



Policy on Engagement of Professor of Practice



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1. Introduction

In alignment with the vision and transformative goals of Rajiv Gandhi University Act, 2006, the University seeks to revolutionize higher education by prioritizing skill-based learning to address the evolving needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in HEIs, including Rajiv Gandhi University. 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, including Rajiv Gandhi University, through a new category of position called “Professor of Practice”. This will help to integrate real-world practices and experiences into the classrooms of Rajiv Gandhi University 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 from Rajiv Gandhi University.

2. Objectives of the Policy

- i. To develop courses and curriculum at Rajiv Gandhi University that align with the evolving needs of the industry and society, fostering collaboration with industry experts on joint research projects and consultancy services, thereby creating mutual benefits.
- ii. To facilitate the integration of distinguished experts from various fields, including 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 fabric of Rajiv Gandhi University.
- iii. To enable Rajiv Gandhi University and other higher education institutions to formalize associations with eminent individuals, encouraging their active involvement in experiential learning, research, training, skilling, entrepreneurship, and extension activities, while also fostering their role as mentors.

3. Eligibility

- i. Distinguished experts who have demonstrated outstanding contributions in their respective fields, encompassing Engineering, Science, Technology, Entrepreneurship, Commerce, Social Sciences, Media, Literature, Fine Arts, 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. Individuals with proven expertise in their specific profession or role, with a minimum of 15 years of service/experience, preferably at a senior level, will be eligible for the position of Professor of Practice at Rajiv Gandhi University.
- ii. A formal academic qualification is not deemed essential for this position at Rajiv Gandhi University if individuals possess exemplary professional practice. Such experts will also be exempted from the requirement of publications and other eligibility criteria typically stipulated for the recruitment of faculty members at the Professor level. Nevertheless, they should possess the requisite skills and capabilities to effectively fulfill the duties and responsibilities outlined in the subsequent sections.
- iii. The number of Professors of Practice at Rajiv Gandhi University, at any given time, should not surpass 10% of the sanctioned posts within the university.

4. Duties and Responsibilities

- i. Participate actively in the development and design of courses and curriculum at Rajiv Gandhi University.
- ii. Introduce new courses and deliver lectures in accordance with institutional policies and guidelines.
- iii. Foster student engagement in innovation and entrepreneurship projects, offering essential mentorship and guidance for these initiatives.

- iv. Prioritize and facilitate enhanced collaboration between the industry and academia, fostering mutually beneficial partnerships.
- v. Collaborate with regular faculty members of Rajiv Gandhi University to conduct workshops, seminars, deliver special lectures, and facilitate training programs.
- vi. Undertake joint research projects or consultancy services in collaboration with regular faculty members of the concerned HEI, contributing to the academic and research endeavors of Rajiv Gandhi University.

5. General Conditions

- i. The appointment of Professor of Practice at Rajiv Gandhi University will be on a fixed-term basis.
- ii. The engagement of a Professor of Practice will be independent of the sanctioned posts within the university/college, thereby not impacting the number of sanctioned posts or the recruitment process for regular faculty members.
- iii. The position of Professor of Practice is not available to individuals employed in the teaching profession, whether serving or retired.

6. Categories of Engagement

It is envisioned that a Professor of Practice can be engaged in one of the following categories at Rajiv Gandhi University:

- A. Professor of Practice funded by Industries.
- B. Professor of Practice funded by HEIs from their own resources.
- C. Professor of Practice on an Honorary basis.

7. Procedure for Selecting Professor of Practice

- a) The Vice-Chancellor at Rajiv Gandhi University may extend invitations to nominations from eminent experts for positions as Professor of Practice.
- b) Eminent experts willing to serve may either be nominated by others or self-nominate by submitting their nominations to the Vice-Chancellor, accompanied by a detailed biodata and a brief write-up outlining their potential contributions to the Rajiv Gandhi University.
- c) The nominations received will undergo thorough consideration by a selection committee comprising two senior professors from the HEI and one distinguished external member. Subsequently, based on the recommendations provided by this committee, the Academic Council, the Executive Council, or other relevant statutory bodies of the HEI will make the final decision regarding the engagement of the nominated individuals as Professors of Practice.

8. Tenure

The engagement of a Professor of Practice at Rajiv Gandhi University may initially be for One Semester or up to one year. Upon the completion of the initial engagement or any subsequent extension, the Rajiv Gandhi University will conduct an assessment and decide on further extensions. The Rajiv Gandhi University will formulate its own assessment procedure for extensions based on the contributions and requirements of the experts engaged as Professors of Practice.

The maximum duration of service for a Professor of Practice at Rajiv Gandhi University should not surpass three years and may be extended by one additional year in exceptional cases. Under no circumstances should the total duration of service exceed four years.

ANNEXURE:
UGC Policy Guideline on Engagement of Professor of Practice in HEIs