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**CUSB Regulations Relating to Appointment of Professor of
Practice - 2023**

Central University of South Bihar, Gaya

ACGho

DUSMB

[Signature]

A. Ramdas

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CUSB Regulations Relating to Appointment of Professor of Practice -2023

1. Preamble:

Whereas, to bring the industry and other professional expertise into the academic institutions, a new category of positions called "Professor of Practice" is created by the University Gant Commission as per the vision of Ministry of Education;

Whereas, National Education Policy (NEP)-2020 recommends integrating vocational education with general education and strengthening industry-academia collaboration in HEI;

Whereas, for skilling of youth at the optimum level, learners are required to think like employers and employers are to think like learners;

Whereas, CUSB, intends to take real world practices and experiences into the class rooms and also augment the faculty resources in higher education;

Whereas, CUSB is committed to enhancing the skill of every student to enable them in competition to global level and in compatibility with market demand;

2. Short Title, Extent and Operation:

(i) These regulations shall be called by the name "CUSB Regulation Relating to Appointment of Professor of Practice -2023".

(ii) These regulations shall be applicable to recruitment of Professor of Practice in the Central University of South Bihar for all the existing schools/departments as well as all those whichever shall be established in future.

(iii) These regulations shall be enforced from the date of the notification made by the Central University of South Bihar, Gaya

3. Objectives of the appointment of Professor of Practice

(i) To develop courses and curriculum to meet the industry and societal needs and to enable the CUSB 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 Central University of South Bihar to formally associate with persons of eminence and encourage them to participate in experiential learning, research, training, skilling, entrepreneurship and extension and to play the mentoring role.

4. Categories of Professor of Practice:

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 CUSB from their own resources
- C. Professor of Practice on an Honorary basis

A. Professor of Practice funded by Industries:

Industries today look 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, CUSB may collaborate with the industries to support the Professor of Practice positions.

Remuneration: As agreed by the industry sponsoring or creating the chair of Professor of Practice in the University. However, the amounts so fixed should be comparable and respectable.

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

As per the policy directives of NEP 2020, graduate programmes are revised with the holistic and multidisciplinary approach. CUSB 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 shall be made by CUSB from their own resources.

Remuneration: Part-time/Full-time engagement: A consolidated amount, mutually agreed upon between the university 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.

Honorarium: The CUSB may decide on the amount of honorarium to be paid to the Professor of Practice in this category from their own resources.

5. 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) Carry out joint research project or consultancy services in collaboration with the regular faculty member of the concerned department of university.

6. Tenure

The engagement may be initially for one year. At the end of the initial engagement or subsequent extension, CUSB will make an assessment and take the decision about extension. The University 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. The engagement of Professor of Practice will be for a fixed term.

7. Limitations:

- (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.
- (iv) Professor of Practice shall not be entrusted with responsibility of head of department and Dean of the School.
- (v) Professor of Practice shall not be eligible to be nominated as member of academic council and executive council or any statutory responsibility of the University.
- (vi) The CUSB reserves the right not to fill up any/ all positions of professor of Practice in any academic year without assigning any reason for.
- (vii) Professor of Practice shall not be eligible for campus housing as a matter of right. However, the competent authority may allot a house subject to availability and in the event of not having any claimant from the permanent teaching and non-teaching staff.
- (viii) The engagement of Professor of Practice will be exclusive of the sanctioned posts of a university/college. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- (ix) Professor of Practice is required to follow the spirit of public morality and constitutional values in its conduct.
- (x) The number of Professors of Practice in the University, at any point in time, should not exceed 10% of the sanctioned posts in CUSB.

8. Eligibility for the post of Professor of Practice:

Essential:

- (i) Those who have a proven expertise in their specific profession or a role with at least 15 years of service/experience, preferably at a senior level.
- (ii) Distinguished experts/ Professionals who have made remarkable contributions in their professions from various fields such as engineering, science, technology, entrepreneurship, commerce, social sciences, media, literature, fine arts, music, sports, yoga, 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.
- (iii) should possess the skills to carry out the duties and responsibilities expected from the professor of practice.

Desirable:

- (6)
- (i) Preferred academic qualification is master's degree from national or international institute of repute. A doctoral degree with professional proficiency may be given preference.
 - (ii) A formal academic qualification is not considered essential for this position if the candidate has an exemplary professional practice in lieu.
 - (iii). 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.

9. Expectation from the Professor of Practice:

Professor of Practice is expected to contribute to the institute in terms of five integral activities, syllabus development, teaching, Consulting/ Research, executive education and evaluation. It is also desired that Professor of Practice shall focus considerably on building a resilient connect with the industry and develop a new executive education programme, and to expand the industry and academia collaboration. In terms of consultation dimension the Professor of practice is required to bring new consultancy projects by the various agencies. They are required to teach and conduct research as per the industry norms.

10. Procedure for selecting Professor of Practice

- a) The Vice-Chancellor may invite nominations from eminent experts for Professor of Practice positions.
- b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor with a detailed biodata and a brief write-up about their potential contribution to CUSB.
- c) Such nominations will be considered by a selection committee consisting of two senior Professors from the University and one eminent external member. Based on the recommendations of this committee, the Academic Council and the Executive Council or statutory bodies of CUSB will decide on the engagement.

