



# **BHARATI VIDYAPEETH**

**(DEEMED TO BE UNIVERSITY), PUNE (INDIA)**

A+ Accreditation (CGPA 3.53 Third Cycle) by NAAC in 2017  
Category-I Deemed to be University by UGC  
Ranked consistently amongst the top 100 Universities by NIRF

## **SOPs for Professor of Practice** **(2023-24)**

**POLICY**

## **Bharati Vidyapeeth:**

Bharati Vidyapeeth, the parent body of Bharati Vidyapeeth (Deemed to be University), Pune was established in 1964, by distinguished educationist Dr. Patangraoji Kadam, with a mission of promoting "Social Transformation Through Dynamic Education'. The institution aims to provide enhanced learning opportunities and bring about intellectual awakening of people through the spread of education that would have a positive impact on the world. Since its establishment, it has maintained the highest standards and has proliferated inventive practices in the education sector.

## **Bharati Vidyapeeth (Deemed to be University):**

Bharati Vidyapeeth (Deemed to be University) is one of the largest multi-faculty, multi-campus Deemed to be Universities in the country which has created a very laudable track record of academic achievements since its inception.

In 1996, 12 institutions of Bharati Vidyapeeth were accorded Deemed To Be University status in 1996 for academic excellence by the University Grants Commission (*vide its notification no. F.9-15/95-U.3 on 26<sup>th</sup> April 1996 under section 3 of UGC Act 1956*). Presently, the university is having 29 constituent colleges, along with schools, off campus departments and centers under 12 different disciplines including Modern Medicine, Dentistry, Ayurved, Homoeopathy, Nursing, Arts, Science, Commerce, Engineering, Pharmacy, Management, Social Sciences, Law, Environment Science, Architecture, Hotel Management Tourism and Catering Technology, Physical Education, Computer Science, Library Science and Information Technology etc. spanning over campuses in Pune, Navi Mumbai, Kolhapur, Solapur, Sangli, Karad and New Delhi, thus catering to the students from rural as well as urban and metro cities.

The University was accredited by the National Assessment and Accreditation Council (NAAC) with the prestigious 'A' grade in 2004 and reaccredited with 'A' grade in 2011 (second cycle). Under third cycle of assessment, the university

is accredited with 'A+' grade by the NAAC in 2017. The University has been graded as Category-I Deemed to be University by UGC under its Graded autonomy regulations. The University is a Member of Association of Indian Universities and also a Member of Association of Commonwealth Universities. It has been consecutively ranked within the Top 100 universities in India by National Institutional Ranking Framework (NIRF), Ministry of Human Resource Development, Government of India since the beginning of NIRF.

The University puts a premium on research. It is probably the only Deemed to be University in the country having three self-financing research institutes as its constituent units viz. (i) Interactive Research School for Health Affairs (IRSHA), (ii) Research and Development Centre in Pharmaceutical Sciences & Applied Chemistry, Pune. and (iii) Yashwantrao Chavan Institute of Social Sciences Studies & Research, Pune, which are involved in advanced research in Bio Medical Sciences, Pharmaceutical Sciences and Social Sciences.

The university boasts of world-class infrastructure and facilities, significant achievements in research, several innovative academic programs, best teaching-learning processes and national, as well as, international collaborations. Over the years, the Bharati Vidyapeeth (Deemed to be University) BVDU, has attained academic excellence and offers programmes in innovative and emerging areas, through its constituent colleges, schools and departments including three research institutes dedicated exclusively to research.

### **Professor of Practice:**

As per the recommendations of the University Grants Commission (UGC), universities are urged to appoint a Professor of Practice from the industry or corporate backgrounds, to bring the practical knowledge to the classrooms. This document describes the Standard Operating Procedures appointment of Professor of Practice.

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**Standard Operating Procedures for the Professor of Practice**

**Preamble:**

As per the National Education Policy 2020 recommendations, the UGC has initiated the Professor of Practice Scheme with an aim to transform the higher education by integrating vocational education with general education and strengthening industry-academia collaboration of HEIs. The aim is to bring to the classrooms the real-world practices and experiences through experienced industry professionals.

**Objectives of the Scheme:**

- 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, health 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 provide mentoring

**Professor of Practice**

The university offers opportunities to experienced professionals and distinguished experts who have significant achievements in their respective fields. Applications are invited from individuals with extensive experience in areas including engineering, science, technology, entrepreneurship, management, chartered accountancy (CA), commerce, social sciences, health sciences, media, literature, fine arts, performing arts, civil services, armed forces, legal profession and public administration

**Appointment of Professor of Practice (POP)**

The number of Professor of Practice shall not exceed 10% of the sanctioned post.

• **Approval for Creation of the Post:**

- ✓ The approval is to be sought from the university authorities for the creation of the posts of POP in departments of the university.

