



मदन मोहन मालवीय प्रौद्योगिकी विश्वविद्यालय  
गोरखपुर (उ० प्र०) - 273010

विज्ञापन संख्या :T/I/Professor of Practice & Adjunct Faculty/2025 दिनांक : 03/01/2025

Professor of Practice एवं Adjunct Faculty के चयन हेतु विज्ञापन

विश्वविद्यालय के विभिन्न विभागों में **Professor of Practice** एवं **Adjunct Faculty** के चयन हेतु आवेदन **Rolling Advertisement** आमंत्रित किये जाते हैं।

विस्तृत विज्ञापन एवं अन्य विवरण विश्वविद्यालय की वेबसाइट <http://www.mmmut.ac.in> पर उपलब्ध है।

कुलसचिव



**MADAN MOHAN MALAVIYA UNIVERSITY OF TECHNOLOGY, GORAKHPUR-273010 (U.P.)**  
(FORMERLY : MADAN MOHAN MALAVIYA ENGINEERING COLLEGE, GORAKHPUR Estd.1962)

**Advertisement No. T/I/Professor of Practice & Adjunct Faculty/2025 Dated: 03/01/2025**

Madan Mohan Malaviya University of Technology, Gorakhpur is a non-affiliating, technological University set up by the Govt. of U.P. vide Act no. 22 of 2013 with necessary infrastructural facilities for campus life, teaching, research and development. The University has Ph.D., M. Tech., M.C.A., M.B.A., M. Sc., B. Tech., B.B.A. and B. Pharm. Programmes. The University has progressive, forward looking governance committed to providing ample scope for professional development of faculty members and its students. The University has currently following academic departments/Disciplines:-

1. Civil Engineering Department
2. Computer Science and Engineering Department
3. Chemical Engineering Department
4. Chemistry and Environmental Science Department
5. Electrical Engineering Department
6. Electronics and Communication Engineering Department
7. English
8. Psychology
9. Industrial Sociology
10. Law
11. Economics
12. Information Technology and Computer Application Department
13. Mechanical Engineering Department
14. Mathematics and Scientific Computing Department
15. Management Studies Department
16. Physics and Material Science Department
17. Pharmaceutical Science and Technology Department

With a view to impart holistic and multi disciplinary education and to bring in experienced /practicing professionals / industry experts etc in the teaching learning process, the University invites online applications along with their detailed Curriculum Vitae for empanelment of such professionals/academicians as **Professor of Practice** and **Adjunct Faculty** in various departments of the University. For details regarding the process of selection, terms and conditions of engagement, roles and responsibilities, financial compensation etc. please read the University Guidelines for empanelment of Professor of Practice and Guideline for appointment of Adjunct Faculty available of university website <http://www.mmmut.ac.in>. Interested individuals are requested to along use link provided on University website for filling the Application Form. The candidates are requested to upload the desired document as directed in the online Application Form.

**REGISTRAR**

## **Madan Mohan Malaviya University of Technology, Gorakhpur, U.P. (India)**

### **POLICY FOR PROFESSOR OF PRACTICE:**

Madan Mohan Malaviya University of Technology, Gorakhpur invites applications from experts in fields, such as Engineering, Science, Technology, Entrepreneurship, Management and other related areas, to be hired for the position of "Professor of Practice".

#### **1. Objectives:**

- i. To develop courses and curriculum to meet the industry and societal needs and enable the University 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 and Management 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. The Criteria for Selection will be as Follows:**

- i. To have proven expertise in their specific profession or role with at least 15 years of service or experience, preferably at a senior level, will be eligible for Professor of Practice.
- ii. They should possess the skills to carry out the duties and responsibilities required by the MMMUT Gorakhpur.
- iii. A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu.
- iv. They will be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level.
- v. The Professor of Practice is not open for those in the teaching profession, serving or retired (65 years and above).

#### **3. Area of Involvement in University Activities:**

- i. To develop and design courses/curriculum.
- ii. Introduce new courses, as per industry requirements.
- iii. Deliver lectures, as per university policy.
- iv. Encourage students to engage in innovation and entrepreneurship projects.
- v. Provide mentorship to students to commercialize and monetize projects and such activities.
- vi. Enhance collaboration with industries in areas of academics.
- vii. Conduct workshops, seminars, deliver special lectures and training programmes jointly in collaboration with regular faculty members of the university.
- viii. Conduct joint research projects and consultancy projects in collaboration with faculty.

