

CIRCULAR

Sub: Implementation of Guidelines for Engaging Professor of Practice at JSS AHER, Mysuru 2023.

Ref: 1. UGC letter No. D.O.F.No. 9-1/2010 (PS/Misc)PT-I dated 30th September 2022.
2. Resolution of the 66th Board of Management (BOM) meeting held on 06.02.2023

The 'Guidelines for Engaging Professor of Practice at JSS Academy of Higher Education & Research (JSS AHER), Mysuru 2023' which is prepared in accordance with the University Grants Commission's 'Guidelines for engaging Professor of Practice in Universities and College' cited under reference (1) and approved in the 66th BOM meeting of JSS AHER is enclosed with this circular for implementation. The mentioned guidelines shall come into effect from the date of this circular.


REGISTRAR

To,

1. The Principals of the Constituent Colleges of JSS AHER, Mysuru.
2. The Deans of the Faculties of JSS AHER, Mysuru.
3. The Heads/Coordinators of the Departments/Schools of JSS AHER, Mysuru.

Copy to,

1. The Pro Chancellor, JSS AHER, Mysuru.
2. The Vice Chancellor, JSS AHER, Mysuru.
3. The Officers of JSS AHER, Mysuru.
4. Office copy

Copy submitted to:

1. His Holiness Swamiji, The Chancellor, JSS Academy of Higher Education & Research, Mysuru and the President, JSS Mahavidyapeetha, Mysuru - for kind perusal.
2. JR Office, JSS Mahavidyapeetha, Mysuru.

Guidelines for Engaging Professor of Practice at JSS Academy of Higher Education & Research (JSS AHER), Mysuru 2023.

The National Education Policy (NEP) 2020 seeks to transform higher education by focusing on skill- based education to meet the needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in the JSS AHER. 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 JSS Academy of Higher Education & Research (JSS AHER) 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" in line with University Grants Commission (UGC) letter No. D.O.NO.F.9-1/2010(PS/Misc) PT-I dated 14th November 2022. This will help to take real world practices and experiences into the classrooms and also augment the faculty resources in higher education institutions. In turn, industry and society will benefit from trained graduates equipped with the relevant skills.

1. Objectives:

- i. To bring in distinguished experts from various fields such as health science, engineering, science, technology, entrepreneurship, management, commerce, social sciences, media, civil services, armed forces, legal profession and public administration and related domain into the academic institutions.
- ii. To enable the JSS AHER 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.
- iii. To develop courses and curriculum to meet the industry and societal needs and enable the JSS AHER to work with industry experts on joint research projects and consultancy services which will be mutually beneficial.

2. Eligibility:

- i. Distinguished experts who have made remarkable contributions in their professions from various fields such as health care industry, 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 and related domain 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, shall 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 section.

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

3. Duties and Responsibilities:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures as per JSS AHER 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 members of the Constituent Colleges and JSS AHER Departments.

4. General Conditions:

- i. The engagement of Professor of Practice will be for a fixed term in accordance with Section 7.
- ii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of constituent college and JSS AHER's Departments. 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 the JSS AHER from their own resources.
- C. Professor of Practice on Honorary basis.

A. Professor of Practice funded by Industries:

- i. 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, JSS AHER may collaborate with the industries to support the Professor of Practice positions. **The travel allowance (within the country) and accommodation shall be provided to the Professor of Practice. Minimum two visits per year with at least five working days in each visit.**

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

As per the policy directives of NEP 2020, graduate programs are revised with the holistic and multidisciplinary approach. JSS AHER 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 the JSS AHER from their own resources as indicated below:

Remuneration:

- i. **Full-time:** The nominated Professor of Practice shall work full-time in the JSS AHER and its constituent college/department/school. **The monthly emolument to the full-time Professor of Practice shall be as per the pay scale of the Professor prescribed in the concerned constituent college/department/school of JSS AHER. The travel allowance (within the country) may be provided to the Professor of Practice, maximum claim may be twice a year.**
- ii. **Part-time:** The nominated Professor of Practice shall work in the JSS AHER and its constituent colleges/departments/schools for a mutually agreed period of a year/month. **The emolument to the part-time Professor Practice shall be pay scale of the Professor prescribed in the concerned constituent college/department/ school of JSS AHER considering the number of working days in the month. The travel allowance (within the country) and accommodation may be provided to the Professor of Practice. Minimum of three months engagement in a semester with two visits in a year.**

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 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.

The Professor of Practice on Honorary basis shall be provided with an honorarium of Rs. 2000/- (Rupees Two Thousand Only) per lecture (if the Professor of Practice is engaged on hourly lecture), Rs. 8000/- (Rupees Eight Thousand Only) per day of service (if the Professor of Practice is engaging the complete working day) and Rs. 1,00,000/- (Rupees One Lakh) per month (if the Professor of Practice is engaging multiple days in a month with minimum of thirteen (13) working days of activity). The travel allowance (within the country) and accommodation shall be provided to the Professor of Practice.

6. 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 detailed biodata and a brief write-up about their potential contribution to JSS AHER.
- c) Such nominations will be considered by a selection committee consisting of Vice

Chancellor as Chairman, two senior professors from JSS AHER, Mysuru and three eminent external members. Based on the recommendations of this committee, the Academic Council and the Board of Management of JSS AHER will decide on the engagement/empanelment.

7. Tenure

The engagement may be **initially for up to one year**. At the end of the initial engagement or subsequent extension, JSS AHER will make an assessment and take the decision about extension. The JSS AHER will devise 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 JSS AHER shall not exceed three years** and is extendable by one year in exceptional cases and the total service shall not exceed four years as recommended by UGC guidelines.



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