



# SHRI VISHWAKARMA SKILL UNIVERSITY

(State University enacted under the Government of Haryana Act 25, 2016)

## NOTIFICATION

The Executive Council (EC) in its 44th meeting held on 22.06.2026 vide Table Agenda Item No. EC/44/TB/04 has considered and approved the minutes of the meeting dated 10.06.2026 i.e Policy for engagement of Professor of Practice (**Annex.I-4 Pages**) and their monthly remuneration for already engaged/to be engaged PoPs as under:-

Sr. No.	Category / Cadre	Approved Monthly Remuneration (Consolidated)
1.	Assistant Professor of Practice	Rs. 57,700/-
2.	Associate Professor of Practice	Rs. 1,31,400/-
3.	Professor of Practice	Rs. 1,44,200/-

This is issued with the approval of the Competent Authority.

*22/07/2026*  
Assistant Registrar (Estt.)  
Establishment Branch  
SVSU, Dudhola, Palwal  
Dated: *22/07/2026*

Endst. No. SVSU/2026/Estt./ *2060-2068*

A copy of the above is forwarded to the following for information and further necessary action:

1. **All Deans / Chairpersons / Directors / Principals / HODs**, SVSU, Dudhola, Palwal.
2. **The Dean Academic Affairs**, SVSU, Dudhola, Palwal
3. **The Director, Transit Campus**, Gurugram
4. **Chief Accounts Officer , Accounts Branch**, SVSU, Dudhola, Palwal
5. **Joint Director (Audit)**, SVSU, Dudhola, Palwal.
6. **In-charge Academics / Academic Branch**, SVSU, Dudhola, Palwal.
7. **OSD to VC** (for kind information of the Hon'ble Vice Chancellor, SVSU, Dudhola, Palwal).
8. **PA to Registrar** (for kind information of the Registrar, SVSU, Dudhola, Palwal).
9. **IT Cell**, SVSU – For uploading the official notification on the University website
10. **File**.

*22/07/2026*  
Assistant Registrar (Estt.)  
Assistant Registrar  
Establishment Branch  
SVSU, Dudhola, Palwal

# SHRI VISHWAKARMA SKILL UNIVERSITY

Dudhola, Palwal, Haryana

(A State University established under the Haryana Vishwakarma Skill University Act, 2016)

## POLICY FOR ENGAGEMENT OF PROFESSOR OF PRACTICE

Framed with reference to the UGC Guidelines (2022) and the AICTE Guidelines on Industry–Academia Mobility and Professor of Practice (2024)

### 1. Preamble and Legal Basis

In keeping with the National Education Policy 2020, which emphasises skill-based education, integration of vocational and general education and strengthened industry–academia collaboration, Shri Vishwakarma Skill University (“the University”) institutes the position of Professor of Practice to bring distinguished practitioners and domain experts into its academic and skilling programmes.

This policy is framed with reference to: (a) the UGC Guidelines for Engaging Professor of Practice in Universities and Colleges, 2022; (b) the AICTE Guidelines for Engaging Professor of Practice and Mobility of faculty members and technical experts between industry/research institutions and AICTE-approved institutions (effective 26 June 2024); and (c) the Haryana Vishwakarma Skill University Act, 2016 and the Statutes/Ordinances of the University.

### 2. Objectives

- To develop industry-relevant and skill-oriented courses and curricula and to enable joint research, consultancy and skilling activities of mutual benefit.
- To bring distinguished experts from industry, enterprise and the professions into the University’s teaching, mentoring and skilling environment.
- To strengthen industry–academia linkages, experiential learning, entrepreneurship and placement outcomes for students.

### 3. Positions Covered

Consistent with the AICTE 2024 framework, the University may engage experts at the following levels, all governed by this policy: Professor of Practice, and, where warranted by the domain and the expert’s standing, Associate Professor of Practice and Assistant Professor of Practice. Unless the context requires otherwise, “Professor of Practice” (PoP) in this policy includes all three levels, with eligibility experience and remuneration scaled accordingly.

In line with the AICTE faculty pay structure under the 7th CPC, each level corresponds to a distinct academic pay level, so that the level of engagement, the experience required and the monthly salary anchor are aligned as follows:

Level of engagement	Indicative minimum professional / industry experience	Corresponding AICTE academic pay level (7th CPC)	Consolidated monthly salary (at start of scale)
Assistant Professor of Practice	5 years or more	Academic Level 10	₹57,700 (consolidated)
Associate Professor of Practice	10 years or more	Academic Level 13A	₹1,31,400 (consolidated)
Professor of Practice	15 years or more, at a senior level	Academic Level 14	₹1,44,200 (consolidated)

**Note:** The experience thresholds above are indicative and shall be fixed by the University in the appointment notification. As per the UGC and AICTE Professor of Practice guidelines, a formal academic qualification (such as Ph.D.) and research publications are not mandatory for these positions; the mapping of an expert to a level is made primarily on the basis of professional standing and industry experience. Where the expert additionally

holds the academic qualification prescribed for the corresponding regular cadre, the next higher level may be considered.

#### 4. Eligibility

- i. Distinguished experts who have made remarkable contributions in their profession or field, with at least 15 years of service or experience, preferably at a senior level. For Associate and Assistant Professor of Practice levels, the University may prescribe correspondingly lower experience thresholds in the appointment notification.
- ii. A formal academic qualification is not essential if the candidate has exemplary professional practice in lieu. Such experts are exempted from the requirement of publications and from other eligibility criteria stipulated for the recruitment of regular faculty at the corresponding level.
- iii. The position is NOT open to persons in the teaching profession, whether serving or retired.
- iv. The candidate must possess the skills required to discharge the duties and responsibilities under this policy.

