

SIKKIM UNIVERSITY

RE – 17

REGULATIONS FOR ENGAGING PROFESSORS OF PRACTICE

[Based on National Education Policy 2020]

{Approved by the Executive Council in its 44th meeting held on 27.12.2023

vide resolution No. EC 44.5.1}

(Under section 31 of SU Act & Statute 41)

I. Introduction

Sikkim University recognizes the importance of integrating practical knowledge and industry-specific skills into its curriculum to meet the needs of industry and society. With this in mind, the University intends to engage experienced professionals as Professors of Practice to work alongside regular faculty members. Accordingly, Sikkim University seeks to adopt the provision of 'Professor of Practice' with the following terms and conditions.

II. Identification of Course and Approval

The Dean of various schools of the University in consultation with the Head of Department will identify courses that meet the industry and societal needs. The requirement of engagement of the Professor of Practice shall be approved by the Academic Council of the University. The Curriculum of the course will be developed by the Curriculum Development Committee of each department in consultation with the Professor of Practice. The coordinator from the department may identify the course floated by Pradhan Mantri Kaushal Bikash Yojana.

III. Eligibility of Professor of Practice

The Professor of Practice will be eligible with their professional experience and academic qualification is not mandatory. The detailed descriptions are as follows:

- 1. Professional experience:** Individuals who have shown remarkable contributions in their respective 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, are eligible for the position of Professor of Practice. To be eligible for this position, the individual should have proven expertise in their specific profession or role, with a minimum of 15 years of service or experience, preferably in a senior-level role.
- 2. Academic Qualification:** Formal academic qualification is not mandatory for the Professor of Practice; exceptional professional experience can be considered in place of this requirement. Additionally, those selected for this position will not be required to fulfill the usual criteria for faculty

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recruitment at the Professor level, such as having publications. However, they must possess the necessary skills to perform the duties and responsibilities outlined for this role.

3. **Number of post:** The number of Professors of Practice at Sikkim University, at any point in time, should not exceed 10% of the sanctioned teaching posts in the University.

IV. Duties and Responsibilities of Professor of Practice

- i) Involve in the development and designing of courses and curriculum.
- ii) Introduce new courses and deliver lectures as per the policies of the University.
- 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 workshops, seminars, deliver special lectures and training programmes in collaboration with regular faculty member of Sikkim University.
- vi) Carry out joint research projects or consultancy services with the regular faculty members of Sikkim University.

V. General Conditions of Professor of Practice

- i) The engagement of the Professor of Practice will be for a fixed term in all cases.
- ii) The engagement of the Professor of Practice will be exclusive to the sanctioned posts in Sikkim 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 the teaching profession and Think Tanks - serving or retired.

VI. Categories of Engagement of Professor of Practice

The Professor of Practice can be engaged in one of the following categories:

- A. **Professor of Practice funded by Industries:** it involves experts from industry in teaching will benefit both the industry and Sikkim University. For engaging industry experts and professionals in this category, Sikkim University may collaborate with the industries to support the Professor of Practice positions.
- B. **Professor of Practice funded by Sikkim University from its own resources:** The academic Departments within Sikkim University should 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 Sikkim University from its own resources either in consolidated amount.

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- C. **Professor of Practice on an Honorary basis:** Experts fulfilling the eligibility criteria for the Professor of Practice may be engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students. The University may make part-time or full-time engagement as per University norms.

VII. Procedure for selecting Professor of Practice

- a) The Vice-Chancellor may invite nominations from eminent experts for Professor of Practice positions (Primarily after receiving request from the concerned academic Department).
- b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor with a detailed bio data and a brief write-up about their potential contribution to Sikkim University.
- c) Such nominations will be considered by a selection committee consisting of two senior Professors along with the HoD/in-charge of the concerned Department 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 Sikkim University will decide on the engagement.

VIII. Tenure

The engagement may be initially for up to one year, with a minimum term of 1 Semester (the commencement of duties must be ensured at the beginning of the Semester). At the end of the initial engagement or subsequent extension, a Committee consisting of two senior professors and the HoD/in-charge of the concerned Department, will make an assessment and take the decision about extension. The Committee will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice. Here, a feedback from the Department Council and students from the concerned Department must be taken into account.

The maximum duration of service of Professor of Practice 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.

IX. Removal of Difficulties

Notwithstanding anything contained above, the Vice-Chancellor shall have the power to remove any difficulty faced in the implementation of the above regulation.

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