

G.PULLA REDDY ENGINEERING COLLEGE (Autonomous):KURNOOL

Guidelines for Engaging Professor of Practice (PoP) & Associate / Assistant Professor of Practice

Preamble:

The National Education Policy (NEP) 2020 seeks to transform higher education by focusing on skill- based education to meet needs of the industry and the economy. The NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in Higher Education Institutions. Towards this, the University Grants Commission (UGC), a statutory Organization of the Government of India, has taken an initiative to bring industry and professional expertise into 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 the Institution 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, commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession and public administration into the academic institutions;
- iii). To enable the institution to formally associate with persons of eminence and encourage them to participate in experiential learning, research, training, skilling, entrepreneurship and extension and to play a mentoring role.

2. Eligibility:

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, panchayath 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.

Professor of Practice (PoP):

Ph.D with relevant working experience of 10 years in the aforementioned fields;

OR

Master's degree with relevant working experience of 15 years in the aforementioned fields;

OR

B.Tech with relevant working experience of 17 years in the aforementioned fields;

OR

Ph.D / Master's / B.Tech with minimum 5 patents and 5 years of experience in a start-up;

Associate Professor of Practice (Associate PoP):

Ph.D with relevant working experience of 5 years in the aforementioned fields;

OR

Master's degree with relevant working experience of 10 years in the aforementioned fields;

OR

B.Tech with relevant working experience of 12 years in the aforementioned fields;

OR

Ph.D / Master's / B.Tech with minimum 5 patents and 3 years of experience in a start-up;

Assistant Professor of Practice (Assistant PoP):

Master's degree with relevant working experience of 5 years in the aforementioned fields;

OR

B.Tech with relevant working experience of 7 years in the aforementioned fields;

OR

Ph.D / Master's / B.Tech with minimum 3 patents and 3 years of experience in a start-up;

3. Duties and Responsibilities:

- *Curriculum Design and Development:* Design and develop practice-oriented, industry-relevant courses and introduce innovative experiments in emerging and multidisciplinary areas.
- *Teaching:* Offer and deliver courses in alignment with institutional policies, with a strong focus on real-world applications.
- *Academic and Professional Engagement:* Collaborate with faculty to conduct workshops, seminars, training programs, and deliver expert lectures.
- *Student Mentorship and Innovation Support:* Mentor students in innovation, entrepreneurship, and project work; support IP creation, filing, and protection; connect them with relevant industry and external stakeholders.
- *Departmental and Institutional Development:* Contribute to Centres of Excellence, laboratories, and actively engage in outreach and extension activities.
- *Industry–Academia Collaboration:* Strengthen academia-industry linkages through internships, live projects, placements, MoUs, and inter-institutional networking.
- *Research and Consultancy:* Undertake joint research and consultancy projects in collaboration with faculty and industry.

4. Categories of Engagement:

The engagement of PoP or Associate PoP or Asst. PoP will be for a fixed term. They can be engaged in one of the following categories:

A. *PoP or Associate PoP or Asst. PoP funded by Industries*

For engaging industry experts and professionals in this category, the institution may collaborate with industries to support these positions, with the shared objective of producing a skilled workforce.

B. *PoP or Associate PoP or Asst. PoP funded by the Institution*

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

C. PoP or Associate PoP or Asst. PoP on Honorary basis

The Institution may decide on the amount of honorarium to be paid in consultation with the expert.

5. Procedure for selection

The Head of the Institution may invite nominations from eminent experts for the required positions. The experts willing to serve may also be nominated. Such nominations will be considered by a selection committee consisting of two senior Professors from the Institution and one eminent external member. Based on the recommendations of this committee, the institution will decide on the engagement.

Maximum percentage of faculty members engaged in this category within the required Faculty strength (cadre ratio) is 20%, wherein 5% is exclusively reserved for Women.

6. Tenure

The engagement may be initially for one year. At the end of the initial engagement or subsequent extension, the institution will make an assessment and take the decision about extension based on the contribution and requirement of the experts engaged.

The maximum duration of service 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.



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