



ORDINANCE FOR ENGAGEMENT, FUNCTIONS AND REMUNERATION OF GUEST FACULTY

ORDINANCE No. _____ of 2026

1. Short Title and Commencement

This Ordinance shall be called the “Ordinance for Engagement and Regulation of Guest Faculty”. It shall come into force with immediate effect from the date of its notification.

2. Objectives

The objectives of this Ordinance are:

To ensure continuity and quality of teaching in departments facing shortage of regular faculty.

To utilize qualified human resources in a flexible and need-based manner.

To strengthen academic delivery in Self-Financed Departments as well as regular departments with faculty deficiency.

To align the engagement of Guest Faculty with the provisions of the Vidya Sambal Yojana and other applicable guidelines.

3. Applicability

This Ordinance shall apply to:

All Self-Financed (Self-Sufficient) Departments/Centres/Institutions of the University.

All regular departments where there is a demonstrable shortage of teaching faculty.

4. Eligibility and Qualifications

The Guest Faculty shall possess qualifications as prescribed by UGC/Statutory Regulatory Bodies/State Government norms for the respective posts. Preference may be given to candidates with teaching experience, research publications, and domain expertise.

5. Mode of Engagement

Engagement of Guest Faculty shall be purely temporary, need-based, and contractual.

The selection shall be made through a duly constituted Departmental Committee, ensuring transparency and merit. This committee may be formed at the level of the HoD and intimated to the Vice Chancellor.

A panel of eligible candidates may be prepared and approved by the competent authority.

The engagement shall be for a specific academic session/semester, and shall not confer any right to regular appointment.

6. Nature of Duties and Functions

The Guest Faculty shall:

Deliver lectures/tutorials/practicals as assigned by the Head of the Department.

Participate in evaluation work, including internal assessment and examination duties.
Assist in academic activities such as seminars, workshops, mentoring, and student guidance.
Perform any other academic responsibilities assigned by the Department/University from time to time.

7. Workload

The workload of Guest Faculty shall be as per UGC norms or as prescribed by the University. (It must not be in contraction of Govt. norms)
Allocation of classes shall be based on departmental requirements and availability of regular faculty.

8. Remuneration (Amenable to change from time to time as per Govt. norms/University norms)

Guest Faculty shall be paid an honorarium of ₹800 per lecture (per period).
The maximum monthly remuneration shall not exceed ₹45,000 under any circumstances.
Payment shall be made subject to actual lectures delivered and certified by the Head of the Department. The remuneration structure shall be in conformity with the provisions of the Vidya Sambal Yojana or any other applicable Government policy.

9. Payment Conditions

No payment shall be made for holidays or leave unless lectures are actually delivered.
Payment shall be processed on a monthly basis, subject to submission of attendance and workload records. Taxes, if applicable, shall be deducted as per rules.

10. Tenure and Termination

Engagement of Guest Faculty shall be co-terminus with the academic session/semester.
The University reserves the right to terminate the engagement at any time without assigning any reason.
Engagement shall automatically cease upon joining of regular faculty or when the requirement no longer exists.

11. Code of Conduct

Guest Faculty shall adhere to the rules, regulations, and code of conduct of the University.
Any act of misconduct, indiscipline, or dereliction of duty may result in immediate termination.

12. No Claim for Regularization

Engagement as Guest Faculty shall not confer any right for regular appointment, absorption, or continuation in the University.

13. Administrative Control

Guest Faculty shall work under the administrative and academic control of the Head of the Department/Dean/coordinator concerned.

14. Interpretation and Amendments

Any issue regarding interpretation of this Ordinance shall be referred to the Vice-Chancellor, whose decision shall be final. The University reserves the right to amend or modify this Ordinance from time to time.

15. Removal of Difficulties

If any difficulty arises in the implementation of this Ordinance, the Vice-Chancellor shall have the authority to take appropriate decisions to remove such difficulties.