

"There is no salvation without wisdom"

"ऋते ज्ञानात् न मुक्ति"



Hemchand Yadav Vishwavidyalaya, Durg

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REGULATION NO 55

Regulation for Engaging

Professor of Practice (2025)

(Under NEP 2020 Framework)



"ज्ञान, अनुसंधान और समावेशी विकास
की ओर अग्रसर"

HEMCHAND YADAV UNIVERSITY, DURG (C.G.)

REGULATION No 55

On the Engagement of Professors of Practice

[Based on UGC Letter F.No 9-21 Dt 23.08.2022 regarding Guidelines for Engaging Professor of Practice in Universities and Colleges and AICTE Guidelines for Industry Academia mobility]

(Effective from Academic Year 2025)

1. Preamble

The **National Education Policy (NEP) 2020** urges strengthening industry-academic cooperation in HEIs and integrating vocational education with general education and enhancing industry-academia collaboration within Higher Education Institutions (HEIs). In the dynamic landscape of higher education, the pursuit of excellence remains a steadfast goal for academic institutions worldwide. To achieve this, Institutions / universities are continuously exploring innovative strategies to bridge the gap between theory and practice, preparing students to thrive in real world scenarios. One such strategy gaining prominence is the integration of Professors of Practice into the academic fabric as the change makers.

A Professor of Practice is a faculty member who brings extensive professional experience and expertise to the academic setting. Unlike traditional tenure-track faculty, whose primary focus is often research and theoretical instruction, Professors of Practice are typically distinguished professionals who have made substantial contributions to their fields outside of academia. They are appointed based on their practical achievements and their ability to provide students with real-world insights and skills.

The aim of this position is to promote excellence in teaching, research, development Institution-Industry networks and to facilitate interactions. These professionals bring rich real-world experience that bridges the gap between theoretical knowledge and practical application, ensuring students gain exposure to current industry trends, technologies, and challenges. Their involvement enhances employability by aligning curricula with workforce needs and offering mentorship, internships, and innovation-driven learning opportunities. Professors of Practice enrich the academic environment with applied insights, promote industry-academia mobility, and foster inclusivity and gender diversity under initiatives such as BHARATI— thereby transforming higher education into a more dynamic, skill oriented, and outcome-based ecosystem. The university may hire eminent experts from a range of fields, including engineering, science, technology, entrepreneurship, management,

chartered accountancy (CA), commerce, social sciences, media, literature, fine arts, civil services, armed forces, law, public administration, and more. Graduates who have been trained under these professors of practice will benefit society and the industry.

Hemchand Yadav University, Durg (HYU) strives to enrich its academic environment by engaging distinguished experts and leaders from various fields as **Professors of Practice**. These are eminent professionals – from industry, science and technology, public administration, arts, literature, social sciences, armed forces, etc. – who have demonstrated excellence with substantial (typically 15+ years) experience at senior levels .

In alignment with the vision of the **National Education Policy (NEP) 2020** to strengthen the bridge between academia and industry, **Hemchand Yadav University, Durg** introduces the position of **Professor of Practice**, in accordance with the guidelines and directions issued by the **UGC** and **AICTE**. This initiative enables the integration of real-world expertise into teaching and research, fostering skill development, entrepreneurship, and experiential learning. The University strives to have work force which reflects gender balance and encourages women candidates to be employed. Encouraging women employees to work as Professors of Practice is a positive step towards promoting diversity and inclusivity in academia.

