



**GURU JAMBHESHWAR UNIVERSITY OF SCIENCE
& TECHNOLOGY, HISAR**
(Established by State Legislature Act 17 of 1995)
'A+' Grade NAAC accredited



NOTIFICATION

It is informed that the Executive Council vide resolution No.22 of its meeting held on 31.01.2025 has resolved to approve the implementation of UGC's Guidelines for empanelment of Artists-Artisans in-residence in Higher Education Institutions received from the Haryana State Higher Education Council, Panchkula vide letter dated 16.04.2024 and UGC's Guidelines for engaging Professor of Practice in the University received from Haryana State Higher Education Council, Panchkula vide letter dated 28.06.2024 (both the Guidelines may be downloaded from the University Website).

REGISTRAR

Endst.No.F-III/2025/6441-6485

Dated: 18.03.2025

Copy of the above is forwarded to the following with the request to circulate the notification among all the teachers/ academic staff to ensure compliance in letter and spirit :-

1. Dean Academic Affairs, GJUS&T, Hisar.
2. All the Deans of Faculties, GJUS&T, Hisar.
3. Dean of Colleges, GJUS&T, Hisar. He is requested to kindly take necessary action with regard to affiliated Colleges.
4. All the Chairpersons, University Teaching Departments/ Director, Haryana School of Business, GJUS&T, Hisar.
5. Director, Centre for Distance & Online Education, GJUS&T, Hisar.
6. Director, Malviya Mission Teacher Training Centre, GJUS&T, Hisar.
7. Director, Internal Quality Assurance Cell, GJUS&T, Hisar.
8. Director, Pt. Deen Dayal Upadhyaya University Computer Centre, GJUS&T, Hisar with a request to upload the guidelines on the University Website.
9. Director of Sports, GJUS&T, Hisar.
10. Librarian, Dr. Bhim Rao Ambedkar Library, GJUS&T, Hisar.
11. Joint Director(Local Audit), GJUS&T, Hisar.
12. Assistant Registrar(Accounts), GJUS&T, Hisar.
13. Assistant Registrar(Estt.), GJUS&T, Hisar
14. Assistant Registrar(Academic), GJUS&T, Hisar.
15. OSD to Vice Chancellor (for kind information of the Vice Chancellor), GJUS&T, Hisar.
16. Secretary to Registrar (for kind information of the Registrar), GJUS&T, Hisar.
17. Internal Sets (F-I and F-II).

Superintendent(Faculty)
for Assistant Registrar (F)

GUIDELINES FOR Empanelment of Artists/Artisans In-Residence in Higher Education Institutions



University Grants Commission
Ministry of Education
Government of India, New Delhi

Guidelines for Empanelment of Artists/Artisans–in–Residence in Higher Educational Institutions



ज्ञान-विज्ञान विमुक्तये

The University Grants Commission
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UGC Guidelines for Empanelment of Artists / Artisans – in - Residence in Higher Educational Institutions

1. PREAMBLE

Art forms are an integral part of human civilization. *Kala Gurus (Artists-in Residence / Artisans-in-Residence)*, have illuminated the art world for ages; they complement each other, exist together, and are interdependent on each other for their survival. Thousands of artists over the years have spent their lives shaping and enriching these art forms. Even in these modern times, many families follow various traditional art forms and cultural activities that include forms of creative expression. The proper use of their skills will help in creating positive minds, and a healthy society.

Art not only soothes the mind but also gives solace to the soul. With the passage of time, the higher education system has got streamlined, structured and focused on the core subjects. But that has created a vast gap between modern education and the Art & Art forms. Ironically, art teaching and skill development got limited to art education, and art and artists had no major role in the present education system due to which the students got deprived of their experience and skills. There is a dire need to connect the artists/artisans to the mainstream of higher education to provide an opportunity to enrich the learners with the immense practical experience and expertise of these artists/artisans combined with the creativity and ideas.