- ✓ Proposal for the appointment of the Professor of Practice should be forwarded to the Vice Chancellor by the Dean of the faculty, as per the requirements in proper format.
- **Constitution of Selection Committee for Appointment of Professor of Practice:**
  - ✓ A selection committee shall be constituted by the Vice Chancellor for the selection of the Professor of Practice in concerned faculty, as follows:
- Professor of Practice (Selection Committee)

<b>Sr No</b>	<b>Name of the Member</b>	<b>Designation</b>
1	Vice-Chancellor	Chairman
2	External Expert	Member
3	Senior Professor 1	Member
4	Senior Professor 2	Member
5	Dean of the Faculty	Secretary

#### **Eligibility for Professor of Practice**

- 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, etc. are eligible to apply
- Candidate should have atleast 15 years of managerial or professional experience at positions such as CEO, CTO, Vice President, Principal Scientists, Senior Research Scientists, Senior Government Officials or at a Senior level.
- Candidates should preferably have an outstanding track record of driving innovations in teaching, guiding technical projects of students, and coordinating industry projects. They should have excellent leadership and communication skills, passion to teach and motivate students, and enthusiasm to collaborate with faculty members across the Institute. Candidate should possess the domain expertise and be able to bring practice oriented teaching.
- Those from academic / teaching background shall not be considered.

While formal academic qualifications are not essential, candidates shall be assessed based on their relevant work experience, expertise, and contributions to the field. Consideration shall also be given to any industry certifications or recognitions

#### **Role of Professor of Practice**

The Professors of Practice are expected to play key pedagogical and leadership roles in the development of innovative study programs / courses and advanced research across

the University in engagement with students and faculty, promote and incubate applied research leading to credible publications and patents in association with industries.

### **Duties and Responsibilities**

- Development and designing of courses and curriculum
- Encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- Carry out joint research project or consultancy services in collaboration with the regular faculty members of the Institution
- Conduct jointly workshops, seminars, deliver special lectures and training programmes.
- Involve in introducing new courses and deliver lectures as per institutional policies
- To focus on enhanced industry-academia collaborations.
- Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- Carryout joint research project or consultancy services in collaboration with the regular faculty member of the concerned HEI.

### **Recruitment Process**

A fair recruitment procedure shall be followed for the appointment of the Professor of Practice, that includes

- identifying the applicants / experts by the deans/principals, or advertising the position on the university web portal, or approaching from the UTSAH portal. Candidates will be shortlisted based on their experience,
- personal interaction with the Selection Committee,
- candidates shall be selected based on merit and suitability for the role,
- offer letter and terms of appointment shall be issued to the selected candidate.

### **Tenure:**

- The Professor of Practice is a non-tenured appointment purely on temporary and contractual basis, The engagement will be initially for up to 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 maximum duration of service of Professor of Practice will not exceed 3 years and is extendable by 1 year in exceptional cases and the total service will not exceed 4 years under any circumstances.
- The University will devise its own assessment procedure for extension based on the contribution and requirement of the experts as Professors of Practice.

**Pay scale:**

The pay scale will be as per the norms of the university.

**Performance Evaluation**

The performance of the Professor of Practice shall be evaluated against the parameters as decided by the committee for appointment of Professor of Practice

**Renewal or Termination**

Renewal / termination of Professor of Practice shall be on the recommendations of the committee

**Mandatory Documents**

Candidate shall submit a recent resume, work experience details, letter of appointments, relieving letters.

**Categories of Engagement – (Remuneration):**

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

- Professor of Practice **funded by Industries** - HEIs may collaborate with the industries to support the Professor of Practice positions.
- Professor of Practice **funded by HEIs** from their own resources - Remuneration for the Professor of Practice is made by HEIs from their own resources as Part-time/Full-time engagement: Consolidated amount, mutually agreed between the institution and expert
- Professor of Practice on **Honorary basis** - Willing experts may be identified and engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

**General information / conditions:**

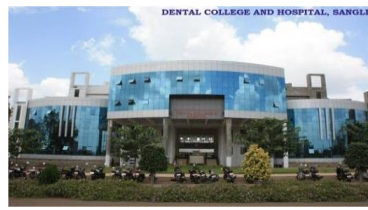
- The position will remain opened till filled
- The university reserves the Right not to fill up any / all positions / select any candidate without assigning any reason.
- Mere fulfillment of the experience required will not confer any Right to the candidate for being called for the interview or to be selected.
- The university will communicate only with shortlisted candidates
- Incomplete applications will be rejected.
- The University reserves the right to fill or not fill any/all of the above positions.

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# *“Social Transformation through Dynamic Education”*



## **Bharati Vidyapeeth** (Deemed to be University), Pune (India)

Bharati Vidyapeeth Bhavan, Lal Bahadur Shastri Road,  
Pune – 411 030. (INDIA)

Email: [bvuniversity@bharativedyapeeth.edu](mailto:bvuniversity@bharativedyapeeth.edu)

Phone Nos. 24331317, 24325701, 24325509, 24325510

Fax No. 24339121 24321910