2. Objectives

- Incorporate industry and professional expertise into the academic ecosystem and hence bridging Theory and Practice.
- **Enhancing Employability:** The job market increasingly values practical skills and experience. By learning directly from seasoned professionals, students gain exposure to current industry practices, trends, and challenges. This practical orientation enhances their employability and gives them a competitive edge in the job market.
- **Industry Connections and Networking:** Industry connections can lead to internship opportunities, mentorship, and job placements. Furthermore, industry-linked faculty can facilitate partnerships between academia and industry, fostering collaborative research and development projects.
- Design and update curricula aligned with industry and societal needs. This ensures that educational programs remain relevant and up-to-date, providing students with the skills and knowledge required in contemporary workplaces.
- Promote experiential learning, skill-building, and innovation.
- Strengthen industry-academia collaboration through teaching, research, and consultancy.
- **Real-World Problem Solving:** By engaging students in real world problem-solving activities, PoP help develop critical thinking, teamwork, and practical skills that are essential for professional success.

3. Sope and Definition

Professors of Practice under this policy are contractual faculty appointments drawn from distinguished professionals outside the traditional academic pool. They are appointed for a fixed term to share their real-world expertise in teaching, mentoring, research, and curriculum development. As per UGC guidelines, such appointments do not require a formal academic qualification like a Ph.D., provided the individual has *exemplary professional experience* and achievements in lieu. Professors of Practice **will not occupy sanctioned teaching posts**; their engagement is over-and-above regular faculty strength and is purely on contract (non-tenure) basis. The number of Professors of Practice in the University at any time shall adhere to UGC and AICTE norms.

The inclusion of Professors of Practice can drive curriculum innovation. They can introduce new courses and modules that reflect the latest industry developments and technologies. This ensures that educational programs remain relevant and up-to-date, providing students with the skills and knowledge required in contemporary workplaces.

On the similar lines of Professor of Practice, University may avail the services of Industry experts having 5 years & 8 years' experience in emerging / multidisciplinary area as Assistant Professor of Practice & Associate Professor of Practice respectively for teaching emerging /multidisciplinary area courses within the maximum permissible limit of 20%.

The University may engage such experts, either on a full-time or part-time basis, from its own resources or through government financial assistance, to address specific academic or research requirements. All appointments of Professors of Practice shall be made in accordance with these regulations and with the approval of the competent authority of the University.

4.0 Eligibility Criteria

- a) **Professional Background:** Eminent professionals from disciplines such as engineering, science, technology, management, law, media, arts, civil services, renewable energy, Public Policy, Strategic Management, National Security and Leadership AI/ML/Block Chain/Cyber Security/Data Science etc.
- b) **Experience:** Minimum 15 years of experience at a senior level in the relevant profession.
- c) **Academic Qualification:** A Ph.D. is desirable for guiding researchers but not mandatory for teaching. However, the lack of a Ph.D. must be offset by the demonstrated domain knowledge obtained from deep experience in the field.
- d) Candidates should preferably have an outstanding track record of driving innovations in teaching, guiding technical projects of students and coordinating industry projects. They should have excellent leadership and

- communication skills, passion to teach and motivate students and enthusiasm to collaborate with faculty members across the Institute.
- e) Distinguished Professionals having proven expertise and who have made remarkable contribution in the proposed fields with at least 15 years of service/experience.
 - f) **Exemptions:** Not required to fulfill UGC /AICTE academic publication or eligibility criteria for regular faculty.
 - g) **Cap:** Maximum percentage of faculty members engaged as PoP within the required faculty strength (cadre ratio) is 20 per cent wherein 5 per cent is exclusively reserved for women PoPs/associate/assistant PoP.
 - h) The Professor of Practice will be counted in the Student to Faculty ratio
 - i) The University may, as per AICTE guidelines, and on the recommendation of a duly constituted committee by the Vice-Chancellor, consider appointing exceptionally distinguished professionals— who may not fully satisfy the prescribed experience criteria— as Associate Professors of Practice or Assistant Professors of Practice, in recognition of their outstanding expertise and contributions in their respective fields, particularly in cases where suitable candidates for Professor of Practice positions are not available.