This integration is envisioned to have two-tier benefits while providing an opportunity for the students to have first-hand experience with creative talent in various arts and crafts to strengthen and improve programmatic attainments for rich and varied backgrounds and experiences. It will also benefit directly or indirectly, the targeted professionals and art forms in getting new energy and prospects in society. Not only the students will get maximum benefit, but the art forms will also get new dimensions. Talent scouting and providing an opportunity for developing cultural inventory including artists and art forms will facilitate enriching university academic and research programmes.

In order to recognize the intellectual and creative talent in various art forms and crafts available within the country which are not formally connected to mainstream academia, these guidelines lay down an integrated initiative to imbibe the skills and creativity of artists and artisans augmenting the resources. It is imperative that the experience and expertise of such individuals, who are outside the mainstream academic system flow into our Higher Educational Institutions (HEIs) to meet the needs of the current expansion of the Higher Education System in tune with the National Education Policy – 2020.

2. PRESENT TIME ANALYSIS

Analyzing the current pattern of teaching and learning, it is observed that the whole education is being operated in a mechanical way; it not only lacks emotions and feelings, but also limits co-curricular activities. Even in the field of Visual and Performing Arts, the students are not getting real-time exposure to art and art forms. There are many classical and folk instruments, classical and modern forms of music, traditional/folk dances, and forms of Visual arts, which the young generation enjoy and also want to learn these forms. This gives them, peace and happiness, the essential ingredients for positive growth.

There is a dire need to connect the *Kala Gurus* to the mainstream of higher education. The immense practical experience and expertise of the Artists and Artisans combined with the creativity and ideas of the students will not only change their perspective but also prove worthy vice-versa. Not only the students will get the maximum benefit, but the art forms will also get new dimensions and do not get extinct.

3. RECOMMENDATION UNDER NEP-2020

India has a very rich heritage of art and culture. Many art forms are practised since time immemorial. Most art forms are being preserved and saved from generations by the artisans, who have dedicated their whole life to cultivating that art. But the new generation is not much aware of these glorious arts and their tradition. There has become a wide gap between the students pursuing higher education, and the art & artists. As per NEP-2020 it is needed to bridge this gap between higher education and arts (*Kala*), by creating a strong bond between them.

4. OBJECTIVE

The present guidelines aim to streamline the process of engagement of the *Kala Guru* in higher educational institutions as a teacher and guide enabling the academic institutions to encourage nurturing of the creative intellect and indispensable spirit of arts and its appreciation, so they amalgamate and enrich it with their experience and expertise. It focuses on a structured association of 'Master Artists' in the higher education system as a mentor.

- 4.1. To create collaboration between Artists and HEIs, to develop an effective structure of art education, involving skilled *Kala Gurus* in teaching, research and other academic activities on a regular basis, which will synergize the artistic experience with the conventional education to be more productive and beneficial for the students.
- 4.2. To connect distinguished individuals, who have excelled in their field of specialization like Arts, Crafts and Dance Forms, Music, Fine Arts *etc.* with the higher education system.
- 4.3. To enrich the overall learning process by bringing art perspectives to regular teaching.
- 4.4. To promote the interaction of Master *Kala Gurus* with the students, and facilitate the dissemination of knowledge.
- 4.5. To enable higher educational institutions the access eminent *Kala Gurus* through formal association with the HEIs, their participation in imparting experiential and practical learning, collaboration in research activities, and playing the role of a mentor.

5. IDENTIFICATION OF ART (*KALA*) AND ART FORMS (*KALA ROOP*)

India has an enormous treasure of traditional art. Every state and every region has its unique style of art and culture, which has been developed from the local beliefs, customs, lifestyles and all forms of diversity.

The Indian art forms derive their origin from visual, performing and literary arts and are further divided into numerous types and styles from each category. There has been a long tradition in our country of practicing and mediating relentlessly by the artists to evolve each art form, and its subsidiaries. Even in the contemporary era, many families have still devoted their life to treasuring the art heritage of their ancestors. This is a challenging task to strike a balance between the preservation of art and livelihood.