#### 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 the university. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- iii. The number of Professors of Practice in a university, at any point in time, should not exceed 10% of the sanctioned posts in an Institute.

#### 5. Types 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:** 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 our university. For engaging industry experts and professionals in this category, University may collaborate with the industries to support the Professor of Practice positions.
- B. **Professor of Practice engaged directly by MMMUT Gorakhpur:** As per the policy directives of NEP 2020, graduate programmes are revised with the holistic and multidisciplinary approach. MMMUT 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:
- C. **Professor of Practice (Part Time):** Remuneration for Teaching Practice/Meeting Rs. 1000/- per hours.
- D. **Part-time/Full-time engagement:** Consolidated amount, mutually agreed between the university and the expert, will be paid as remuneration.
- E. **Professor of Practice appointed 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 of MMMUT Gorakhpur 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, MMMUT Gorakhpur 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 senior Professors from the MMMUT Gorakhpur and one eminent external member.

Based on the recommendations of this committee, the Academic Council and Board of Management of the university will decide on the engagement.

#### **7. Tenure of Professor of Practice**

The engagement may be initially for up 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.

The maximum duration of service of Professor of Practice at a given university should not exceed four years under any circumstances.

## Proposal for Empanelment of Adjunct Faculty at MMMUT

### 1. Preamble

The expectations from the university system have undergone a significant change over the last few years after Make in India and make for global needs campaign derived by Government of India. The key thrust has been on improving the employability prospects of the graduates and also improving the quality and quantum of research. Therefore, it becomes imperative to involve experts, professionals, and researchers from diverse fields to contribute to the emerging needs of university system. The Indian university system is poised to make itself more relevant to the needs of industry and employment opportunities keeping in mind the rapid changes in job requirements and needs of the economy.

Taking an integrated initiative towards skill development and upgradation of the competencies, the UGC has recently directed Universities to offer courses from certificate up to postgraduate and research level degrees, aimed at skill development and upgradation to meet the existing and emerging economic and industrial needs at the national and international levels. The courses are offered with active involvement of industry partners in governance, curriculum development, delivery of courses and assessment of learners. Acute shortage of quality faculty is widely felt in the system of higher education as a whole. However, it is felt more prominently in skill-based courses. 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 mainstream academic system, flows into our universities. This would enhance, strengthen and improve the quality of teaching, training and research.

In the light of above University has great opportunity to utilize such creative talent and intellectual resources available for the University. University may augment its faculty resources by utilizing the services of superannuated academics, reputed scientists, engineers, physicians, advocates, artists, civil servants including skilled professionals, both serving and retired. It is also essential that such faculty is hired with the same degree of rigour as adopted for full-time faculty so that right type of candidates is identified for such assignments. It is also necessary to have uniformity and transparency in the process of hiring adjunct faculty in the University.

### 2. Objectives:

- 2.1. To develop a useful and viable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars, practitioners, policymakers and skilled professionals in teaching, training, research and related services on regular basis.
- 2.2. To attract distinguished individuals who have excelled in their field of specialization like science and technology, industry, commerce, social research, media, literature, fine arts, civil services and public life into the academic arena, to enrich the overall learning processes by bringing external perspectives to regular teaching. Such interactions are expected to foster

trans-disciplinary approach and synergize the outside 'real world' experience with the inside intellectual pursuits in the university;

- 2.3. To promote the interaction of skilled professionals with the learners and facilitate the imparting of industry relevant standards in skills, acceptable nationally, which could fulfill the need for skilled workforce and also to undertake R&D in the areas related to skill education & development, entrepreneurship and employability etc;
- 2.4. To enable University to access the eminent teachers and researchers who have completed their formal association with the university, to participate in teaching, to collaborate and to stimulate research activities for quality research at M. Phil and Ph. D. -levels; and to play mentoring and inspirational role;
- 2.5. To recognize the skills of professionals in their respective areas of excellence irrespective of their academic qualifications to impart training to the learners of skill based vocational courses in Universities.

**3. Target Groups:**

Professionals, experts, officials and managers having experience of working in: 3.1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, etc.

