



**BMS INSTITUTE OF TECHNOLOGY AND MANAGEMENT  
YELAHANKA, BANGALORE-560119.**

Ref: BMSIT&M/2024-25/ 9974

Date: 30.12.2024

**OFFICE MEMORANDUM**

**Sub: General Guidelines for Appointment of Professor of Practice.**

The Appointment of Professor of Practice was approved in the 49<sup>th</sup> BoG dated 04.09.2024. In this regard, the HOD's are hereby informed to take note of the following General Guidelines for appointment of Professor of Practice for the respective Department.

1. The Department may avail the services of only one Professor of Practice at any given point of time in an academic year.
2. The Remuneration:
  - i. For a Professor appointed as Professor of Practice ₹5,000/- per session of 2 hrs.
  - ii. For an Associate Professor appointed as Professor of Practice ₹4,000/- per session of 2 hrs.
  - iii. For an Assistant Professor appointed as Professor of Practice ₹3,000/- per session of 2 hrs.

Additionally TA & DA shall be paid at actuals or ₹3,000/-, the least of the two. TA & DA claims need to be supported with relevant bills / documents.

3. The Professor of Practice may be engaged for not more than 40 sessions of 2 hrs spread across 10 months in a year.

  
PRINCIPAL  
M. Dev. S.

Copy to:-

1. Vice Principal
2. All HODs, Dean
3. AO, Registrar, Accounts Officer

<p><b>Professor</b></p>	<p>Associate Professor, applicable. Post PhD publications and guiding PhD students is highly desirable.</p> <p>2. Minimum of 10 years teaching/ research / industrial experience of which at least 5 years should be at the level of Associate professor. Or Minimum of 13 years experience in teaching and / or Research and /or Industry.</p>	<p>Masters level in the relevant branch and a <b>minimum of 10 years</b> experience in Teaching/ Research / Industry out of which <b>at least 3 years</b> shall be at a post equivalent to that of an Associate Professor (Minimum 5 years of post Ph.D experience).</p> <p>2. <b>At least 6 research publications</b> in SCI/WoS/ABDC Journals and <b>at least 2 successful Ph.D guided</b> as Supervisor/ Co-Supervisor is desirable</p>
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Dr. N C Shivaprakash suggested that 360-degree feedback from all stakeholders (Department colleagues, Students & Alumni) may be taken while promoting faculty members. Dr. Sanjay H A, Principal, noted Dr. N C Shivaprakash's suggestion for implementation. The Hon'ble BoG Members noted and approved.

#### 49.5.4 Policy for Appointment of Professor of Practice as per AICTE:

In accordance with the AICTE guidelines to engage industry professionals in academic institutions, it is proposed to appoint a Professor of Practice, Associate Professor of Practice and Assistant Professor of Practice at BMSIT&M. Dr. Sanjay H A., Principal, placed on record the policy to be adopted while appointing a Professor of Practice of various categories.

The Honorarium proposed:

- i. Professor of Practice ₹ 5,000/- per session of 2 hours
- ii. Associate Professor of Practice ₹ 4,000/- per session of 2 hours
- iii. Assistant Professor of Practice ₹ 3,000/- per session of 2 hours

Additionally, conveyance and Travel Allowance shall be paid at actuals.

The same was noted and approved by the Hon'ble BOG Members.