

Guidelines for Engaging Professor of Practice at University of Lucknow

The National Education Policy (NEP) 2020 aims to revolutionize higher education by emphasizing skill-based education to align with industry needs. It advocates integrating vocational education with general education and enhancing industry-academia collaboration within Higher Education Institutions (HEIs). To achieve optimal youth skilling, learners must think like employers, and employers must think like learners. In support of this vision, the University Grants Commission (UGC) has introduced a new position, the “Professor of Practice,” to bring industry and professional expertise into academia.

This initiative of University of Lucknow aims to integrate real-world practices into classrooms and enhance faculty resources. Consequently, trained graduates with relevant skills will benefit both industry and society.

1. Objectives

To use industry and professional expertise for:

- 1.1. **Curriculum Development:** Create courses and curricula that meet industry and societal needs, enabling University of Lucknow to collaborate with industry experts on joint research projects and consultancy services.
- 1.2. **Expert Integration:** Introduce distinguished professionals from 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 academic institutions.
- 1.3. **Experiential Learning:** Enable university to formally associate with eminent individuals, encouraging their participation in experiential learning, research, training, skilling, entrepreneurship, extension, and mentoring roles.

2. Eligibility

- 2.1. **Professional Excellence:** Distinguished experts with remarkable contributions in their respective fields, including but not limited to engineering, science, technology, entrepreneurship, commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession, community development, rural development, public administration, etc.
- 2.2. **Experience:** To have proven expertise in their specific profession or role with at least 15 years of service or experience, preferably at a senior level
- 2.3. **Academic Qualifications:** A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu
- 2.4. **Publication Requirements:** Exempt from the publication and other eligibility criteria required for regular faculty recruitment at the Professor level. However, candidates should possess the skills to fulfill the specified duties and responsibilities.

- 2.5. **Limit on Appointments:** The number of Professors of Practice shall not exceed 10% of the sanctioned posts at any time.

3. **Duties and Responsibilities**

- 3.1. Develop and design courses and curricula.
- 3.2. Introduce new courses
- 3.3. Deliver lectures as per university policy.
- 3.4. Encourage students to engage in innovation and entrepreneurship projects.
- 3.5. Provide mentorship to students to commercialize and monetize projects and such activities Enhance industry-academia collaborations.
- 3.6. Enhance collaboration with industries in areas of academics.
- 3.7. Conduct workshops, seminars, special lectures, and training programs jointly with regular faculty members.
- 3.8. Engage in joint research projects or consultancy services in collaboration with regular faculty members.
- 3.9. Any other duty as assigned by the competent authority.

4. **General Conditions**

- 4.1. **Fixed Term:** The engagement of Professors of Practice will be for a fixed term.
- 4.2. **Exclusivity:** This role is exclusive of the sanctioned posts of the university and will not affect regular faculty recruitment.
- 4.3. **Non-Eligibility:** This position is not open to those currently in teaching professions, whether serving or retired.

5. **Categories of Engagement**

- 5.1. **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.
- 5.2. **University-Funded Professors of Practice:** University of Lucknow 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. Consolidated amount, mutually agreed between the university and the expert, will be paid as remuneration.
- 5.3. **Honorary Professors of Practice:** Experts willing to share their expertise on an honorary basis may be engaged to benefit students.

6. Selection Procedure

- a) The Vice-Chancellor of University of Lucknow 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, University of Lucknow with a detailed bio-data and a brief write-up about their potential contribution to the university.
- c) Such nominations will be considered by a selection committee consisting of two senior Professors from the University of Lucknow and one eminent external member. Based on the recommendations of this committee, the Academic Council and Board of Management of the university will decide on the engagement.

7. Tenure

The engagement may be initially for up one year. At the end of the initial engagement or subsequent extension, the university 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.

During the period of engagement, performance shall be systematically evaluated through the existing student feedback mechanism, and continuation of the engagement shall be contingent upon attaining and maintaining a feedback index greater or equal to 7.5 on a 10 point scale.

The maximum duration of service of Professor of Practice at a given university should not exceed four years under any circumstances.