identified problems and challenges. He/She is also expected to take care of the problems on his/her own and recommend the solutions.

An Advisor is a person having deep knowledge across the multiple domains and has experience in working in different capacities. An Advisor can identify the issues and challenges on his/her own and share his/her opinion/insight with stakeholders. In addition to providing advice/suggestions to University leadership, an Advisor may act as mentor/guide to the Human Resources of the University around his/her area of expertise.

General Terms and conditions

- (1) The initial engagement for a person(s) as consultant(s)/Advisor(s) would be for a period of one year or for the period as decided by the University.
- (2) The review of the contact of consultant(s)/Advisor(s) will be done on tenure or annual basis whichever is less.
- (3) The appointment of consultant(s)/Advisor(s) is a temporary nature against the specific job. The consultant(s)/Advisor(s) will not be entitled for any benefit/compensation/absorption/regularization of service with University.
- (4) The University may terminate a contract of a consultant/Advisor if the consultant/Advisor
 - (i) is unable to address to assigned work.
 - (ii) refuses the follow directions of the reporting/controlling officer or competent authority
 - (iii) quality of output on assigned work is not to the satisfaction of the University.
 - (iv) lack of Honesty and integrity.

The University reserves the right to terminate the contract, by giving fifteen days' notice to the Consultant/Advisor. Termination shall be effected by written notice served on the consultant/Advisor and shall take effect in 15 days of delivery of such notice. The termination will be without prejudice to either party's rights accrued before termination.

However, the University may immediately dispense with services of the consultant/Advisor without any notice period if the conduct and activities of such consultant/Advisor are detrimental to the smooth functioning of the University.

Desirable expertise, experience and age limit of consultant/Advisor

- The consultant/Advisor should have a desirable expertise as recommended by the concerned Office/Centre/Department/Institute in the specific area for which the University wishes to engage his/her/them.
- The experience required in the specified area of expertise for different categories consultant/Advisor are as follows:

- Advisor- More than 15 years
 - Consultant (Junior)-5-10 years
 - Consultant Senior -10-15 years
 - Chief Consultant- More than 15 years
- The consultant/Advisor should have effective communication and interpersonal skills with a strong flair for the depth examination relating to requisite field.
 - Normally, the maximum age limit for engagement of consultant/Advisor will be 70 years. However, in exceptional cases, engagement may be upto 75 years.

Remuneration: The maximum amount of remuneration payable to Advisor and different categories of Consultants shall be as under

Category of engagement*	Remuneration**
Advisor	70,000-90,000/month
Consultant (Junior)	40,000-50,000/month
Consultant (Senior)	50,000-70,000/month
Chief Consultant	70,000-90,000/month

*The category of engagement and remuneration shall be recommended by the Selection Committee based on the qualification, experience, expertise and achievement of the person concerned.

**In case the nature of assignment requires periodic or intermittent engagement rather than full-time/continuous engagement, the remuneration of Rs. 5000/ day may be paid to the Chief Consultant/ Advisor. In such cases, the duration of visit of Chief Consultant/ Advisor should not exceed three days in a week. However, TA/DA will be paid for maximum two visits in a month as per entitlement.

Allowances: Consultants shall not be entitled to any kind of allowance or accommodation facility e.g. Dearness Allowance, Transport facility, Residential Accommodation, Personal staff and Medical Reimbursement etc. However, outstation Chief Consultant/ Advisor may be provided with Faculty House/Transit accommodation free of cost as and when required depending upon the availability of such accommodation with the University. They have to pay on account of food charges.

TA/DA: No TA/DA shall be admissible for joining the assignment or on its completion. Foreign travel of Consultant/Advisor is not permitted at all. However, they should require to travel inside the country in connection with the official work of University. TA/DA as admissible as per rules will be paid to him/her after obtaining approval of competent authority.

Keeping in view of the requirement, the concerned Office/Department/Centre/Institute etc. may seek relaxation from Vice-Chancellor in terms and conditions of engagement. However, the total

remuneration (excluding TA/DA) paid in a month shall not exceed the upper limit of monthly remuneration mentioned in the table of remuneration of these guidelines.

(XII) Procedure for selection of Consultants/Advisors:

The Curriculum Vitae of experienced Professional with proven credentials in specified area identified and recommended by the concerned Office/Department/Centre/Institute for engagement as Consultant/Advisor shall be placed before the Selection Committee comprising of the following:

- (i) Senior professor nominated by the Vice-Chancellor (Chairman)
- (ii) One Internal Expert from concerned Office/Department/Centre/Institute nominated by the Vice-Chancellor
- (iii) One External Expert in the relevant field (Nominated by Vice-Chancellor)
- (iv) Registrar (Member Secretary)

Final recommendation of the committee would be forwarded to the Vice-Chancellor for approval.

Note: (a) The offer of appointment shall be issued by Establishment Branch.

(b) No Consultant/Advisor shall be allowed to join without submitting an undertaking towards acceptance of the terms and conditions as mentioned in the offer letter

Chapter-38

Contractual Appointment of Teachers after Superannuation

1. Retired Professors/Associate Professor/Assistant Professors can be engaged on contractual basis in University Teaching Departments for tenure of one year at a time.
2. The extension of Professors/Associate Professor/Assistant Professors can be extended for further one year at a time if it is satisfied that such extension is in the interest of the University and provided further such a teacher is mentally and medically fit. However, in extraordinary cases, the University can engage a teacher on contractual basis for two year in the first instance.
3. Retired Professors shall not be given any administrative responsibilities such as Chairperson of the Department etc. Provided that if there is no other Professor/Associate Professor in a Department, a superannuated Professor/Associate Professor may be appointed as Dean of the faculty/Chairperson-Incharge of the Department in such a Department.

Remuneration of retired Professor/Associate Professor/Assistant Professor engaged on (Added by Executive council in its 21st meeting (Resolution No. 7 held on 08.06 2023) contractual basis shall be paid as follow:

Designation	Pay as per 7 th pay Commission	Recommended Remuneration per month
Professor	Entry Pay of Rs. 1,44,200/-	Rs. 75,000/-
Associate Professor	Entry Pay of Rs. 1,31,400/-	Rs. 65,000/-
Assistant Professor	Entry Pay of Rs. 57,700/-	Rs. 1,500/- per lecture subject to a maximum of Rs. 50,000/-

Further, a sum of Rs. 10,000/- per month be paid on account of POL and toll tax etc. to those teachers who commute from Delhi, Gurugram, Rohtak, Narnaul and other station beyond 50 km. Provided further, in case, rent free accommodation is provided to teacher then Rs. 10,000/- will not be paid as POL, toll tax etc.

4. The teachers appointed on contractual basis shall not be retained in service beyond the age of 70 years.

