



# GOVERNMENT COLLEGE OF ENGINEERING AMRAVATI

(An Autonomous Institute of Govt. of Maharashtra)

"Towards Global Technological Excellence"

Phone: 0721-2531930

Website: [www.gcoea.ac.in](http://www.gcoea.ac.in)

Fax: 0721-2531931

Email: [principal@gcoea.ac.in](mailto:principal@gcoea.ac.in)



NO.GCOEA/POP-ADV/2023/

DATE:23-06-2023

## Advertisement for the Recruitment of Professor of Practice

Applications are invited from the eligible candidates for appointment **ONE POST** of **Professor of Practice** in the Electronics /Electrical/Instrumentation and allied discipline.

### How to Apply:

The application in prescribed format should be submitted to Institute office in time.

### Important Dates:

Date of Publication of Advertisement	: 23-06-2023
Last Date for Application	: 10-07-2023
Publication of Short-Listed Candidate on website	: 15-07-2023
Date of Interview	: Will be displayed on website later

### General Instruction:

1. For rules and regulation /Qualification/ Role and responsibility/ Honorarium please visit the institute website
2. Where the number of applications received in response to an advertisement is large and it is not feasible or convenient to interview all the candidates, the Institute at its discretion, may restrict the number of candidates to a reasonable limit on the basis of qualifications/experience/ potential contribution.
3. The dates of interviews will be notified on the Institute website and the same will be communicated through email (as provided in the application form) to the shortlisted candidates. Any change of correspondence address/ email/ phone from the one given in the application form should at once be communicated to the Institute.
4. Candidates are advised to visit the Institute website at regular intervals for the updates.
5. The process of selection may be by a presentation/seminar/interview or a combination thereof.
6. The Institute shall process the applications entirely on the basis of information/ documents submitted by the candidates. In case the information/documents are found to be false/ incorrect by way of omission or commission, the responsibility and liability shall lie solely with the candidate.

7. Applicants serving in Institute/ organization (including Boards/Autonomous Bodies) are required to submit “No Objection Certificate” on the prescribed proforma from the employer, at the time of interview.
8. Any addendum/ corrigendum, if any, shall be posted on our Institute website
9. Canvassing in any form will be treated as a disqualification.
10. Incomplete applications in any respect shall be summarily rejected.
11. The Institute reserves the right to revise/reschedule/cancel/suspend/withdraw the recruitment process in part or full without assigning any reason. The decision of the Institute shall be final and no appeal in this regard shall be entertained.
12. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the Institute reserves the right to modify/withdraw/cancel any communication made to the applicant in this regard.
13. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the Institute shall be final.
14. If the services of any candidate is not found satisfactory, his/ her services may be terminated forthwith without assigning any reason to him/ her.
15. The envelop should be marked at the top of as

**“APPLICATION FOR THE POST OF PPROFESSOR OF PRACTICE”**

16. Application along with all supporting documents should reach on or before the last date to

**Principal  
Government College of Engineering,  
Kathora Naka, VMV Road  
Amravati-444604 (MS)**

**Principal**



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## Application for Professor of Practice

1	Advertisement No.		Affix Photograph with light back ground			
2	Post Applied for (Name of Department)					
3	Name of the Applicant					
4	Name of Father / Husband / Guardian					
5	Date of Birth	dd/mm/yyyy	Gender	M/F/O		
6	Address for Correspondence					
7	Mobile		Email			
8	Present Position / Designation & Organization name (If working)					
9	<b>Educational Qualification</b>					
	<b>Course</b>	<b>Specialization</b>	<b>Institute</b>	<b>Year of Passing</b>	<b>Class</b>	<b>Percentage / CGPA</b>
	UG					
	PG					
	Ph.D.					
10	<b>Industrial Experience</b>					
	<b>S.N.</b>	<b>Name of Industry/ Organization</b>	<b>Post Held</b>	<b>From</b>	<b>To</b>	<b>Total Experience</b>
	1					
	2					
	3					
11	Any Other Special Information					

**Note: Self Attested Proof(s) and detailed CV along with relevant documents (Educational Qualification, Industry Experience etc) and a brief write-up about potential contribution must be enclosed for the above claims**

### UNDERTAKING

I hereby declare that I have carefully read and understood the instructions and all information furnished in this form as well as the attached sheets are true and correct to the best of my knowledge and belief. I fully understand that if it is found later that any information given in the application is incorrect / false or if I do not satisfy the eligibility criteria, my candidature / appointment is liable to be cancelled / terminated. I have enclosed my detailed CV and a brief write-up about my potential contribution.

