



Re-Accredited 'B++' 2.86 CGPA by NAAC

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**વીર નર્મદ દક્ષિણ ગુજરાત યુનિવર્સિટી**

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- વાંચણે લીધું : (૧) એકેડેમિક કાઉન્સિલ તા.૧૪/૧૨/૨૦૨૨ ની સભાનો ઠરાવ ક્રમાંક ૪૭ અને સિન્ડિકેટ સભા તા.૧૮/૦૧/૨૦૨૩ ની સભાનો ઠરાવ ક્રમાંક ૧૨૯.
- (૨) પરિપત્ર ક્રમાંક:જન/એસ્ટા/ટી/૨૨૮૩/૨૦૨૩, તા.૨૪/૦૧/૨૦૨૩.
- (૩) એકેડેમિક કાઉન્સિલ તા.૩૦/૦૧/૨૦૨૩ ની સભાનો ઠરાવ ક્રમાંક ૪૭.

### : પરિપત્ર :

યુનિવર્સિટીના તમામ અનુસ્નાતક વિભાગોના વડાશ્રીઓ, યુનિવર્સિટી અનુસ્નાતક વિભાગમાં ચાલતા સ્વનિર્ભર અભ્યાસક્રમ/પ્રોગ્રામના કો-ઓર્ડિનેટરશ્રીઓ/વડાશ્રીઓ તેમજ યુનિવર્સિટી સંલગ્ન કોલેજોનાં આચાર્યશ્રીઓને આથી જણાવવાનું કે, યુ.જી.સી.ની ગાઈડલાઈન અનુસાર પ્રોફેસર ઓફ પ્રેક્ટીસની યોજનાનો યુનિવર્સિટી તથા યુનિવર્સિટી સંલગ્ન કોલેજો ખાતે અમલ કરવા ઉપરોક્ત સંદર્ભ પરિપત્રમાં દર્શાવેલ SOP નો સિન્ડિકેટની તા.૧૮/૦૧/૨૦૨૩ ની સભાના ઠરાવ ક્રમાંક: ૧૨૯ અન્વયે યથાવત સ્વીકાર કરવામાં આવેલ SOP માં એકેડેમિક કાઉન્સિલ તા.૩૦/૦૧/૨૦૨૩ ના ઠરાવ ક્રમાંક ૪૭ અન્વયે સુધારા સાથે સિન્ડિકેટને કરેલ ભલામણ સિન્ડિકેટ વતી મા.કુલપતિશ્રી દ્વારા મંજૂર કરી સેનેટને કરેલ ભલામણ સેનેટ (વાર્ષિક સભા) ની તા.૨૯/૦૩/૨૦૨૩ ના ઠરાવ ક્રમાંક ૧૭ થી પ્રોફેસર ઓફ પ્રેક્ટીસની SOP ને ઓર્ડિનન્સ-૧૮૯ અન્વયે મંજૂર કરેલ આ સાથે સામેલ Professor of Practice in Universities and Colleges ની SOP નો અમલ કરવા આથી જણાવવામાં આવે છે.

બિડાણ: ઉપર મુજબ

ક્રમાંક : જન-જોડાણ/PoP/૯૦૦૧/૨૦૨૩

તા.: ૧૫/૦૪/૨૦૨૩

કુલસચિવ

નકલ સવિનય રવાના પ્રતિ,

- (૧) યુનિવર્સિટીના તમામ અનુસ્નાતક વિભાગોના વડાશ્રીઓ તરફ...
- (૨) યુનિવર્સિટીના અનુસ્નાતક વિભાગો ખાતે ચાલતા તમામ સ્વનિર્ભર અભ્યાસક્રમો/પ્રોગ્રામના કો-ઓર્ડિનેટરશ્રીઓ/વડાશ્રીઓ તરફ...
- (૩) યુનિવર્સિટી સંલગ્ન તમામ કોલેજોનાં આચાર્યશ્રીઓ તરફ...
- .....ઉપરોક્ત પરિપત્રની જાણ તથા અમલ કરવા સારું.....



**SOP For Engaging Professor of Practice in Universities and Colleges.**

**Reference:** UGC guideline dated:30/09/2022 wide D.O.F.No.9-112010 (PS/Misc)PT-I

**AIM:** In the context of holistic and multidisciplinary education, as recommended in the NEP 2020, it is important for the Higher Education institutions (HEIs) to address the capacity constraints, especially with reference to integration of general education with vocational education. Realizing that the HEIs need people with skills and expertise acquired in non-academic careers, in teaching and research.

**Objective:**

- (i) To develop courses and curriculum to meet the industry and societal needs and enable the HEIs 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.

**Eligibility:**

- (A) 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 can be appointed as Assistant Professor/Associate Professor/ Professor. 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.
- (B) A formal academic qualification for the post of Assistant Professor/Associate Professor/Professor 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.
- (C) The number of Professors of Practice in a HEI, at any point in time, should not exceed 10% of the total sanctioned posts of all departments in the University/Colleges. The appointed Professor of Practice will carry out theory/practical load as per the prescribed weekly load for the post/position (Assistant Professor/Associate Professor/Professor) on which appointed.

**Duties and Responsibilities:**

- (i) Involve in the development and designing of courses and curriculum.
- (ii) Introduce new courses.
- (iii) Deliver lectures and involve in practical/project work as per given work-load as per the institutional policies.
- (iv) To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- (v) To focus on enhanced industry-academia collaborations.
- (vi) Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.