- 3.1. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
- 3.2. Civil servants (IAS / IPS / officials from Central and Provincial Services) and professionals & officials from professional councils and statutory bodies like UGC and AICTE, both serving and retired;
- 3.3. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training; 3.5. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.
- 3.4. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

**4. Engagement Modalities:**

**4.1. Qualifications:**

Candidate for adjunct faculty should satisfy the following norms: -

**a) For Conventional University Courses:**

- i. Should have the minimum qualifications as prescribed in the regulations framed by UGC / respective statutory councils from time to time.

OR

- ii. A person of eminence with or without a postgraduate or Ph.D. qualifications.

**b) For Skill based Courses:**

- i. Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations.  
**OR**
- ii. Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role.

They are also expected to have an understanding of industry requirements, National Occupational Standards (NOSs) and Assessment & Certification for skills.

In addition to the above, it is expected that the adjunct faculty in both the above streams would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.

**4.2. Selection Criteria:**

Adjunct Faculty will be appointed by the competent authority based on the recommendation of a committee. Period of empanelment will vary from 06 months to 03 years as decided by the Institution on mutually agreed terms and conditions. It is expected that any application for adjunct faculty is first discussed at the department level. The department may forward the application with comments specifying the suitability of such candidate(s) in the department / institution level academic activities. If the department recommends a case for adjunct faculty, the same should be examined by a Committee comprising of following :

- i) Vice Chancellor or his nominee (Chairman).
- ii) Head of the concerned Department.
- iii) Dean (Faculty/Academic / Research)
- iv) One External Expert (Nominated by the Vice Chancellor).

**OR**

Representative of Sector Skill Council / Industry Associations (for skill-based courses).

- v) Registrar (Convener).

If the committee recommends the case, the same would be forwarded to the competent authority for consideration and necessary approval. The strength of Adjunct faculty may not exceed 25 % the sanctioned strength of faculty at any time.

**5. Roles and Responsibilities:**

The empanelled adjunct faculty is expected to undertake following assignments:

**5.1. Teaching:**

- i) **Conventional University Courses:** Adjunct faculty will be expected to teach courses directly related to his specific expertise and professional experience or the areas of his specialization. He may also contribute to the institution's activities like counselling of students, developing new course(s) and pedagogical improvements.



- ii) **Skill based Vocational Courses:** The core courses pertaining to specialized skills / trades may be imparted by the adjunct faculty from industry, Sector Skill Councils approved trainers or other persons with appropriate skill proficiency. Such faculty, imparting education and training to learners in skill-based courses, should have relevant NSQF qualifications, preferably certified by the relevant Sector Skill Council.
- iii) **Research Courses:** Adjunct faculty may also be involved in the PG / Ph.D. coursework based on his professional and research proficiency adjudged by the University.

5.2. **Training:** Adjunct faculty will be expected to facilitate the setting of workshops and labs, providing hands on training in the relevant domain areas, development of soft skills, and focus on ensuring competency-based learning outcomes among students.

5.3. **Research:** Adjunct faculty is expected to interact with and supervise the research students in the area of his specialization or professional proficiency. However, there should be preferably one core faculty member associated as Supervisor / Co supervisor for smooth induction and coordination of academic procedures. The adjunct faculty may lack a traditional academic background in such case, they are not expected to contribute to the institution's research and creative mission by participating in traditional scholarly activities (i.e. they are not expected to conduct independent research and/or publish in peer-reviewed journals). Instead, he may participate by advising faculty on their research projects, serving as a liaison between the institutions and industry or government entities to identify research and/or funding opportunities or by working with faculty to identify research projects that would benefit private industry and/or government entities.

5.4. **Services:** Adjunct faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, serving as advisors to faculty and/or undergraduate and post graduate students, helping students network, and active collaboration with the industry / employer providing internship and job opportunities.

**6. Costs and Honorarium:**

6.1. Adjunct faculty will be provided travel cost, as per entitlement, from his/her institution/place of stay and back, maximum six (06) times per academic year. No reimbursement for hiring accommodation will be permissible. However, she/he will be provided free lodging and boarding in the Guest House.

6.2. 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 02 days per visit.

**7. Monitoring:**

At the end of assignment, every Adjunct Faculty will submit a 'performance report' to the University with a copy to the University Grants Commission. The performance report may be considered for his continuation / renewal of next tenure.