#### 5. Ceiling on Numbers

The number of Professors of Practice in the University at any point in time shall not exceed 10% of the sanctioned posts. Their engagement is exclusive of the sanctioned posts and shall not affect the number of sanctioned posts or the recruitment of regular faculty members.

#### 6. Categories of Engagement

- Category A — Professor of Practice funded by industries, PSUs, research bodies or CSR partners.
- Category B — Professor of Practice funded by the University from its own resources.
- Category C — Professor of Practice on an honorary basis.

#### 7. Remuneration and Fixation of Amount

The UGC and AICTE guidelines prescribe that the remuneration of a University-funded Professor of Practice is "a consolidated amount, mutually agreed between the institution and the expert", met from the institution's own resources, and that the honorarium for the honorary category is decided by the institution. No fixed figure is prescribed by either body. The University therefore adopts the following framework so that the amount is fixed objectively, uniformly and within audit limits.

##### Guiding principle for fixation:

- i. The expert shall first be mapped to one of the three levels — Assistant, Associate or Professor of Practice — on the basis of professional and industry experience and qualification, as set out in Clause 3.
- ii. The consolidated monthly salary shall ordinarily be fixed at the start (entry pay) of the AICTE academic pay level corresponding to that level, namely ₹57,700 (Level 10), ₹1,31,400 (Level 13A) or ₹1,44,200 (Level 14) per month. This amount is an all-inclusive consolidated salary, with no separate dearness allowance (DA) or other allowances added on top of it. Fixing the salary at the entry of the scale keeps the engagement affordable and audit-defensible.
- iii. In no case shall the consolidated remuneration exceed the pay of a regularly appointed faculty member of the corresponding cadre. The competent authority may, for recorded reasons and in exceptional cases, fix an amount higher than the entry pay within that cadre's pay range, having regard to the expert's standing; last drawn pay or current professional earnings and the financial position of the University.
- iv. The remuneration is consolidated and contractual. It does not carry annual increments, pension, gratuity or other service benefits, and is subject to TDS and applicable statutory deductions. It is met from the University's own resources or sponsored / CSR funds and is exclusive of sanctioned posts.

##### Remuneration matrix:

Category	Who bears the cost / mode	Remuneration (fixed by competent authority)
A. Industry-funded	Borne fully by the sponsoring industry, PSU, research body or CSR partner under a written undertaking. University carries no financial liability.	As funded by the sponsor; University may add a nominal coordination honorarium only from sponsored funds.
B. University-funded (full-time)	Met from the University's own resources, exclusive of sanctioned posts.	Consolidated monthly salary fixed at the START of the scale (entry pay) of the AICTE academic pay level for the level to which the expert is mapped: • Assistant PoP — ₹57,700 (Level 10) • Associate PoP — ₹1,31,400 (Level 13A) • Professor of Practice — ₹1,44,200 (Level 14) This is an all-inclusive consolidated salary (no separate DA, allowances or increments) and shall not exceed the pay of a regular incumbent of that cadre.
B. University-funded (part-time)	Met from University's own resources for engagements of limited contact hours.	Per-lecture / per-contact-hour honorarium (indicative ₹2,000 – ₹2,500 per hour), subject to a monthly ceiling (indicative ₹60,000), OR a pro-rata share of the full-time consolidated amount.
C. Honorary	Expert serves without salary; only session honorarium and actual travel.	No monthly salary. Session honorarium (indicative ₹3,000 – ₹5,000 per day of engagement) plus reimbursement of actual travel and stay expenses as per University norms.

### Benchmarks referred to while framing this section

AICTE / 7th CPC academic pay levels (start of scale): Assistant Professor — Level 10, ₹57,700; Associate Professor — Level 13A, ₹1,31,400; Professor — Level 14, ₹1,44,200. The consolidated monthly salary of a Professor of Practice is fixed at the entry pay of the corresponding level, with no DA or other allowances added.

UGC / AICTE PoP guidelines: no fixed figure, "consolidated amount, mutually agreed," from the institution's own resources.

## 8. Selection Procedure

- The Vice-Chancellor may invite nominations from eminent experts, or experts may submit their nomination with detailed biodata and a brief note on their intended contribution.
- Nominations shall be considered by a Selection Committee as per approved constitution.
- On the recommendation of the Selection Committee the Executive Council of the University shall decide on the engagement and fix the remuneration within the ceiling at Clause 7.

## 9. Duties and Responsibilities

- Participate in the development and design of courses and curricula, and introduce and deliver new courses as per University policy.
- Mentor students in innovation, entrepreneurship, skilling and live industry projects.

- Conduct, jointly with regular faculty, workshops, seminars, special lectures and training programmes, and undertake joint research or consultancy.
- Strengthen industry–academia collaboration, internships, on-the-job training and placements.

## **10. Tenure**

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The engagement may initially be for up to one year. At the end of the initial term or any extension, the University shall assess the contribution through its own assessment procedure and decide on extension. The maximum duration of service at the University shall not exceed three years, extendable by one year in exceptional cases, with total service not exceeding four years under any circumstances.

## **11. Other Conditions**

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- The Professor of Practice shall abide by the conduct, confidentiality and intellectual property rules of the University.
- Engagement is contractual and does not confer any right to regularisation or to a regular post.
- Either party may terminate the engagement with one month's notice, or as specified in the engagement letter; unsatisfactory assessment may result in earlier termination.
- Leave, working hours and reporting shall be as specified in the individual engagement letter.

## **12. Competent Authority and Review**

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The Executive Council is the competent authority to approve engagements on the recommendation of the Selection Committee, fix remuneration within the prescribed ceiling, and amend this policy. This policy shall be reviewed periodically and aligned with any revision of the UGC or AICTE guidelines.

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