5.0 Qualifications for Professors of Practice

- I. **Assistant Professors of Practice:** Requires a master's degree with five years of experience in a large conglomerate (conglomerate* - Persons from the fields as defined) or a graduate with seven years of relevant experience in large conglomerate or Ph.D / Masters / Graduate with minimum three (3) patents and three (3) year of experience in the start-up. Ph.D is desirable for guiding researchers at Ph.D level but not mandatory for teaching
- II. **Associate Professors of Practice:** Requires a PhD with five years of experience in a large conglomerate, a master's degree with 10 years of relevant experience in a large conglomerate, or a graduate with 12 years of experience in large conglomerate or Ph.D / Masters / Graduate with minimum five (5) patents and three (3) year of experience in the start-up. Ph.D is desirable for guiding researchers at Ph.D level but not mandatory for teaching.
- III. **Professors of Practice:** Requires a PhD with 10 years of experience, a master's degree with 15 years of relevant experience, or a graduate with 17 years of experience in large conglomerate (conglomerate* - Persons from the fields as defined) or Ph.D / Masters / Graduate with minimum five (5) patents and 5 years of experience in the start-up. Ph.D is desirable for guiding researchers at Ph.D level but not mandatory for teaching.

6. Duties and Responsibilities

- a) Design, development and offering of new practice-oriented courses;
- b) Developing new experiments in cutting edge areas and making use of technology including simulations.

- c) Advise /Guide students in their projects linking them with appropriate external stakeholders;
- d) Promoting critical thinking with open end solutions and not rote learning.
- e) Engage in department building activities including creation of new programmes and Centres of excellence / Technological parks / Incubation Centres and enhancement of scope and activities of the department;
- f) Develop Continuing Education Programmes, undertake outreach activities and conduct extension programmes;
- g) Encourage students in innovation and entrepreneurship projects, Product development and provide necessary mentorship for these activities; and contribute to enhanced industry academia collaborations.
- h) Involving in Workshop Practice
- i) Thesis / Project mentoring the students
- j) IP creation, filing and protection
- k) Participating in Technology Transfer Office and Technology Licensing Office.
- l) Industry Institute interaction, placement activities, sabbaticals and internships, MoU's, Inter Institute collaboration.

7.0 The organization/ Industries / Bodies from where, professors of practice may be engaged :

1. Teaching and research Organizations of State/ Central government Institutions/Universities
2. Central and State Public Sector Undertakings (PSUs)
3. National and International Industry associations like FICCI, CII,
4. Reputed Industries & NGO's
5. International Organizations like UNO, World Bank etc
6. Civil servants (IAS/ IPS/ Officials from Central and Provincial Services), and Professionals and
7. Officials from professional Councils
8. NRIs working with reputed overseas academic, research and industrial Organizations or having a demonstrated interest in Indian issues.
9. Armed Forces personnel.
10. Person of eminence in the chosen domain not covered above.

8.0 Tenure: The engagement may be assessed after one year by the Institute. At the end of the initial engagement or subsequent extension, the University will make an assessment and take the decision about extension. The Vice Chancellor will constitute a committee for extension based on the contribution and requirement of the experts engaged as Professors of Practice.

8.1 Procedure for Extension of Tenure

- I. **Performance** **Review:**
Before the completion of the initial tenure (usually one year), the University shall conduct a performance assessment of the Professor of Practice through a Review Committee constituted by the Vice-Chancellor, comprising of two external experts from relevant academic, research, or industry domains and Head of department /Dean. The Committee shall evaluate the performance based on teaching effectiveness, contribution to research and innovation, mentorship, and efforts toward strengthening industry–academia collaboration before recommending extension of tenure.
- II. The review for extension shall be conducted based on the assessment and recommendations of two eminent experts from reputed large conglomerates or equivalent industry organizations or relevant field , evaluating the candidate’s professional contribution, impact, and continued relevance to the University’s academic and research objectives.
- III. **Recommendation of Review Committee:**
Based on satisfactory performance, the Committee submits a recommendation for extension, generally up to three years in total or until the incumbent attains the maximum age limit (typically 70 years). The maximum duration of service in the university is three years, extendable by one year in exceptional cases, with a total service limit of four years.
- IV. **Approval by Competent Authority:**
The recommendation is placed before the Academic Council and Executive Council of the University for formal approval.

