

Appointment of Professor of Practice

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| Cross-reference/related documents | | 8.1 Roles and responsibilities of academic staff |

1. Rationale and principles which this policy seeks to uphold

- 1.1. The integration of practical or professional real-world expertise with the University's core activities, teaching, learning and research, focusing on skill-based education to promote the academic excellence and meet the needs of the industry and the economy is one of BUiD's strategic targets. Towards this, BUiD has taken a new initiative to engage the industry and other professional expertise into the academic activities through a new category of positions called "Professor of Practice".
- 1.2. This policy sets the procedures and guidelines for the appointment of Professor of Practice to bridge the gap between academia and industry, fostering a dynamic learning environment that prepares students for success in their fields.

2. Scope

- 2.1. This policy applies to BUiD academic programs for which the University Vice Chancellor has approved the hiring of individuals as Professors of Practice and the recognition and appointment of individuals as Professors of Practice.

3. Definitions

- 3.1. Professors of Practice: a non-tenure track academic staff who possess substantial professional expertise and applied experience, over a sustained period, to provide professional instruction in their discipline, in a manner that brings distinction to the appointing programme/faculty and the University.

4. Policy

- 4.1. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science, technology, education leadership, business management, finance and law are eligible for Professor of Practice appointment provided they fulfilled the following criteria:
 - 4.1.1. A Master's Degree in a field related to assigned responsibilities is required and possession of a specific and relevant certifications and skills, including practical and/or teaching experience.
 - 4.1.2. Individuals are required to have proven substantial professional expertise in their specific profession or role with at least 15 years of service/experience at a senior leadership position, preferably in world-class recognised multinational organizations.
 - 4.1.3. They should possess the skills to carry out the duties and responsibilities required by the University such as the engagement in teaching, mentorship, and applied research.
- 4.2. A PhD qualification is not considered essential for this position if they have exemplary professional practice in lieu.
- 4.3. Prospective Professors of Practice will be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level.
- 4.4. Professor of Practice can be engaged in one of the following categories of engagement:
 - 4.4.1. Professor of Practice funded by Industries: Involving experts from industry in teaching will benefit both the industry and the University. For engaging industry experts and professionals in this category, the University may collaborate with the industries to support the Professor of Practice positions.
 - 4.4.2. Professor of Practice funded by the University: based on the assessment of gap areas in different fields the Faculty may recommend engaging experts working in leadership positions within respective professional fields. In this category, the remuneration for the Professor of Practice is made by the University as mutually agreed between both parties.
 - 4.4.3. Professor of Practice on Honorary basis: Experts may like to share their expertise with students and come forward to teach on honorary basis provided fulfilling the eligibility criteria. The University may decide on the amount of honorarium to be paid to the Professor of Practice in this category.
- 4.5. The workload assigned to Professors of Practice will be commensurate with that of Associate Professor workload within their respective academic departments, including teaching, research,

and service responsibilities, as outlined in their appointment contracts and in accordance with the university policies and procedures.

- 4.6. Professors of Practice shall enjoy the same rights and privileges as other academic staff members, including access to university resources, professional development opportunities, and participation in academic governance.
- 4.7. The engagement of Professor of Practice will be exclusive of the sanctioned posts of Faculty. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- 4.8. The number of Professors of Practice appointed in the Faculty, at any point of time, should not exceed 10% of the sanctioned posts in this Faculty.
- 4.9. Professor of Practice is not open for those in teaching profession- serving or retired.

5. Roles and responsibilities

- 5.1. Provide excellence in teaching delivery and/or innovative practice which will greatly enhance and/or change the nature of learning and teaching in the applicant's field.
- 5.2. Involve in the development and designing of modules and curriculum.
- 5.3. Encourage students in innovation and entrepreneurship projects and provide necessary mentorship for these activities.
- 5.4. Focus on enhanced industry-academia collaborations and contribute to outreach or public engagement that advances the understanding of the discipline as well as the University mission.
- 5.5. Conduct, jointly in collaboration with BUiD regular academic staff members, workshops, seminars, deliver special lectures and training programmes.
- 5.6. Carryout joint research project or consultancy services in collaboration with the BUiD regular academic staff members.

6. Procedures

Nominations:

- 6.1. The Faculty Dean may nominate candidates for the position of Professor of Practice based on the Faculty needs, according to established criteria, on the discretion of the University Vice Chancellor.
- 6.2. Before the application is submitted, the Dean should ensure that it has been discussed widely within the Faculty, and with other relevant stakeholders in the University, including the University Vice Chancellor.

6.3. Due diligence will be expected to be carried out on all candidates before they are informed of their nomination.

6.4. The application requirements includes the following:

6.4.1. A statement outlining the nominee’s practical or professional achievements with their evidence of credentials, their significance to BUiD’s mission, and their expected contribution to BUiD during their tenure.

6.4.2. The nominee’s CV or similar biographical information if a CV is not appropriate.

Appointments:

6.5. Appointments are made by the Vice Chancellor on the recommendation of the Dean, and on the basis of credentials presented within a CV and at interview.

6.6. Decisions to interview are made following review of a CV submitted through Human Resources to the Dean and/or Head of Programme.

6.7. An interview panel normally comprises the Head of Programme and the Dean of Faculty; at the discretion of the Vice Chancellor an additional member of academic staff.

6.8. Appointments are made by contract and letter issued by Human Resources. The terms will include payment, hours, and requirements in the role.

6.9. Professors of Practice may be appointed on a full-time or part-time basis initially for one academic year, with renewable contracts up to three academic years subject to performance evaluation and the University needs and the total service should not exceed three years under any circumstances.

Evaluation:

6.10. Professors of the practice should be evaluated annually following the department/Faculty evaluation plan. All evaluations shall be based upon the appointee’s teaching, service and achievement in professional practice as defined by the academic programs.

Document History

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| (1.1.1/V01) | Nov. 2024 | New Policy - Appointment of Professor of Practice | University Council |
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