



## Appointment of Professor of Practice

The National Education Policy (NEP) 2020 aims to transform Higher Education. It invites a strong focus on skill-based education to effectively meet the changing needs of the Industry and fast-developing economy.

Further, NEP advocates seamless integration of vocational education with general education to strengthen industry-academia linkages and collaboration in Higher Education Institutions. For meaningful skilling of youth and student population “Teachers are required to think like employers and employers are to think like learners” And towards this, whereas 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”,

And whereas, this is expected to bring real-world practices and experiences into the classroom and also augment the faculty resources in Higher Education Institutions and in turn, thus, the industry and society are expected to immensely benefit from trained graduates equipped with the required relevant skills,

And whereas, to be more illustrative UGC expects distinguished experts from various fields such as engineering, science, technology, entrepreneurship, management, chartered accountancy commerce, banking, insurance, social sciences, media, film, fine arts, civil services, armed forces, legal profession, judiciary, hospitality, tourism, sports, public administration and other related fields into the academic institutions,

And whereas, further UGC inspires to enable Higher Education Institutions to formally associate with persons of eminence from the field as stated above and encourage them to participate in experiential learning, research, training, skilling, up-skilling, developing entrepreneurship and extension and to play a vital mentoring role,

AND

Therefore, I, Dr. Hemlata K. Bagla, Vice-Chancellor, HSNC University, Mumbai in the exercise of the powers conferred upon me under subsection (8) of section 12 of the Maharashtra Universities Act, 2016 as amended on 6<sup>th</sup> September 2018 issue the following directives on eligibility, duties and responsibilities, category of engagement, remuneration/ honorarium as applicable, the procedure for selection and tenure of Professor of Practice, following the guidelines set out by UGC for engaging Professor of Practice in the University.



1. These directives shall be applicable to the Schools, Departments Centres and Constituent Colleges of HSNC University, Mumbai.
2. These directives shall come into force immediately from the date of circulation and remain in force till six months or till statute in this regard come into force, whichever is earlier.
3. Definitions:
  - a) Constituent College: “Constituent College” means a college which is a college conducted, maintained and managed by HSNC University, Mumbai.
  - b) Director: “Director” means a Head of an Institution including Centre or a School established and maintained by HSNC University, Mumbai.
  - c) Head of the Department: Head of the Department means “Head of the University Department” established and maintained by HSNC University, Mumbai, “Head of the Department” of the Constituent College of HSNC University, Mumbai.
  - d) Head of the Research Centre: “Head of the Research Centre” means Head of the Research Centre, a formally structured unit within the University School/ Department/Centre/Colleges of HSNC University, Mumbai.
  - e) Professor of Practice: A “Professor of Practice” means a distinguished person who has made remarkable contribution in his/her profession from any of the field as listed in the eligibility criteria specified in guidelines issued for appointment of Professor of Practice by UGC and has the ability to take real world practices and experiences into the class rooms.
  - f) Research Centre: “Research Centre” means a research centre that is a formally structured unit within the University, Departments, Centre, and Constituent Colleges of HSNC University, Mumbai.

Other terms used in the statute shall have the same meaning as assigned to them in the Notification dated 30<sup>th</sup> October 2019 of HSNC University, Mumbai and Maharashtra Public University Act, 2016 and amended on 6<sup>th</sup> September 2018 unless the c requires otherwise context.

4. Eligibility:
  - i. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science, technology, entrepreneurship, management, commerce, economics, finance, banking, insurance, social sciences, media, film, literature, fine arts, construction, architecture, civil services, armed forces, legal profession, community development, panchayati raj, rural development, urban development, inclusive 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 and have proven expertise in their specific profession with at least 15 years of service/experience preferably at senior level, will be eligible for Professor of Practice.

ii. A formal academic qualification will not be 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 next section.

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

## 5. Duties and Responsibilities:

Professor of Practice shall:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures and participate actively in experiential learning exercises.
- iii. Encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- iv. Focus on enhanced industry-academia collaborations.
- v. Conduct jointly along with regular faculty, workshops, seminars, deliver special lectures and conduct training programmes.
- vi. Carry out joint research project or consultancy services in collaboration with the regular faculty.

## 6. Categories of Engagement:

Professor of Practice shall be appointed in one of the following categories:

A. Professor of Practice funded by Industries – For engaging industry experts and professionals in this category, the university shall collaborate with the industries to support the positions of Professor of Practice.

B. Professor of Practice funded from the resources of the university – The university shall assess the gaps in different areas and engage experts. In this category, the university shall pay their remuneration from their resources. Remuneration for part time / full time engagement shall be on the basis of consolidated amount mutually agreed between the university and expert.



# HSNC University, Mumbai

C Professor of Practice on Honorary basis – Shall be appointed from experts fulfilling the eligibility criteria for appointment to share their expertise with the students and teach on honorary basis. The amount of honorarium as decided shall be paid from the resources of the university.

7. Procedure for selection of Professor of Practice:

- a) The Vice-Chancellor/Directors may invite nominations from eminent experts for the position(s) of Professor of Practice.
- b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor/Director/Head of the Department with a detailed biodata and a brief write-up about their potential contribution to the university.
- c) All such nominations will be considered by a selection committee to be constituted by the Vice-Chancellor. The recommendations of the committee and nature of engagement shall be decided by appropriate authorities.

8. 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/School/College/Department. 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.

9. Tenure

- Appointment of Professor of Practice shall be initially up to one year.
- The university shall make an assessment, devising its own assessment procedures, for extension based on contribution and further requirement.
- The duration of service of Professor of Practice at a given time shall not exceed three years but will be extendable by one year in exceptional cases.
- The total duration of service shall not exceed for four years under any circumstances.

Place : **Mumbai**  
Date : **26<sup>th</sup> June 2023**  
CC:

(Sd/-)  
**Prof Hemlata K. Bagla**  
**Vice-Chancellor,**

1. Office of the Provost, HSNC University, Mumbai
2. Office of the Registrar, HSNC University, Mumbai
3. Office of the Deans, HSNC University, Mumbai
4. Office of the Chairperson of the Board of Studies, HSNC University, Mumbai
5. Members of the Board of Studies, HSNC University, Mumbai
6. Office of the Principals of Constituent Colleges and University Schools
7. Office of the Finance and Accounts Officer, HSNC University, Mumbai
8. Office of the Director, Board of Examinations and Evaluation, HSNC University, Mumbai