- (vii) Carry out joint research project or consultancy services in collaboration with the regular faculty member of the concerned University Department/College.
- (viii) The appointed "Professor of Practice" will be considered as part of required faculty members for on calculating and consideration of work-load.

**General Conditions:**

- (i) The engagement of Professor of Practice will be for a fixed term of three years. It can be extended maximum for another three years.
- (ii) Professor of Practice can be appointed within the maximum workload limit of 10% of the total workload of all departments (including self-finance) of the University. In self-finance and all other colleges affiliated to the University, the appointment of 'Professor of Practice' may be made for a maximum of 10% of the total workload of that institution. All such appointment shall be made as per SOP of Professor of Practice. Total numbers of positions of "Professor-of-Practice" appointments will not limit to any fix number but it will be within the limit of 10% of total work-load of total sanctioned positions (filled and vacant positions) including granted and self-finance positions of the university/colleges.
- (iii) Professor of Practice post can be filled from any of the category of 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 tribal and public administration among others but excluding those who are in teaching profession- serving or retired.

**Procedure for Selection of "Professor of Practice":**

- i) In case of University, The Vice-Chancellors (with or without recommendation received from concerned Departments) may invite nominations from eminent experts for Professor of Practice positions. In case of Colleges, The Principal/In-Charge Principal may invite nominations from eminent experts for Professor of Practice positions. The nomination can be for the post of "Professor of Practice" with specific work position as Assistant Professor/Associate Professor/Professor.
- ii) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor (In case of University)/Principal or In-charge Principal (In case of colleges) with a detailed bio-data and a brief write-up about their potential contribution to the HEI.
- iii) Such nominations will be considered by a selection committee. The selection committee will be formed as per following norms:
  - a) **For University :** (a) Vice Chancellor or Representative of Vice Chancellor (b) Department Head of the concerned Department (b) Dean of the respective faculty (c) Two subject experts nominated by the Vice Chancellor. (d) One eminent external member (non-academics) nominated by Vice-Chancellor. (Minimum Quorum for selection committee must be consist of four members out of which Vice-Chancellor/ Vice-Chancellor's representative must be available.)
  - For Colleges:** (a) Chairman of the Trust or Representative of the Chairman of the Trust. (b)Principal/ In-charge Principal of the college (c) Department head of the concerned department of the college/senior most faculty member of the concerned department. (d) One representative of Vice-Chancellor (e) One subject expert from industry; nominated by the Vice-Chancellor of the university (f) One subject expert from academics/industry nominated by the Trust/Principal of the concerned college. (Minimum Quorum for selection committee must be consist of four members out of which Vice-Chancellor's representative must be available.)
- b) Based on the recommendations of the selection committee, the Academic Council and the Syndicate of the university will approve the engagement.



**Appointment Tenure:**

The initial tenure of appointment will be for one year; which can be extended up to three Years of period. On completion of three years tenure, maximum one year of extension can be given based on the exceptionally good performance. The performance of the appointed "Professor on Practice" can be assessed and evaluated by the Department Head (In case of University)/Principal (In case of Colleges). The mechanism of assessment/evaluation can be setup by the concerned Department/College at their level. The concerned Department Head (In case of University) or Principal/In-charge Principal (In case of Colleges) can recommend for extension of service for another one year. On receiving the recommendation, the Vice-Chancellor may approve/disapprove the extension request for another one year. The extension can be given only once for maximum one year on completion of three years of tenure.

**Scale/Remuneration:**

The scale/remuneration shall be fixed at the institute level depending upon the position on which the appointment is made. The appointed "Professor of Practice" will not be eligible to get any other service benefits/EPF/gratuity/perks except the fixed remuneration/scale fixed by the appointing institute authority. The "Professor of Practice" is not necessarily a full time position. The "Professor of Practice" can be appointed on lien for the period of one year (11 months); renewable for maximum of three years of period. The recommended scale will be (Basic+DA) for the concerned position on which appointment is made; however, it will be fixed by the mutual consent of appointing authority and the appointed person on post of "Professor of Practice". If the appointed "Professor of Practice" choose to work simultaneously along with his/her current assignments, the concerned institute (University or college) can fix the scale on mutual agreement basis. The remuneration of the appointed "Professor-of-Practice" will be decided based on their expertise and mutual agreement among the appointed "Professor-of-Practice" and the Head of the Institute ( Vice-Chancellor in case of University and Principal/In-charge Principal in case of college) considering categories of engagements and tenure as described in the SOP for Professor-of-Practice." In respect of the appointment of all 'Professors of Practice' at the University and affiliated colleges, the amount/allowance to be paid to them cannot be made from the salary grant received from the State Government.

**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. : The remuneration/salary/scale can be sponsored/ paid funding Industry. Any industry/ corporate can sponsor the position and pay from their own funds/CSR funds.
- B) Professor of Practice funded by University/Colleges from their own resources: The university/Colleges can fix the scale/salary/remuneration from their own funds.
- C) Professor of Practice on Honorary basis: The appointed Professor of Practice sponsored or nominated by industry/corporate/prominent organization can work on honorary basis who can be sponsored/funded by the sponsoring authority. 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, HEIs/Colleges may collaborate with the industries to support the Professor of Practice positions.