

**KERALA UNIVERSITY OF DIGITAL SCIENCES INNOVATION AND
TECHNOLOGY**

**University Policy and Regulations on
the Conduct of Consultancy and Entrepreneurship Activities**

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Policy and Regulations on the Conduct of Consultancy Activities

I. Definition and Scope of Consultancy Services

1. Services of an advisory and intellectual nature provided by a faculty/staff of the university using their professional skills to study, design, organize, and manage projects, encompassing multiple activities and disciplines, including the crafting of policies and institutional reforms, specialist advices, legal advices and integrated solutions, management/ financial advisory services, feasibility studies, technology assessment services, planning/supervision/management of engineering/technology design/implementation solutions, management of testing/calibration/standardization/evaluation services, supervision/intellectual involvement in social and environmental projects/assessments, and any other program/system planning/designing/implementation/enhancement related advisory services will be treated as Consultancy Services. Retainer based consulting with a well defined tenure will also be treated as Consultancy Services.
2. Consultancy Services may be offered to Industries, Service Sector, Govt. Departments and other National and International agencies in niche areas of expertise available in the University.
3. The university represented by the consulting team providing consultancy services will hereinafter be referred as CONSULTANT and the client availing consultancy services will hereinafter be referred as CLIENT.
4. Physical/Technical/Intellectual infrastructure of the UNIVERSITY may be offered to undertake the consultancy services and any such use of the infrastructure of the UNIVERSITY should be purely engaged only for the period in which the consultancy service is being offered and all such costs involved in such engagements should be accounted as per the prevailing norms of the UNIVERSITY.
5. All Consultancy services offered need to be structured and executed in the spirit of promoting KUDSIT- industry Interactions, and as a means for augmenting current levels of excellence in academic and research related activities.
6. All consultancy engagements shall be governed and executed by the terms and conditions as specified in the relevant documents such as Memorandum of

Understanding (MoU), Non-Disclosure Agreement (NDA), Master Services Agreement (MSA), Statement of Work (SoW), relevant data and IPR access/ownership related agreements and any other legal documents made between the UNIVERSITY and the CLIENT.

7. A **Centre for Consulting and Entrepreneurship (CCE)** will be representing the UNIVERSITY in consultancy engagement with any CLIENT as the administrative authority and regulatory body.

II. Centre for Consulting and Entrepreneurship (CCE)

Centre for Consulting and Entrepreneurship CCE)

CCE will be Chaired by a Dean nominated by the Vice Chancellor and will have an Executive Committee with the Following members:

1. Dean nominated by the Vice Chancellor (Chair)
2. Finance Officer
3. One representative from the School / Area
4. Legal Advisor
5. Dean or Director Development

Note:

1. All project/consultancy and entrepreneurship engagements of the Faculty and staff of DUK shall be placed in the CCE, and the Vice Chancellor shall be the authority competent to approve any recommendations of the Centre.
2. All proposals/ DPRs should contain the details of the category of the project, costings, period, infrastructure facility and administrative support required, revenue sharing model, etc.
3. No engagements shall be undertaken by any faculty or staff without the written permission of the Vice Chancellor

The major functions of CCE are

1. Performs all the administrative activities needed to support the consulting engagements initiated by any School/Center of the UNIVERSITY/CCE.
2. Prepares and provides standard, legally vetted templates for the relevant documents such as Memorandum of Understanding (MoU), Non-Disclosure Agreement (NDA), Master Services Agreement (MSA), Statement of Work (SoW), relevant data and IPR access/ownership related agreements and any other legal documents made between the UNIVERSITY and the CLIENT.

3. Interfaces with external agencies/professional service providers to offer legal, financial, IP-related and any other compliance-related services for the consulting engagements handled by any staff member of the UNIVERSITY through CCE.
4. Act as the representative body of the UNIVERSITY for resolving any internal/external/compliance-related issues/conflicts arising in a consultancy engagement.
5. Collects and maintains authentic data on the various consulting engagements that the schools/centres undertake and provides regular analytics reports to the UNIVERSITY administration for strategic decision making.

