



D Y PATIL INTERNATIONAL UNIVERSITY
AKURDI PUNE

Policy for Honorarium for Teaching Beyond University Hours

1. Background

D. Y. Patil International University (DYPIU) has been progressively expanding its academic offerings to meet the needs of diverse learner groups, including professionals, adult learners, and students pursuing additional degrees. These include part-time degree programs, executive education modules, weekend classes, and additional certifications beyond the standard academic load.

To ensure the continued quality of teaching and faculty engagement for such programs, it is necessary to formalize a structured honorarium policy for faculty members who contribute their services beyond regular university hours.

2. Points that indicates the need for honorarium

- These programs are often scheduled during evenings, weekends, or holidays.
- This teaching load is over and above the regular workload of full-time faculty.
- Faculty members involved are expected to offer equally high academic standards, customized pedagogy, and often, industry-integrated content.
- Teaching efforts in such programs involve extra preparation time, student mentoring, evaluation tasks, and industry collaboration, justifying financial compensation.
- Formalizing an honorarium structure will ensure transparency, equity, and motivation, while maintaining academic accountability.

3. Following is the structure of honorarium

Category	Honorarium (INR per Hour)
Professors	Rs. 2,500/-
Associate Professors	Rs. 1850/-
Assistant Professors	Rs. 1250/-
Travelling allowance	Rs. 625/- only if coming on holidays

4. Programs that will be covered under this honorarium structure:

- Part-time Undergraduate and Postgraduate Programs
- Executive Degree / Diploma Programs
- Evening or Weekend Degree Programs
- Programs designed for working professionals
- Skill development program conducted by the School of Skills Development
- Any other type of program not covered in the above-mentioned list, with prior approval

5. Process for honorarium approval and disbursement will be as follows:

1. Course Requirement Submission: The Dean/Coordinator of the program submits course schedule and proposed faculty list. The Dean/Director/Coordinator of the program shares the faculty requirement with all School Directors.
2. Directors of Schools send the list of interested faculty from their respective schools to the Program coordinator.
3. Honorarium Approval: Dean Academics/Registrar/ Vice Chancellor approves honorarium as per the rates above.
4. Payment Disbursement: Monthly/End-of-Semester disbursement upon submission of attendance,
5. At any given time, one faculty member can teach one course only in a given semester

6. Expected Outcomes of this policy:

- Enhanced participation of faculty in extended learning programs
- Improved academic quality and learner satisfaction
- Stronger alignment with the National Education Policy 2020's emphasis on flexible and lifelong learning
- Strengthened university offerings for diverse student segments