Date:

(Name & Signature of Applicant)

Place:

**Format for No Objection Certificate from Employer**

*(On Letter Head of the Organization)*

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr./Ms/Dr. -----S/O/D/O/W/O-----  
----- is working as -----(Designation)  
in this organization since -----(Date). This organization does not have any objection on  
appointment as Professor of Practice in the department of -----of  
Government College of Engineering Amravati. In case of appointment as Professor of Practice  
he/she will be abide by all rules and regulations of the Institute laid down for he above said  
post time to time.

Place:

Name and Signature of Authority

Date:

Office Seal:

## **Detailed Guidelines for the Appointment of Professor of Practice**

### **Preamble**

The National Education Policy 2020 seeks to transform higher and technical education by focusing on skill-based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational/technical education with general education and strengthening industry-academia collaboration in HEIs. 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 UGC/GoM 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”. This will help to take real world practices and experiences into the class rooms and also augment the faculty resources in higher education institutions. In turn, the industry and society will benefit from trained graduates equipped with the relevant skills.

### **OBJECTIVES:**

- 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, 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 play mentoring role.

### **ELIGIBILITY:**

- i. 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, water-harvesting, organic farming, small green energy systems, municipal planning, community participation, gender budgeting/planning, inclusive development of tribals and public administration 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, will 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 a HEI, at any point in time, should not exceed 10% of the sanctioned posts in a HEI. As per the GR No. Miscellaneous 2022/pr.kr.(10/22)TE-1 dated 29 December 2022 institute can appoint one professor of practice.

#### **DUTIES AND RESPONSIBILITIES:**

- i. The person appointed under this scheme shall teach at least one subject/course to third year /fourth year students and carry out teaching work as assigned to regular professor. He/she should carry out the students' projects, assessment, examination /valuation work etc.
- ii. Involve in the development and designing of courses and curriculum.
- iii. Introduce new courses and deliver lectures as per institutional policies.
- iv. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- v. To focus on enhanced industry-academia collaborations.
- vi. Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- vii. Carryout joint research project or consultancy services in collaboration with the regular faculty member of the institute.

#### **GENERAL CONDITIONS:**

- i. The engagement of Professor of Practice will be for a fixed term.
- ii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of a institute. 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.

#### **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 HEIs from their own resources
- C. Professor of Practice on Honorary basis

#### **A. Professor of Practice funded by Industries:**

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, institute may collaborate with the industries to support the Professor of Practice positions.

**B. Professor of Practice funded by HEIs from their own resources:**

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

**Remuneration:** Part-time/Full-time engagement: Consolidated amount, mutually agreed between the institution and expert.

**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 honorary basis. Such experts may be engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

The institute may decide on the amount of honorarium to be paid to the Professor of Practice in this category from their own resources.

**Honorarium:** An honorarium of ₹ 600000/- only (Rupees six lack Only) per semester of four months.

**PROCEDURE FOR SELECTING PROFESSOR OF PRACTICE**

- a. The Principal 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 Principal with a detailed biodata and a brief write-up about their potential contribution to the institute.

**SELECTION COMMITTEE FOR APPOINTMENT**

- a. A selection committee will be constitute consisting of two senior Professors from the institute and one eminent external member.
- b. Based on the recommendations of this committee, the Academic Council and BoG of the institute will decide on the engagement.

**TENURE**

- i. The engagement may be initially for up to one year.
- ii. At the end of the initial engagement or subsequent extension, the institute will make an assessment and take the decision about extension.

- iii. The institute will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice.
- iv. The maximum duration of service of Professor of Practice at a given institution 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.