The UNIVERSITY will provide adequate staffing to CCE for its operations.

III. Consultancy Project Categories

A school/centre may allow its staff to undertake consultancy engagements in any of the below-mentioned categories:

Category I: Expert Advice/R&D/Retainer-based Consultancy: - This type of consultancy will be expertise intensive, and the engagement is only based on the niche expertise of the consultant/s.

Category II: Project/Service Consultancy: - This type of consultancy will also be expertise intensive, but requires the services of one/more other staff members and/or the use of physical/technical infrastructure of the UNIVERSITY.

IV. Category-wise qualifications of a consultancy team

Any consultancy engagement made between the UNIVERSITY and a CLIENT shall designate one regular staff member of the UNIVERSITY as the Principal Consultant and one regular staff member of the CLIENT as the Primary Point of Contact. The Principal Consultant will be coordinating with his/her school/centre and CCE in all the consultancy engagement-related administrative matters and also handling all the communications with the Primary Point of Contact of the CLIENT in executing the consultancy engagement. The Principal Consultant and the team involved in offering any consultancy services must fulfil the following eligibility criteria for undertaking a consultancy project in the respective categories:

Category I: The principal consultant must be a full-time regular faculty member of the UNIVERSITY with a minimum service period required to complete the project. The consultancy team can be comprised of other faculty members and researchers.

Category II: The principal consultant must be a full-time regular staff member of the UNIVERSITY, with a minimum service period required to complete the project. The consultancy team can be comprised of faculty members, research scientists, engineers, regular students and other technical/non-technical staff.

V. Process Management Responsibilities

- 1) Consultancy projects are normally initiated by requests/enquiries from the CLIENT directly to the UNIVERSITY or by discussion between the CLIENT and any staff member of a School/Centre of the UNIVERSITY. When the enquiry is directly received by the UNIVERSITY, the School/Centre and the Principal Consultant/other consultants (only if required), to execute the consultancy engagement, will be identified based on the expertise and existing commitments, by the Chair and Executive Committee of CCE. In the event of a CLIENT approaching any staff member of a school/centre for a consultancy engagement, the Principal Consultant (identified by the chair of the school/centre in consultation with the concerned staff member and the CLIENT) can request CCE (with recommendation from the chair of the school/centre) to initiate the consultancy engagement process as per the prevailing norms/guidelines outlined by CCE.
- 2) The Principal consultant should prepare and submit a detailed project report/plan along with other necessary documents such as Memorandum of Understanding (MoU), Non-Disclosure Agreement (NDA), Master Services Agreement (MSA), Statement of Work (SoW), Retainer Based consultancy related request forms and the agreement formats, relevant data and IPR access/ownership related agreements and any other legal documents in the standard templates made available by the CCE, with a recommendation from the chair of his/her school, to the Chair, CCE for the approval and initiation of the consultancy engagement. If any custom document, not covered under the standard templates provided by CCE, is required for executing the consultancy engagement, the Principal Consultant should raise such requests through the chair of his/her school/centre to the Chair, CCE, for the necessary action.
- 3) CCE performs the verification of the compliance aspects, and forwards the recommendation of the Executive Committee of CCE, to the Vice Chancellor for approval.

The Principal Consultant takes over the responsibility of executing the project/consultancy engagement in coordination with the CLIENT, and CCE assumes the responsibility to provide the required administrative support