This process of identification of art and art forms, and connecting them with the higher education system is a significant step in this direction.

The tentative list of the art forms is given below:

A. Handicraft

Pottery, Bamboo art, Cane Work, Woodwork, Terracotta, Madhubani, Pichhwahi, Charkha weaving, Mughal Wood Art, Stone, Bronze work, Meenakari work, Weaving, Dyeing, Block Printing, Miniature Painting, Wood Carving, Printed Textiles, Natural-Organic Dyes Preparation, Hand Embroidery, Carpet Weaving, Calligraphy, Dadtaan Goi etc.

B. Music

- Classical Music
 - i) Hindustani vocal
 - ii) Hindustani Instrumental
 - iii) Carnatic vocal
 - iv) Carnatic Instrumental
 - v) Dhrupad Singing
 - vi) Gurbani
 - vii) Sufiana
 - viii) Folk music and instruments; & Other forms
- Semi-classical, Light, Modern Music
 - i) Thumari/ Dadra/ Kajri, Ghazal, Geet, Bhajan, Sufi etc.
 - ii) Sopana Sangeet
 - iii) Qawali
 - iv) Devotional- Bhajan, Ramayan, SrimadBhagwatPaathetc
 - v) Rabindra Sangeet
 - vi) Fusion/Jugalbandi/ Talvadhya
 - vii) Orchestra/Choral
 - viii) Rock Band/ Jazz
 - ix) Choir singing
 - x) Other

C. Dance

- Classical & Traditional Dance forms
 - i) Kathak
 - ii) Odissi

- iii) Bharatnatyam
- iv) Kuchipudi
- v) Kathakali
- vi) Manipuri
- vii) Mohiniyattam
- viii) Chhau
- ix) Sattriya
- x) Yakshgana
- xi) Pandwani
- xii) Others

➤ **Folk Dance**

Bhangra/Gidda, Garba, Rouf, Ghoomar, Bihu, Lavani, Vilasini Natyam, Dhimsa, Bagurumba, Ali Ai Ligang, Kolattam, Natyam, Aji Lamu, Roppi, Phoning, Kajari, Jhumari, Dandari, Gendi, Panthi, Karma, Damkach, Mando, Talgari, Suvani, Dasarawadan, Kunbi, Fugadi, Raas, Bhavai, Tippani, Gugga, Khorla, Kullu Nati, Namgen, Hikar, Chham, Dumhal, Kud, BhandJashan, Phagua, Krishna Parijatha, Nagamandala, Bhootha Aradhane, Kaikottikali, ThumbiThullal, Karma, Gaur Maria, Kaksar, Ahiri, Pavri, Dhangari Gaja, Khamba Thoibi, Pung Cholom, Nongkrem, Cheraw, Khuallam, Changlo-SuaLua, Ghumura, Ruk Mar, GotiPua, Jhumar, Kuccgighodi, Kalbelia, Bhavai, Saper dance, Singhi Cham, Khukuri, Talachi, Karagaattam, MayilAttam, Kummi, Kavadi, Garia, Hozagiri, Raaslila, Charkula, BaradaNati, Chapeli, Langvir, Gambhira, Kalikapatadi, Domni, Kalaripattu, Ottamthulla*etc.*

➤ **Modern Experimental /Contemporary Dance.**

D. Professional Art Forms

Painting, Printmaking, Textile, Drawing, Sculpture, Ceramic, Calligraphy, Photography, Installation, *etc.*

E. Folk Theatre, Nautanki *etc.*

F. Yoga

G. Other Arts

Sand Art, Mehndi, Floor Art (Rangoli/Mandana/Kolam*etc.*), Storyteller, Magic Show, Puppet Show, Comic Art, mime art and others.

