



**DOHA INSTITUTE
FOR GRADUATE STUDIES**

This policy sets the outline and conditions for recruiting and appointing Professors of Practice.

Professor-of-Practice Policy

Office of the President

Policy No.	Policy Title	Date Ratified	Policy Sponsor	Responsible Officers
01	Professor of Practice	06/2/2022	Office of the President	Responsible Academic and Administrative units

Academic Policies

Professor-of-Practice Policy

1.0 Definition:

Professor-of-Practice (PoP): A Professor-of-Practice is a recognized member of the Doha Institute for Graduate Studies' (DI) faculty ranks who is appointed for distinguished professional experience, and who has a demonstrable track record of extensive and exemplary applied skills in a related sector or business. In lieu of an academic and scholarly background typical of regular research-track professors, a Professor-of-Practice is appointed on the basis of unique, practical contributions within a given field. The PoP's unique professional talents, distinctive field experience and network of professional contacts serve to benefit students and enhance their practical skills.

2.0 Policy Purpose:

The roles and contributions of Professors-of-Practice (PoP) at academic institutions are becoming increasingly important and widely adopted, particularly in disciplines that have vocational and practical dimensions requiring professional expertise. The Doha Institute for Graduate Studies offers several graduate programs under both of its Schools which can benefit from a faculty complement comprised of research-track professors as well as Professors-of-Practice who teach the skills and competencies of a given profession, oversee internships and capstone projects, and provide career advising. This policy sets the guidelines for instituting such a position at the DI.

3.0 Policy Scope:

This policy applies to the following academic programs: (Human Rights, Journalism, Media Studies, Conflict Studies and Humanitarian Action, Critical Security Studies, Social Work, Clinical Psychology, Public Administration and Public Policy), for which the hiring of faculty as Professors-of-Practice has been approved by the Provost.

4.0 Policy Statements:

General Criteria and Appointment

- 4.1 The PoP model ought to be clearly integrated within a program's mission, mandate, goals, and learning outcomes.
- 4.2 A Professor-of-Practice shall be appointed at DI for the purpose of supporting learner attainment of established Program Learning Outcomes (PLO) by assuming the following:
 - 4.2.1 A teaching load.
 - 4.2.2 Engaging in highly applied components of the program.
 - 4.2.3 Assisting students with capstones and applied research projects.
 - 4.2.4 Leading creative projects that enhance the outputs of the program.
- 4.3 A Professor-of-Practice shall benefit from the privileges awarded to his/her research-track faculty peers, inclusive of voting rights.

- 4.4 A Professor-of-Practice is a one-rank appointment and will be awarded based on years of professional experience, contributions to respective industries, the type and level of organizations previously worked for, and academic degrees. It could be a visiting, adjunct or regular appointment depending on need and mutual agreement.
- 4.5 Individuals appointed as PoPs shall be hired depending on qualifications, level of expertise, and professional background. Additional experience within academia, in particular teaching experience in recognized universities within the professional's field of expertise, will be considered a definite asset.
- 4.6 A PoP shall:
 - 4.6.1 Have a terminal graduate or professional degree in the field (or a related field), and professional certification(s), if relevant. Any appointment without the relevant terminal degree or a professional degree in the field shall be certified by the program as appropriately credentialed for the applicant's particular instructional assignment in accordance with guidelines for the program's accreditation requirements and DI policies and procedures.
 - 4.6.2 Be a successful and effective practitioner, with significant professional experience in the given field. Reported years of professional experience shall be considered for appointment purposes; however, minor professional roles, or time spent with very small organizations, may not be considered at the same level as more substantive professional experience. Ultimately, for appointment purposes, hiring committees shall determine whether all reported years of professional experience should count equally toward a given applicant's professional experience record.

Duties and Contributions of Professors-of-Practice:

Teaching:

- 4.7 A PoP shall be hired for his/her professional expertise in the given industry/field. This expertise is expected to benefit DI students by providing support in the attainment of Program Learning Outcomes (PLOs) and the fulfillment of program goals.
- 4.8 A PoP's teaching load shall be equivalent to the regular member of staff, unless otherwise determined by the Provost in consultation with the School.
- 4.9 A PoP shall be expected to provide effective, practice-oriented instruction in areas that supplement teaching provided by traditional, research-oriented faculty. He/she shall demonstrate the ability to provide students with a deeper understanding of the practical application of a particular field of study and to promote the integration of academic scholarship with practical experience.
- 4.10 A PoP shall be expected to remain active in his/her profession in ways that contribute to his/her hands-on workload assignment at the DI. This may include through serving in technical and professional societies and associations and similar activities, and maintaining professional licensure, where relevant.
- 4.11 A PoP shall be expected to supervise and/or serve on Capstone Project Committees.
- 4.12 A PoP may be assigned to supervise or serve on thesis committees as requested by the Head of Program if he/she holds a terminal degree or has demonstrated fluency in theoretical and methodological foundations.

Research:

- 4.13 A PoP shall be expected to produce creative projects (e.g. documentaries, artistic work, video or web-based projects) and other types of professional output published in either print or digital form which contribute to the development of the discipline.
- 4.14 A PoP shall not be required to carry out traditional research that leads to publications in scholarly books and peer-reviewed journals.
- 4.15 A PoP shall be entitled to professional development funds that can be used to support his/her creative projects. These funds should be equal in amount to the personal research funds available to research faculty.
- 4.16 Pending budget availability, a PoP shall be eligible to apply for internal funding grants which may be available on a competitive basis.
- 4.17 A PoP shall be encouraged to apply for and acquire professional grants from outside the DI to fund his/her creative projects and practical research.

Service:

- 4.18 A PoP shall be expected to serve on program, school or DI-level committees as contributing members.
- 4.19 A PoP shall not be eligible to serve as a standing member on the Promotions Committee; however, he/she shall be eligible to be called upon to consult on PoP promotions files.
- 4.20 A PoP shall be expected to maintain strong and constant relations with his/her industry/practical field in ways that serve the program in which he/she is hired.
- 4.21 A PoP shall be expected to utilize his/her networks in a given industry/field in ways that help create opportunities for DI students.

Promotion and Pay Scale

The salary of the PoP shall be determined according to his/her years of experience, professional distinction and DI need. The salary scale should fall in the range from A-5 to A-3. Salary raises should be determined by the Provost in consultation with the School.

Contacts:

- DI Office of the President.
- Schools and Related Academic Programs.
- Other related Academic and Administrative Units.

Policy Version No.	Policy Title	Preparation Date	Prepared by
01	Professor of Practice	15/06/2021	Office of the President
Revision Date	Revised by	Approval Date	Approved by
		24/06/2021	DI Council
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