9.0 Categories of Engagement

- **Industry-Funded Professors of Practice:** Industry experts involved in teaching will benefit both the industry and the university. University may collaborate with industries to support these positions.
- **University-Funded Professors of Practice:** Hemchand Yadav University, Durg may engage experts in leadership positions across various fields, funded from its own resources. Remuneration will be mutually agreed upon between the university and the expert, depending on whether the engagement is part-time or full-time.

9.1 Full-Time Engagement

- 9.1.1 A full-time Professor of Practice is expected to be **fully engaged in the University’s academic activities on a daily basis** (akin to a full-time faculty member) for the duration of the contract. Such an individual will typically be on campus regularly, participating

in teaching, research, mentoring, and institutional development activities as outlined in their terms of reference. The full-time engagement is usually for a **fixed term (e.g., one year)** which may be extendable up to a total of three years (with a possible one-year extension) subject to satisfactory performance and as per UGC guidelines. Full-time Professors of Practice **are bound by the working hours and academic schedule** of the University and are expected to contribute substantially to curriculum design, student mentoring, research collaborations, and other academic duties assigned.

- 9.1.2 **Remuneration for Full-Time:** For full-time engagements, the University shall follow the government's **"pay minus pension"** principle where applicable. This means that if the expert is a **retired person drawing a pension** (e.g., a retired government official, public sector executive or academic), their **consolidated salary** from the University will be fixed as **last drawn pay minus the pension amount** they receive. The "pay minus pension" rule ensures that the sum of the pension and the contract pay does not exceed the last pay drawn in the previous post. The exact salary will be determined based on the individual's last held position and salary, in accordance with relevant government norms, and finalized by mutual agreement between the expert and the University. If the selected full-time expert is **not a pensioner**, the University will offer a **consolidated monthly remuneration** commensurate with the expert's qualifications and experience, subject to approval by the competent authority (typically pegged to an appropriate academic pay level or as mutually agreed. Full-time Professors of Practice will **not be entitled to separate pension or provident fund benefits** from this contract; however, they may continue to draw any pension from earlier employment, in line with the "pay minus pension" adjustment above.

9.2 Part-Time/Visiting Engagement

- 9.2.1 A part-time Professor of Practice is an expert engaged on a **short-term or intermittent basis**. This mode is suitable for professionals who contribute through periodic lectures, workshops, or project mentorship rather than a continuous daily presence on campus. Part-time engagement could range from a **few days in a semester to short stints** for specific courses or collaborative projects. The schedule (number of days and timing of visits) is decided based on mutual convenience and University needs. Part-time Professors of Practice do not have day-to-day responsibilities but are expected to fulfill the specific academic

assignments given (such as delivering a set of lectures, conducting training sessions, guiding student projects, etc.) during their visiting tenure.

9.2.2 **Honorarium for Part-Time:** For part-time engagements, the University will provide an **honorarium of ₹5,000** (Indian Rupees Five Thousand only) **per day** of service on campus. This honorarium is a consolidated amount intended to cover the expert's contribution for each day they are actively engaged in university work (such as delivering lectures or attending official academic events). In addition to the honorarium, part-time Professors of Practice will be extended the following hospitality and travel benefits during their engagement period:

9.2.3 **Boarding & Lodging:** The University will provide **free boarding and lodging** to the expert for the days of the visit. Typically, accommodation will be arranged in the University Guest House or other suitable campus facilities, and necessary meals will be provided at no cost to the expert. This ensures a comfortable stay and minimal personal expense for the expert while serving the University.

