POLICY FOR

ENGAGING PROFESSOR OF PRACTICE

(Aligned with UGC Guidelines 2023 and NEP 2020 Skill-Integration Framework)

POLICY FOR ENGAGING PROFESSOR OF PRACTICE

1.0 INTRODUCTION

Malla Reddy (MR) Deemed-to-be University (MRDU) recognizes the importance of blending academic learning with professional practice. To fulfil the goals of the **National Education Policy (NEP) 2020** and implement the **UGC Guidelines for Professor of Practice (2023)**, MRDU seeks to engage eminent professionals who bring practical insights from industry, research, entrepreneurship, public service, and allied domains into the classroom and laboratories.

The initiative aims to enhance employability, innovation, and the University's engagement with industry and society by creating a bridge between theory and practice.

2.0 OBJECTIVES

1. To integrate experiential knowledge into teaching, curriculum design, and applied research.
2. To foster collaboration between academia, industry, and government institutions.
3. To support innovation, incubation, and entrepreneurship initiatives at MRDU.
4. To strengthen student mentoring, professional ethics, and problem-solving capacity.
5. To contribute to institutional and national capacity building through professional expertise.

3.0 ELIGIBILITY CRITERIA

1. Individuals with at least 15 years of professional experience and a record of outstanding achievement in Engineering, Technology, Management, Sciences, Medicine, Architecture, Law, Media, Defence, Civil Services, or other recognised professions.
2. Possession of a Ph.D. or conventional academic credentials is not mandatory where practical excellence is established.
3. Academic-publication norms applicable to regular faculty do not apply.
4. At any time, the number of Professors of Practice shall not exceed 10 percent of the total sanctioned faculty positions of the University.

4.0 DUTIES AND RESPONSIBILITIES

1. Design and deliver **practice-oriented courses**, laboratories, and workshops.
2. Contribute to curriculum modernisation and skill-development initiatives.
3. Mentor students and faculty in innovation, incubation, and entrepreneurship.
4. Facilitate industry partnerships, internships, and consultancy projects.
5. Deliver lectures, seminars, and continuing-education programmes.
6. Participate in joint research, product development, or knowledge-transfer activities.
7. Support accreditation, outreach, and professional-body engagement as required.

5.0 GENERAL CONDITIONS

1. Engagement is contractual and temporary, governed by MRDU regulations.
2. Appointments are over and above sanctioned faculty strength and shall not replace regular recruitment.
3. Normally, serving or retired full-time academics shall not be appointed unless possessing unique applied-industry credentials.
4. Professors of Practice shall abide by the MRDU Code of Conduct and other institutional policies.

6.0 CATEGORIES OF ENGAGEMENT

Type	Funding Source / Modality	Key Features
A. Industry-Funded Professor of Practice	Sponsored by industry or corporate organizations	Co-created course delivery, research collaboration, and training outputs.
B. University-Funded Professor of Practice	Financed through MRDU budget	Short- or long-term appointments to fill skill or technology gaps.
C. Honorary Professor of Practice	Voluntary or part-time contribution	Honorarium or token allowance approved by the Vice-Chancellor.

7.0 SELECTION PROCEDURE

1. The Vice-Chancellor may invite nominations or accept self-nominations.
2. Applicants shall submit a detailed Curriculum Vitae and a concise proposal describing intended contributions.
3. A Selection Committee, comprising two senior professors of MRDU and one external expert,

shall evaluate credentials.

4. Recommendations shall be placed before the Academic Council and Board of Management (BoM) for approval.

8.0 TENURE AND RENEWAL

1. Initial appointment shall normally be for one year, extendable annually based on performance.
2. The cumulative tenure shall not exceed three years, extendable by one additional year in exceptional cases with BoM approval.
3. Continuation depends on satisfactory performance, verified through annual reviews by the Dean (Academics) and IQAC.
4. Either party may terminate the engagement with one-month notice.

9.0 REVIEW, IMPLEMENTATION RESPONSIBILITY AND DOCUMENT CONTROL

9.1 Policy Implementation

1. The Dean (Academics) shall act as the Nodal Officer for the implementation of this Policy under the supervision of the Vice-Chancellor.
2. Each School or Department shall identify domains requiring Professors of Practice and forward justified proposals to the Dean (Academics).
3. The IQAC shall maintain centralised records of appointments, tenure, deliverables, and reviews for quality-assurance and audit purposes.
4. The Human Resources Department (HR) shall:
    - Prepare and issue appointment, renewal, or termination letters after statutory approvals.
    - Maintain service dossiers and update the Human Resource Management Information System (HRMIS) with tenure and remuneration details.
    - Process honoraria, travel claims, and other payments with Accounts, ensuring fiscal compliance.
    - Facilitate onboarding and orientation (ID cards, email credentials, access permissions).
    - Provide administrative liaison between appointees and academic units.
    - Support IQAC and Dean (Academics) during internal or external audits by providing documentation.
5. The Registrar shall ensure overall compliance with UGC norms and maintain statutory records.
6. The Dean (Academics) and Dean (IQAC) shall conduct an annual performance review of all PoP appointments and submit a consolidated report to the Academic Council and BoM.

9.2 Monitoring and Compliance

1. IQAC shall monitor engagement numbers, course outcomes, and departmental feedback.
2. Annual summary of PoP contributions shall be tabled before the BoM.
3. Any deviation from UGC norms shall require prior approval of the Vice-Chancellor.

9.3 Policy Review Cycle

1. This Policy shall be reviewed once every three years, or earlier if mandated by regulatory changes.
2. Revisions shall be proposed by the Dean (Academics) in consultation with IQAC and approved by the Board of Management.
3. Updated versions shall supersede earlier editions and be circulated University-wide.

MALLA REDDY (MR) DEEMED-TO-BE UNIVERSITY

DOCUMENT CONTROL SHEET

Document Title	Policy for Engaging Professor of Practice
Document Code	MRDU/IQAC/POP/2025
Version No.	1.0
Revision No.	0
Effective Date	12 January 2026
Next Review Date	12 January 2029
Prepared By	HR Department & Dean (IQAC)
Reviewed By	Academic Council
Approved By	AC
Document Category	Institutional Policy Document
Distribution	Controlled Copy – IQAC / Dean (Academics) / All Schools / HR Dept / University Website

Document Revision History

Version	Revision No.	Date	Description of Change	Prepared By	Approved By
1.0	0	01 Nov 2025	First issue – Initial release of the Policy for Engaging POP	HR Department & Dean (IQAC)	AC