

# **SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH**

**A Deemed to be University  
Tamaka, Kolar, Karnataka.**

**Declared under Section 3 of the UGC Act, 1956  
vide MHRD, Government of India Notification  
No.F-9-36/2006-U.3 (A) dated 25<sup>th</sup> May 2007**



**APPOINTMENT OF  
PROFESSOR OF PRACTICE**



# SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH

A DEEMED TO BE UNIVERSITY, (DECLARED UNDER SECTION 3 OF THE UGC ACT, 1956)

TAMAKA, KOLAR 563101, KARNATAKA, INDIA

Name of the Policy/ Guidelines	Appointment of Professor of Practice	
Short Description	This policy provides regulations to appoint "Professor of Practice" in various fields of research and industrial experience outside the academy.	
Scope	The policy will be applicable to teaching and students of the Academy.	
Policy status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised	
Date of approval of Version 1		
Policy No.	SDUAHER/KLR/POLICY/039	
Brief description of last revision	Not Applicable	
Date of approval of current revision	Not Applicable	
Effective date	18 <sup>th</sup> April 2024	
Approval Authority	Board of Management	
Responsible officer	Vice Chancellor	
Name of the Policy/ Guidelines	Appointment of Professor of Practice	
Details of Revision	Date of Revision	Approved by

## **Guidelines for invitation of Practice of Practice at SDUAHER**

### **1. Preamble**

The National Education Policy 2020 seeks to transform higher education by focusing on skill- based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration at SDUAHER. 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 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.

### **2. Objectives:**

2.1. To develop courses and curriculum to meet the industry and societal needs and enable the SDUAHER to work with industry experts on joint research projects and consultancy services which will be mutually beneficial;

2.2. To bring in distinguished experts from various fields such as engineering, science, technology, entrepreneurship, management, chartered accountancy (CA), commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession and public administration into the academic institutions;

2.3 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.

### **3. Target Groups:**

Professionals, experts, officials and managers having experience of working in

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.

3.4. NRIs and PIOs working with overseas business organizations or having a demonstrated interest in Indian issues.

3.5. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

#### **4. Eligibility Criteria:**

4.1. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science, technology, entrepreneurship, commerce, social sciences, media, civil services, armed forces, legal profession, community development, panchayati raj, rural development, watershed development, water-harvesting, organic farming, small green energy systems, municipal planning, community participation, gender budgeting/planning, inclusive development of tribals and public administration among others. Those who have proven expertise in their specific profession or role with at least 15 years of service/experience, preferably at a senior level, will be eligible for Professor of Practice.

4.2. A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, they should possess the skills to carry out the duties and responsibilities specified in the following section.

4.3 The number of Professors of Practice in a SDUAHER, at any point in time, should not exceed 10% of the sanctioned posts in a SDUAHER.

#### **5. Duties and Responsibilities:**

5.1. Involve in the development and designing of courses and curriculum.

5.2. Introduce new courses and deliver lectures as per institutional policies.

5.3. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.

5.4 To focus on enhanced industry-academia collaborations.

5.5. Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.

5.6. Carryout joint research project or consultancy services in collaboration with the regular faculty member of the concerned SDUAHER

#### **6. General Conditions:**

6.1. The engagement of Professor of Practice will be for a fixed term.

6.2. The engagement of Professor of Practice will be exclusive of the sanctioned posts of a university/college. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.

### **7. Selection Criteria:**

Professor of Practice will be appointed by the competent authority based on the recommendation of a Committee. Period of appointment will be for 1 year.

It is expected that any application for Professor of Practice is first discussed at the department level. The department may forward the application through proper channel with comments specifying the suitability of such candidate(s) in the department/ institution level academic activities. If the department recommends a candidate for Professor of Practice, the same should be examined by a Committee and forward to the competent authority for approval. The committee constitutes of the following:

- i. Hon'ble Vice Chancellor, SDUAHER-Chairperson
- ii. Registrar, SDUAHER-Convener
- iii. The Dean of the Institute
- iv. HoD of Respective department
- v. Members of Committee to approve Professor of Practice of the SDUAHER
- vi. One External Expert (Nominated by head of the institution)

If the committee recommends the candidate, the same would be forwarded to the competent authority for consideration and necessary approval. The strength of Professor of Practice may not exceed 10 % the sanctioned strength of faculty at any time.

### **8. Tenure**

The engagement may be initially for up to one year. At the end of the initial engagement the SDUAHER will make an assessment and take the decision about extension. The SDUAHER will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professor of Practice.

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.

### **9. Cost and honorarium:**

9.1. Professor of Practice will be provided travel cost, as per entitlement, from his/her institution/place of stay and back, minimum of two times per academic year. She/he will be provided lodging and boarding in the Guest House by the Academy

9.2. She/he will be provided an honorarium of Rs. 4000/- (Rs. Four Thousand Only) per visit

#### **10. Monitoring:**

At the end of assignment, the HoD of the concern Department will submit a 'performance report' to the to the College/ SDUAHER with a copy to the University Grants Commission.

The performance report may be considered for the continuation / renewal of next tenure.

**Dr. Kalyani R**

Director

R&D Cell, SDUAHER

**Dr. D.V.L.N. Prasad**

Registrar

SDUAHER