9.2.4 **Travel Reimbursement:** The University shall reimburse the **travel expenses** for the Professors of Practice when they travel from their home city to the University (and back) to render services. Reimbursement will be as per the individual's entitlement and prevailing government/university travel norms – **up to economy class airfare for air travel, or AC class fare for train travel**, whichever is applicable. Local transportation or any official travel during the visit will also be provided or reimbursed as per actual reasonable expenses. The aim is to cover all necessary travel costs so that the expert is not out-of-pocket for travel undertaken to fulfill their role.

9.2.5 **Honorary Professors of Practice:** Experts willing to share their expertise on an honorary basis may be engaged to benefit students.

10.0 Funding and Financial Source

- a) All expenses related to the engagement of Professors of Practice (honorarium/salary, travel, lodging etc.) under these guidelines will be met **from the University's own resources/funds or financial assistance from government**. Since these positions are **university-funded appointments** (not financed by UGC or external grants in this category), the University will ensure budgetary provision is made for them in its annual financial plan. Each engagement must be approved by the competent financial authority,

confirming that the **costs are within the University's budgetary capacity**. Remuneration shall be paid as a consolidated amount and there are **no additional allowances** beyond what is stipulated in this policy (except those standard benefits specifically mentioned for part-time engagements). The honorarium/salary may be subject to TDS (tax deduction at source) as per income tax rules wherever applicable.

- b) In case the Professor of Practice position is supported by an industry partner or any endowment (in special cases), such funding arrangements will be specified separately. By default, however, this policy addresses the scenario where the University itself bears the cost .

11 . General Conditions

- **Tenure:** Initial engagement for up to 1 year, extendable based on performance; maximum tenure not exceeding 4 years.
- **Position Nature:** Not part of sanctioned teaching posts; does not impact faculty recruitment.
- **Restrictions:** Not open to currently serving or retired teaching faculty.

12 Selection Procedure

The selection and appointment of a Professor of Practice shall follow a transparent process that includes:

- **Identification/Nomination:** Calls for nominations or self-nominations with detailed biodata and statement of intended contribution. Candidates for Professor of Practice may be identified and nominated either by academic departments or by university leadership or scholarly persons.
- Identifying the applicants / experts by the deans/principals, or advertising the position on the university web portal, or approaching from the UGC - Professor of Practice Portal or UTSAH portal.
- Candidates will be shortlisted based on their experience,
- Personal interaction with the Selection Committee,
- Candidates shall be selected based on merit and suitability for the role,
- The Vice- Chancellor may also invite nominations or applications from eminent persons willing to serve in this capacity. The candidates are expected to be **leaders in their field** with proven eminence and a record of contributions. A detailed CV and a brief proposal of the candidate's intended contribution to the University should be obtained.
- Evaluation by a screening **cum selection committee** (as per UGC guidelines) comprising of :
 - Vice Chancellor (Chairperson)
 - Head of Department/Dean
 - Two eminent External Experts from reputed large conglomerates or equivalent industry organizations or relevant field

- Registrar (Secretary)
- The Committee shall evaluate each candidate's domain expertise, professional experience, and alignment with the University's academic and research needs. Based on this evaluation, the Committee shall recommend suitable candidates for engagement as Professors of Practice, either on a full-time or part-time basis, as per the requirements of the University.

13.0 Approval: The recommendations of the committee shall be placed before the Vice Chancellor of the University for approval, Recommendations to be approved by the Executive Council.

- Once approved by the Executive Council, a formal **offer of appointment** will be issued to the candidate, clearly stating the terms of engagement, duration, and the remuneration/honorarium as per this policy.
- **Contract and Code of Conduct:** The selected expert will be engaged via a **contractual agreement** (appointment letter/MoU) that outlines the scope of work, duration (with start and end dates), remuneration, and other terms and conditions. Professors of Practice are expected to abide by the University's rules, regulations and code of conduct during their tenure. They shall not undertake any activities that conflict with the University's interests, and confidentiality of any sensitive information must be maintained.
- Renewal or Termination Renewal / termination of Professor of Practice shall be on the recommendations of the committee