11. Screening and Selection committee for the appointment of Professor of Practice

- a). The Vice Chancellor may Constitute a three-member screening cum selection committee for shortlisting and interview of the candidate of the Professor of Practice.
- b) The screening committee members may comprise of One Industry Expert, Dean of the respective School and the One External Professor of any University.
- c). The Screening cum Selection committee shall focus on essential qualification while shortlisting and selecting the candidates.

12. Amendment of the Regulations:

- (i). Any rules or clauses of these regulations may be amended as per the requirement or statutory policy change of the Government of India.
- (ii). These rules shall be amended by the committee constituted by the competent authority thereof.
- (iii) The amended rules shall come into force after compliance of regulatory norms.



दक्षिण बिहार केन्द्रीय
विश्वविद्यालय



Central University of
South Bihar

(A Central University Established by an Act of Parliament)
NAAC Accreditation : Grade 'A'

F.No. CUSB/Estt./Prof. of Practice/2023/01

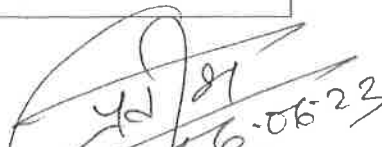
Date : 06.06.2023

OFFICE ORDER NO. - 132/2023

In pursuance of the "Guidelines for engaging Professor of Practice in Universities and Colleges" issued by UGC vide Letter D.O.No.F.-9-1/2010(PS/Misc)PT-1 dated 14.11.2022, the Hon'ble Vice Chancellor has been pleased to constitute a Committee comprising the following faculty members to make amendments in the Ordinance to enable the engagement of Professor of Practice in Central University of South Bihar-

Sl. No.	Name of the Faculty member	Designation
1	Prof. Sanjay Prakash Srivastava, Department of Law & Governance	Convenor
2	Prof. Brajesh Kumar, Department of Commerce & Business Studies	Member
3	Prof. Durg Vijai Singh, Department of Biotechnology	Member
4	Prof. Atish Prashar, Department of Mass Communication & Media	Member
5	Prof. Anil Kumar Singh Jha, Department of Sociological Studies	Member

This issues with the approval of the Competent Authority.


(Pratish Kumar Das)
Registrar (I/C)
Mukesh

Copy to:

1. All concerned member, CUSB
2. PS/PA to VC/Registrar/FO/COE, CUSB
3. Deputy Registrar (Admin.)/ SO (Admin.), CUSB
4. Deputy Registrar (Estt.&Acad.)/SO (Estt./T)/SO (Academic), CUSB
5. Guard File



ज्ञान-विज्ञान विभक्तये

सचिव

Secretary



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(शिक्षा मंत्रालय, भारत सरकार)
(Ministry of Education, Govt. of India)

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D.O. No.F. 9-1/2010(PS/Misc)PT-I

14th November, 2022

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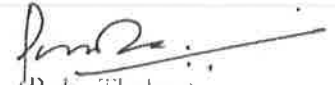
Subject: Guidelines for engaging Professor of Practice in Universities and Colleges.

Respected Madam/Sir.

One of the recommendations of National Education Policy-2020 is to impart holistic and multidisciplinary education in higher educational institutions. This may require the participation of experienced practitioners/professionals/industry experts etc. in the teaching-learning process. To enable HEIs to hire professional experts the UGC has created a new position called "Professor of Practice" and already published the guidelines for engaging Professor of Practice. UGC has also written to all HEIs regarding the rules for the engagement of Professor of Practice.

Vice-Chancellors of Universities and Principals of Colleges are requested to initiate steps to make necessary changes in their statutes/ordinances/rules/regulations to enable the engagement of Professor of Practice in their institutions and an action taken in the matter may kindly be shared in the university activity monitoring portal (uamp.ugc.ac.in).

Yours sincerely,


(P. K. Thakur)

Encl: As above.

To

1. The Vice-Chancellors/Directors of all Universities/Institutions.
2. The Principals of all Colleges.

Guidelines for Engaging Professor of Practice in Universities and Colleges

The National Education Policy 2020 seeks to transform higher education by focusing on skill-based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in HEIs. For skilling of youth at the optimum level, learners are required to think like employers and employers are to think like learners. Towards this, the 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 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.

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

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

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 member of the concerned HEI.

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/college. 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 HEIs from their 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, HEIs may collaborate with the industries to support the Professor of Practice positions.

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

As per the policy directives of NEP 2020, graduate programmes are revised with the holistic and multidisciplinary approach. HEIs 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 HEIs from their 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 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 honorary basis. Such experts may be engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

The HEIs may decide on the amount of honorarium to be paid to the Professor of Practice in this category from their own resources.

6. Procedure for selecting Professor of Practice

- a) The Vice-Chancellors/Directors may invite nominations from eminent experts for Professor of Practice positions.
- b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor/Director with a detailed biodata and a brief write-up about their potential contribution to the HEI.
- c) Such nominations will be considered by a selection committee consisting of two senior Professors from the HEI and one eminent external member. Based on the recommendations of this committee, the Academic Council and the Executive Council or statutory bodies of the HEI will decide on the engagement.

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 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.