

CONSULTANCY POLICY

This policy applies to all faculty and staff of Theivanai Ammal College for Women, Villupram.

The faculty members involving in the conduct of a consultancy service can avail on-duty for discussion related to consultancy work.

The faculty or staff must ensure that the consultancy work does not create a conflict of interest with the role of the faculty in the college.

Circumstances under which consulting activity may be permitted

- ◆ The organization requiring consultancy services from faculty or the department shall write to the principal indicating the expertise required.
- ◆ The Principal on receiving the request from the organization shall inform the Management.
- ◆ The Management shall nominate the Principal to depute faculty or a group of faculty having the required expertise.
- ◆ In considering whether or not permission will be given for consulting activity, the Principal will take into account such factors as the compatibility of the activity with the responsibilities and commitments of the faculty member(s), potential conflicts of interest and the use of institution resources.
- ◆ The faculty or a group of faculty engaged in the consultancy work shall periodically report the progress of the consultancy work to the Principal.
- ◆ Publication arising from consultancy work shall include the faculty affiliation of the college and acknowledge for the facilities used from the college.
- ◆ College facilities and resources may be used and must be charged in line with the guidelines from the principal, from time to time.
- ◆ Meeting related to consultancy work with the organization(s) may be conducted in college premises.

Policy for Revenue Sharing in Consultancy:

Theivanai Ammal College for women encourages faculty members to do consultancy service to support external engagements that facilitate knowledge and technology transfer contributing to

economic and social impact. Such activities serve to link institute and its faculty members more closely to the industry.

- ◆ Consultancy work can bring financial benefits both to the institution and its employees.
- ◆ In view of encouragement the management has decided to share the revenue generated out of consultancy services to the faculty or group of faculty as follows.
- ◆ Use of institute space and or equipment 40%.
- ◆ For providing solutions/expertise to problems of the industry 60%.