14.0 Terms and Conditions of Service

The engagement of Professors of Practice at HYU will be subject to the following terms and conditions to ensure clarity and institutional compliance:

- a. **Duration of Engagement:** A Professor of Practice may be appointed initially for a **period of one year for** one term, extendable based on performance; maximum tenure not exceeding 4 years. as per UGC /AICTE guidelines. Any extension or renewal of the term will require fresh approval from the competent authority, based on performance and the University's requirements. There will be **no expectation of permanency** – these appointments do not convert into regular faculty positions.
- b. **Nature of Role:** Professors of Practice will contribute in areas of curriculum development, teaching (especially practical, skill-based or experiential content), mentorship of students and faculty, joint research or consultancy projects, and any special initiatives in their domain expertise. They are **not obliged to fulfill traditional faculty metrics** like research publications or administrative duties unless explicitly agreed, but they should focus on enhancing practical knowledge and linkages with industry/society. The specific duties will be detailed in their appointment terms. They will be expected to coordinate with regular faculty to ensure their contributions are well-integrated into the

academic programs.

- c. **No Claim to Regular Appointment:** The engagement is purely **contractual and honorary in nature**. It does **not entitle the individual to any claim for a permanent/regular position** in the University. The Professors of Practice will not be part of the regular cadre, and **no benefits of regular employment (such as pension, gratuity, seniority, or promotion prospects)** shall accrue from this engagement. For retired personnel, their existing pension from previous employment continues separately (unaffected except for the pay minus pension adjustment in salary), and no new retirement benefits are created by this contract.
- d. **Remuneration and Benefits:** The remuneration (salary/honorarium) and other benefits for full-time or part-time engagement are **fixed as per Section 6 above** and will be explicitly stated in the contract. No other allowances (such as HRA, medical allowance, etc.) or benefits shall be payable beyond what is mentioned. In the case of full-time engagements, **leave** entitlement (if any) will be governed by the terms of the contract (generally, they may be allowed casual leave and earned leave on a pro-rata basis similar to contract faculty norms). Part-time engagements being short-term usually would not include leave benefits; if a part-time Professor of Practice is unable to attend on agreed days, those would typically be rescheduled rather than any paid leave given.
- e. **Conduct and Discipline:** During the engagement period, a Professor of Practice will be expected to adhere to the University's academic and administrative policies. They will **respect the rules regarding conduct and discipline** applicable to academic staff. Any issues of misconduct or breach of terms can lead to early termination of the contract by the University. Conversely, if the expert wishes to resign from the engagement earlier than the agreed term, a reasonable notice (for example, one month's notice) should be provided to the University.
- f. **Performance Review:** The University may periodically review the performance and contributions of the Professor of Practice. For longer engagements (full-time annual contracts), a performance assessment at the end of each year will be conducted by a review committee to decide on continuation or termination/extension. Key performance indicators may include the expert's involvement in curriculum enhancement, student feedback, outcomes like new courses or collaborations initiated, etc.
- g. **Intellectual Property and Academic Freedom:** Professors of Practice will enjoy academic freedom in delivering their expertise. Any **intellectual property** generated as part of collaborative research or projects with the University will be governed by the University's IP policy (to be specified in the contract, typically joint ownership for collaborative works). They are encouraged to publish or document their work with

students/faculty, with appropriate affiliation to HYU, while respecting confidentiality of any sensitive institutional information.

15.0 Effective Date and Amendment

This policy shall take effect from the date of its approval by the Executive Council of Hemchand Yadav University, Durg. The University reserves the right to amend or revise these guidelines in the future—subject to approval by the competent authorities—in accordance with new UGC regulations or emerging practical requirements. Any amendments or modifications issued by the UGC or AICTE concerning the Professor of Practice shall automatically be deemed adopted by the University, upon approval by the competent bodies. All revisions or updates will be duly communicated through official notifications.