



Bhoj Reddy Engineering College for Women

Vinaynagar, I S Sadan X Roads, Saidabad, Hyderabad - 500 059, Telangana



POLICY FOR APPOINTMENT OF ADJUNCT FACULTY

Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad Accredited
by NAAC
Saidabad, Hyderabad – 500 059



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1. Preamble

Bhoj Reddy Engineering College for Women (BRECW) is committed to providing quality technical education, fostering innovation, strengthening industry-academia collaboration and empowering women through professional excellence. To enrich the teaching-learning process and expose students to current industrial, research, entrepreneurial and professional practices, the college will engage, industry experts, researchers, entrepreneurs, retired professionals, distinguished academicians and accomplished alumni as Adjunct Faculty.

This policy establishes the framework for the appointment, engagement, responsibilities and recognition of Adjunct Faculty.

2. Objectives

The objectives of appointing Adjunct Faculty are to:

- a) Bridge the gap between curriculum requirements and industry expectations.
- b) Enhance academic quality through exposure to contemporary knowledge and professional practices
- c) Provide students with opportunities to interact with experienced professionals and subject experts.
- d) Strengthen industry-institute and alumni-institute interactions.
- e) Promote academic excellence and continuous curriculum enrichment.

3. Scope

This policy applies to all academic departments of Bhoj Reddy Engineering College for Women. Adjunct Faculty appointments are temporary and need-based. Such appointments shall not constitute regular employment and shall not confer any claim for permanent appointment or employee benefits available to regular staff members of the institution.

4. Eligibility

A person may be considered for appointment as Adjunct Faculty if he/she satisfies one or more of the following criteria:

- i. Eminent professionals from industry, research organizations, government agencies, public sector undertakings, start-ups or public life with demonstrated expertise and substantial professional experience in their respective fields
- ii. Distinguished academicians, retired faculty members or researchers with significant teaching, research or consultancy experience from reputed universities, institutions, research laboratories
- iii. Accomplished alumni of Bhoj Reddy Engineering College for Women who have attained notable achievements in industry, academia, entrepreneurship, research, innovation and public service or leadership positions.
- iv. Individuals with outstanding professional accomplishments evidenced through patents, research publications, funded projects, awards, recognitions, leadership roles, technology development or contributions to society.

v. Professionals possessing specialized knowledge and experience in emerging technologies, interdisciplinary domains, innovation, entrepreneurship, skill development or industry-relevant practices that can significantly benefit students and faculty.

vi. There shall be no age limit for appointment as Adjunct Faculty. Distinguished professionals above the age of 70 years may be designated as Senior Adjunct Faculty.

5. Appointment Procedure

1. The requirement for Adjunct Faculty shall be identified by the concerned Department.
2. Suitable candidates may be proposed by:
 - o Head of the Department
 - o Department Advisory Committee
 - o IQAC
 - o Principal
3. The credentials and suitability of the candidate shall be reviewed by the Department and recommended to the Principal.
4. Appointment shall be made with the approval of the Principal.

6. Tenure

- i) Adjunct Faculty shall ordinarily be appointed for a period not exceeding one academic year at a time.
- ii) The tenure may be renewed based on institutional requirements and satisfactory contribution.
- iii) The institution reserves the right to discontinue the engagement at any time if deemed necessary in the interest of academic administration.

7. Roles and Responsibilities

Adjunct Faculty may contribute in one or more of the following areas:

Academic Activities

- Offer specialized courses or modules in emerging areas.
- Deliver expert lectures, seminars, and invited talks
- Conduct laboratory demonstrations and workshops.
- Support curriculum enrichment and academic development initiatives.

Student Development

- Guide projects, internships and innovation activities.
- Support placement preparation and career development initiatives.
- Provide guidance for higher education and competitive examinations.

Research and Innovation

- Participate in collaborative research activities.
- Facilitate industry-sponsored projects and consultancy opportunities.
- Encourage innovation, entrepreneurship, product development and intellectual property creation.

Industry and Alumni Engagement

- Promote industry-academia interaction.
- Facilitate professional networking opportunities.
- Support departmental and institutional events, conferences, workshops, and training programs.

8. Mode of Engagement

Adjunct Faculty may engage with the institution through:

- Physical mode
- Online mode
- Hybrid mode

The nature and schedule of engagement shall be decided by the concerned Department with the approval of the Principal.

9. Honorary Nature of Appointment

In alignment with the mission of Bhoj Reddy Engineering College for Women to empower women through education and social service, Adjunct Faculty appointments are based on voluntary academic contribution.

The institution values the expertise and service of Adjunct Faculty and will recognize their contributions through certificates, letters of appreciation, acknowledgements in institutional events and opportunities for continued academic and professional engagement.

10. Performance Review

The contribution of Adjunct Faculty may be reviewed periodically by the concerned Department based on:

- Quality and relevance of academic engagement
- Student feedback
- Support for research, innovation, internships, and industry interaction

11. Code of Conduct

Adjunct Faculty shall:

- Adhere to the rules, regulations, and academic policies of BRECW.
- Maintain professionalism, integrity and ethical conduct.
- Respect institutional values and culture.
- Contribute to a safe, inclusive, respectful and learner-centric environment.