The above list is not exhaustive; this is an indicative list, open for further inclusion of more art forms, if any.

6. EMPANELMENT OF THE *KALA GURU* (ARTIST/ARTISAN) IN RESIDENCE

Criteria for Empanelment: The process of empanelment of Artists/Artisans – in – Residence will be initiated by the concerned academic department(s), where the services of such persons are to be availed, justifying the requirement. The application/proposal/nomination may be forwarded to the Committee constituted by the HEI for this purpose. The same should be evaluated by the Committee which will submit its recommendations to the Competent Authority for empanelment of *Kala Guru's* Artists/Artisans – in – Residence.

Tenure: The services of an empanelled *Kala Guru* may be availed for a period as decided by the HEIs.

Structure of the Committee for Empanelment

- i) Head of the Institution or his nominee (Chair).
- ii) Head/Coordinator of the concerned Department(s)/Activities.
- iii) Two External Experts of the relevant discipline (nominated by the head of the institution)
- iv) Registrar / Vice-Principal or equivalent person (Convener).

Eligibility:

Level-I: Guru (Artist/Artisan)

Level-II: Param Guru (Outstanding Artist/Artisan)

Level-III: Parameshti Guru (Eminent Artist/Artisan)

7. ELIGIBILITY

PARAMESHTHI GURU

Padma Awardee or a prestigious honour of National or International Level

- No age limit
- The experience in the field of expertise should not be less than 20 years

PARAM GURU

At least one National and State level Government recognized award or any other award of the equivalent level

- No age limit
- The experience in the Field of expertise should not be less than 10 years

GURU

Those Artists/Artisans, who do not come in the above categories, but have gained fame as master artist of a particular Art form.

- No age limit
- The experience in the field of expertise should not be less than 05 years.

Essential Eligibility:

Participation in 05 International/National/Government recognized/sponsored concerts or at least 05 International and National Exhibitions, Art fairs, Workshops etc. *Kala Guru*, who come from the traditional family (*Gharana*) of an art form, their candidature must be supported by the proof of the fame of the Artist's lineage.

8. WORK-PLACE FACILITIES AND HONORARIUM

Studio/work place

The empanelled *Kala Gurus* will be provided suitable well-equipped workplace to carry out the activities having requisite facilities and materials along with other assistance needed to deliver the learning.

8.1. Travel Expenses and Accommodation

The empowered *Kala Guru* will be provided TA/DA/Accommodation *etc*, as per the norms of HEIs.

8.2 Honorarium:

The Payment of honorarium, TA/DA/Accommodation *etc* to Artists/Artisans-in-Residence may be decided and made by the HEIs from their own resources.

9. ROLES AND RESPONSIBILITIES

They may hold lectures, demonstrations, workshops, practicals, trainings, *etc*.

Guidelines for Engaging Professor of Practice in Universities and Colleges

The National Education Policy 2020 seeks to transform higher education by focusing on skill-based education to meet needs of the industry and the economy. Further, the NEP also recommends integrating vocational 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 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.

1. 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.

2. 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.

3. Duties and Responsibilities:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures as per institutional policies.
- iii. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- iv. To focus on enhanced industry-academia collaborations.
- v. Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- vi. Carryout joint research project or consultancy services in collaboration with the regular faculty member of the concerned HEI.

4. 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 university/college. 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.

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

6. Procedure for selecting Professor of Practice

- a) The Vice-Chancellors/Directors 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 Vice-Chancellor/Director with a detailed biodata and a brief write-up about their potential contribution to the HEI.
- c) Such nominations will be considered by a selection committee consisting of two senior Professors from the HEI and one eminent external member. Based on the recommendations of this committee, the Academic Council and the Executive Council or statutory bodies of the HEI will decide on the engagement.

7. Tenure

The engagement may be initially for up to one year. At the end of the initial engagement or subsequent extension, the HEI will make an assessment and take the decision about extension. The HEI will devise its own assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice.

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.
