

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

(Abstract)

UGC - Guidelines for Engaging Professor of Practice in CUSAT- Syndicate Resolution - Communicated - Orders issued

Administration D

No.CUSAT/AD(D).D2/3896/2024

Dated,KOCHI-22,12.09.2024

Read:-1) Short Minutes on Agenda Item No. 726.26 of the meeting of the Syndicate held on 20.07.2024.

ORDER

The Syndicate, at its meeting held on 20.07.2024, considered along with the recommendations of the Standing Committees of the Syndicate on Staff and Establishment, Finance & Purchase & Academic Matters, the Guidelines for engaging Professor of Practice in the University and fixing the remuneration for Professor of Practice as well as duties and responsibilities of the incumbents.

The Syndicate resolved, vide paper read as (1) above, to approve the Guidelines for engaging Professor of Practice in the University (Appendix I).

The Guidelines for engaging Professor of Practice in the University is appended herewith.

Orders are issued communicating the above resolution of the Syndicate.

Dr. Arun A U *
Registrar

To:

The Heads/Directors of all Department/Schools/Centres
Joint Director, Kerala State Audit Department/Finance Officer
The Director, Centre for Information Resource Management/ PR & P
Joint Registrar(Academic/Exams)/ Deputy Registrar (Finance)
PS to Vice Chancellor/PS to Pro-Vice - Chancellor/PA to Registrar/PA to Controller of Examinations
Audit A,B & D/Accounts I & II/Finance/Cash/Pay Roll A & B/IA&I Sections / Statistical Officer
Conference Section - to note the follow up action
Day File/Stock File/File copy.

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

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

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.

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:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures as per institutional policies.
- iii. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- iv. To focus on enhanced industry-academia collaborations.
- v. Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- vi. Carryout joint research project or consultancy services in collaboration with the regular faculty members.

4. General Conditions:

- i. The engagement of Professor of Practice will be for a fixed term.
- ii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of a University. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- iii. Professor of Practice is not open for those in teaching profession- serving or retired.

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. Professor of Practice funded by Industries:

Today's industry looks for graduates with specific skill sets. But the higher education system is churning out graduates who fall short of the required skills. As a result, many industries now hire graduates and provide adequate 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 in this category, CUSAT may collaborate with the industries to support the Professor of Practice positions.

B. Professor of Practice funded by CUSAT from their own resources:

As per the new policy initiatives, graduate programmes are revised with the holistic and multidisciplinary approach. CUSAT may assess the required gap areas in different fields and engage experts working in leadership positions in various fields. In this category, the remuneration for the Professor of Practice is made by CUSAT from its own resources as indicated below:

Remuneration:

Part-time/Full-time engagement: Consolidated amount, mutually agreed between the institution and expert.

C. Professor of Practice on an Honorary basis:

Experts fulfilling the eligibility criteria for the Professor of Practice may like to share their expertise with students and come forward to teach on an honorary basis. Such experts may be engaged on an honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

CUSAT may decide on the amount of honorarium to be paid to the Professor of Practice in this category from its own resources.

6. Procedure for Selecting Professor of Practice

The process of selecting Professor of Practice shall be coordinated by the IQAC.

- i. Applications shall be invited from qualified experts through a notification published in the CUSAT website.
- ii. The interested applicants shall send their detailed resume to IQAC.
- iii. The Head of the Departments/ Faculty members of the University can also nominate experts by sending their resume to IQAC.
- iv. The IQAC shall collate and categorize /shortlist the eligible applications faculty-wise.
- v. A selection committee constituted by the Vice-Chancellor, comprising of two Professors and one external expert, shall select the Professor(s) of Practice from among the shortlisted candidates.
- vi. The appointment of a Professor of Practice is subject to approval by the Syndicate based on recommendations of the selection committee.

7. Tenure

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