

## **Guidelines for appointment of Professor of Practice**

Subject: Appointment of Professor of Practice.

Reference: No. 4/Astha /DTE/Professor of Practice /2023/285

The National Education Policy 2020 seeks to transform higher and technical education by focusing on skill- based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational/technical 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/GoM 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.

The Directorate of Technical Education has issued guidelines for appointment of Professor of Practice (resource persons from industry) in colleges, vide circular referred above to develop useful and viable collaboration between the educational institutions and industry. Based on these guidelines, Government College of Engineering, Yavatmal invites applications from eligible candidates for appointment as Professor of Practice in appropriate disciplines. for the academic year 2023-24.

### **Objectives:**

- i. To develop courses and curriculum to meet the industry and societal needs and enable the institute 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, 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.

### **Eligibility:**

- i. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science and technology. Those who have proven expertise in their specific profession or role with at least 15 years of service/experience in the position (preferably at a senior level) are eligible for Professor of Practice.
- ii. A formal academic qualification for Professor may not be essential for the position (exemplary professional practice is expected). These experts will be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, the candidate should possess the skills necessary to shoulder the duties and responsibility of the post of Professor as specified in the following section.
- iii. Experts are expected to have variety of skill sets for creating lesson plans, instructing students, Critical thinking skills and working with administrators.

### **Duties and Responsibilities:**

- i. The person appointed under this scheme shall teach at least one subject/course to third year /fourth year students and carry out teaching work as assigned to regular professor. He/she should carry out the students' projects, assessment, examination /valuation work etc.
- ii. Participate in the development and designing of courses and curriculum.
- iii. Introduce new courses and deliver lectures as per institutional policies.
- iv. Encourage students in innovation and entrepreneurship & provide necessary mentorship for these activities.
- v. Enhance industry-academia collaborations.
- vi. Implement research project and provide consultancy to industry jointly with regular faculty member of the institution.
- vii. Arrange seminars, workshops, special lectures and training programs jointly with the faculty members of the institution.

**General Conditions:**

- i. The engagement of Professor of Practice will be for a fixed term (approx. 4 months per semester).
- ii. The post of Professor of Practice will be over and above of the sanctioned posts of a college. It will not affect the recruitment of regular faculty members.
- iii. The regular or retired faculty members are not eligible for the post of Professor of Practice.
- iv. An appointment is as per guidelines mentioned on Professor of practice UGC website.
- v. The Professor of practice will not be treated as Government servant and not entitled for any other benefits which are available to government employee working in the institute.

**Honorarium:**

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. An honorarium of Rs.1.5 Lakh /- only per month (6 Lakhs per semester maximum) will be paid to of Professor of Practice.

**Tenure:**

- i. The engagement may be initially for one year. At the end of the initial engagement or subsequent extension, the institute will make an assessment and take the decision about extension till next 6 months. The institute will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice.
- ii. 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.