File Ref.No.IQAC.A1/Professor of Practice/2024

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

(Abstract)

Revised Guidelines for Engaging Professor of Practice at CUSAT-Syndicate Resolution-Communicated-Orders issued

---

Internal Quality Assurance Cell

No.CUSAT/IQAC.A1/2295/2025 Dated,KOCHI-22,04.06.2025

Read:-1. U.O No. CUSAT/AD(D).D2/3896/2024 dated 12/09/2024

2. Notification No. IQAC.A1/Professor of Practice/2024 dated 13/12/2024

3. Minutes on Agenda Item 734.32 of the 734 the meeting of the Syndicate held on 26/04/2025

ORDER

The scheme for engaging Professor of Practice (PoP) was implemented in the University as per the resolution of the Syndicate communicated vide paper read as (1) above. Subsequently applications were invited for engagement under the scheme, vide paper read as (2) above.

In the pursuit of processing the applications/resumes received, the Vice Chancellor has instructed to revise the existing guidelines of Professor of Practice to bring clarity on certain aspects related to the constitution of the selection committee and to the procedure for selection. It has also been directed by the Vice Chancellor to incorporate a clause on ensuring adequate facilities in the departments for accommodating the experts being engaged. The revised guidelines for the engagement of professor of Practice in the University was prepared accordingly and placed before the Syndicate for approval.

The Syndicate, at its meeting held on 26.04.2025, considered along with the recommendations of its Standing Committees on Finance & Purchase and Academic Matters, the revised guidelines for the engagement of " Professor of Practice" in the University.

The Syndicate resolved, vide paper read as (3) above, to approve the modified guidelines for the engagement of 'Professor of Practice' in the University, as provided in Annexure I.

Orders are issued communicating the above resolution of the Syndicate.

Dr. Arun A U *
Registrar

To:

1.The Heads/Directors of all Departments/Schools/Centres
2. Joint Director, Kerala State Audit Department /PDO
3. The Director, CIRM/PR & P
4. Joint Registrar (Academic/Administration/Finance)

5. PS to VC/ PS to PVC/ PA to Registrar/ PA to CE/PA to FO
6. Assistant Registrar (Accounts/Audit/Cash/Finance)
7. Admin D/Accounts 1/Audit B & D/ Cash/Finance/IA&I Sections/CIRM Webmaster
8. Conference Section- to note the follow up action
9. Day file/Stock file/File copy.

* This is a computer generated document. Hence no signature is required.

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

734th MEETING OF THE SYNDICATE

Date 26.04.2025

AGENDA ITEM: 734.32

Revised Guidelines for Engaging Professor of Practice in CUSAT – For consideration – Reg.

The Syndicate considered along with the recommendations of its Standing Committees on Finance & Purchase and Academic Matters, the revised guidelines for the engagement of "Professor of Practice" in the University.

The Syndicate resolved to approve the modified guidelines for the engagement of 'Professor of Practice' in the University, as provided in ***Annexure I.***

(IQAC)

REGISTRAR

Annexure – 1

Revised Guidelines for Engaging Professor of Practice in Cochin University of Science and Technology (CUSAT)

As part of its mission to integrate vocational education with general education and strengthen industry-academia collaboration in Higher Education Institutions (HEIs), the University Grants Commission (UGC) has launched a new initiative to bring industry and professional expertise into academic institutions through a new category of positions called '**Professor of Practice**.' This initiative aims to bridge the gap between theoretical knowledge and practical application by bringing experienced professionals from various industries and fields into academia. By integrating real-world expertise into the classroom, the scheme will not only enhance students' learning experiences but also equip them with industry-relevant skills, thereby improving their employability. Additionally, it will help institutions augment their faculty resources while fostering stronger ties with industry and society.

The scheme was implemented by the Cochin University of Science and Technology as per the resolution of the Syndicate communicated vide U.O No. CUSAT/AD(D).D2/3896/2024 dated 12.09.2024.

The following revised guidelines are issued for the effective implementation of the **Professor of Practice** scheme in Cochin University of Science and Technology.

1. Objectives:

i. To develop courses and curriculum to meet the industry and societal needs and enable CUSAT 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, chartered accountancy (CA), commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession and public administration 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.

2. Eligibility:

i. Distinguished experts who have made remarkable contributions in their professions from various fields such as 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. 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.

ii. 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.

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

3. Duties and Responsibilities:

The Professor of Practice should contribute in one or more of the following areas:

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

ii. Engage in teaching specific subjects as per the curriculum

iii. Deliver lectures in accordance with institutional policies.

iv. Encourage students in innovation and entrepreneurship projects & provide necessary mentorship and guidance for these activities.

v. Focus on strengthening industry-academia collaborations.

vi. Facilitate practical learning experiences by bringing in industry insights into the academia.

vii. Conduct workshops, seminars, special lectures and training programs in collaboration with regular faculty member of the University.

viii. Carryout joint research projects in collaboration with the regular faculty members.

ix. Engage in consultancy services in collaboration with regular faculty members to solve real-world industry problems.

4. General Conditions:

i. The engagement of Professor of Practice shall be exclusive of the sanctioned posts of the University. It will not impact the number of sanctioned posts or the recruitment of regular faculty members.

ii. Professor of Practice is not open for those in teaching profession- serving or retired.

iii. The engagement can be Full Time /Part Time, as mutually agreed between the institution and the expert.

5. Categories of Engagement:

It is envisioned that Professor of Practice can be engaged in one of the following categories:

A. Professor of Practice funded by Industries
B. Professor of Practice funded by CUSAT from its own resources
C. Professor of Practice on Honorary basis

A. <u>Professor of Practice sponsored by Industries:</u>

Today's industry looks for graduates with specific skill sets. But the higher education system often produces graduates who fall short of the required competencies. As a result, many industries now hire graduates and provide additional training before employing them. Involving experts from industry in teaching will benefit both the industry and the higher educational institutions. For engaging industry experts and professionals under this category, CUSAT may collaborate with industries to support the Professor of Practice positions.

Industries shall commit to sponsoring the candidate for the agreed period. No financial commitment from the University or the Department is envisaged.

B. <u>Professor of Practice funded by CUSAT from its own resources:</u>

As per the new policy initiatives, graduate programmes are revised with a holistic and multidisciplinary approach. CUSAT may identify critical gap areas across various fields and engage experts working in leadership positions to bridge these gaps. Under this category, the remuneration for the Professor of Practice will be provided by CUSAT from its own resources. The engagement may be full time or part time and the remuneration shall be a consolidated amount, mutually agreed upon between the institution and the expert.

C. <u>Professor of Practice on an Honorary basis</u>:

Experts who meet the eligibility criteria for the position of **Professor of Practice** and wish to voluntarily share their expertise with students may be engaged on an **honorary basis**. Their contributions will be utilized for the benefit of students through teaching, mentorship, and other academic activities.

This engagement is entirely voluntary, and no financial commitment from the University or Department is envisaged.

6. Procedure for Selecting Professor of Practice

The selection process for appointing a Professor of Practice shall be coordinated by the Internal Quality Assurance Cell (IQAC) and shall follow the procedure outlined below:

i. Applications shall be invited from qualified experts through a notification published

on the CUSAT website.

ii. Interested applicants shall submit their detailed resume to **IQAC**.

iii. The **Heads of Departments (HoDs)** and **faculty members** of the University may also nominate experts by forwarding their resumes to **IQAC**.

iv. When the Head of a Department or a faculty member submits the resume of an expert, it shall be accompanied by the recommendation of the DC and an assurance from the Head of the Department that adequate space for the functioning of the PoP shall be provided within the department.

v. Applications received directly by the IQAC will be forwarded to the relevant department(s). The department must review the application and submit it back to the IQAC along with the recommendation of the Department Council, as well as an assurance from the Head of the Department that adequate space for the functioning of the PoP shall be provided within the department.

vi. In the case of a Professor of Practice sponsored by industry, the application must be accompanied by a letter from the concerned industry confirming its willingness to sponsor the expert.

vii. The **IQAC** shall **collate, categorize,** and **shortlist** eligible applications based on faculty-wise requirements.

viii. A **Selection Committee**, constituted by the Vice-Chancellor, shall evaluate and select the **Professors of Practice** from the shortlisted candidates. The committee shall comprise the following members:

1. **Vice-Chancellor** – *Chairperson*
2. **Head of the Department** (concerned)
3. **One Member from the Syndicate** (nominated by the Vice-Chancellor)
4. **Dean of the Faculty concerned**
5. **External experts** (nominated by the Vice-Chancellor)
6. **Internal expert, if required** (nominated by the Vice-Chancellor)
7. **One Representative from the Sponsoring Industry** (In the case of Category A**:** Professor of Practice sponsored by Industries**)**
8. **Director, IQAC** – *Convenor*

ix. Adequate facilities shall be provided in the respective **Departments** to accommodate such distinguished experts and facilitate their academic contributions.

x. The appointment of a Professor of Practice shall be subject to approval by the Syndicate.

7. Tenure

The initial engagement of a Professor of Practice may be for a period of up to one year. On request from the concerned Head of the Department, the Vice Chancellor may extend the tenure of the Professor of Practice. However, the **total tenure of a Professor of Practice in the University shall not exceed three years.**

*****