All project/consultancy proposals to any outside agency shall be forwarded

through the Registrar, subject approval of the Vice Chancellor

- 4) As per the terms outlined in the Consultancy Engagement and the prevailing norms of the UNIVERSITY, CCE will collect the consultancy fee from the CLIENT, and transfer any cost to the concerned school(s)/Centre(s)/ Consultancy team/any other external organization/professional(s) involved in the consultancy engagement as and when required on submission of a written request by the Principal Consultant.
- 5) On completion of a consulting engagement, the Principal Consultant should submit a completion certificate from CLIENT (physical/digital) along with a completion report with details of the necessary payments required, to CCE with recommendation from the controlling officer/School chair. CCE will transfer any such fees for the Consultant team/school/centre within 60 days after submission of the completion certificate and report, through the prevailing processes and norms of the UNIVERSITY.
- 6) The Registrar shall be the authorized signatory
- 7) In the case of retainer-based consultancy, the concerned consultant must submit a request in the prescribed format along with the supporting documents specified by the CCE, with recommendation from the chair of his/ her school/centre to the chair of the CCE. The executive committee of CCE will make its recommendation/s on such requests, and the Registrar will be the signatory on behalf of the UNIVERSITY in the agreements related to such engagements.

8) DOCUMENTS TO BE MAINTAINED BY SCHOOL/CENTER/PRINCIPAL CONSULTANT

The following documents will be maintained by the school/centre/Principal Consultant/CCE and produced to the UNIVERSITY administration as and when required.

Documents to be maintained by the School/Centre/Principal Consultant

- a) Attendance Records: Attendance record of the Consultant(s), supporting staff, etc., with man-hours spent during the consultancy work.
- b) Inspection / Site Visit Register: A register to record any site visit by the Consultant(s) be maintained by the Principal Consultant. The suggestions rendered by the Consultant(s) during the site visit, along with the remarks of the clients, must be recorded. Further, if any expert advice by an external expert is required during the Consultancy project, the same may also be recorded along with the remarks of the Consultant(s).
- c) Salary/Payment Record: To record all payments made to Consultant(s), supporting staff, etc.
- d) Consumable and Non-Consumable Register: Register for recording hire/ purchase of all equipment, materials, all consumables, non-consumable items, etc. and their utilization.
- e) Travel Record Register: To record details of all expenditure incurred on travel.
- f) Log books and Warranty/Guarantee Record: Log books are used to record a number of hours, laboratory equipment or hired or purchased equipment that have been used. Besides, maintain warranty/guarantee certificates and also breakdown details of equipment.
- g) Correspondence File: For all correspondence since initiation.
- h) Work Progress Report: A Record of the monthly progress report will be maintained by the Consultant(s). Every three months, the consultant(s) are supposed to submit a copy of the progress report to the client.
- i) Any Other Document: Any other document as per the requirement of the client/ nature of consultancy project, etc., shall also be maintained by the School/Centre/Principal Consultant.
- j) A copy of the Completion certificate from the CLIENT.
- k) Copies of completion report, expenditure statement and utilization certificate.
- l) Copy of Agreement/Contract File: To maintain a complete record of all agreements, contracts, drawings and such documents which may constitute legal requirements.

Documents to be maintained by CCE

- a) Agreement/Contract File: To maintain a complete record of all agreements, contracts, drawings and such documents which may constitute a legal requirement.
- b) Completion certificate from CLIENT, completion report, expenditure statement and utilization certificate.
- c) Audited records of all the financial transactions done with the CLIENT and the Consulting Team/any other organisation/individual involved in the consultancy engagement.

VI. Budgetary Norms and Distribution of Consultancy Funds

All payments related to Consultancy work received by the UNIVERSITY will be managed by the University

Category	I	I	II	II
With UNIVERSITY Infrastructure Usage	NO	YES	NO	YES
Gross Amount	G	G	G	G
GST	T	T	T	T
Total Amount (N)	$N = G - T$	$N = G - T$	$N = G - T$	$N = G - T$
CCE Share	5%N	5%N	5%N	5%N
Staff Welfare Fund	5%N	5%N	5%N	5%N
University Overhead	10%N	10%N	10%N	10%N
Cost* Involved in Executing the Project (C)	80%N	80%N	80%N	80%N
Actual Project Expenses incurred (E)	E	E	E	E
Savings (S)	$C - E$	$C - E$	$C - E$	$C - E$
Consultancy Team Share	50%S	40%S	50%S	30%S
University Share	40%S	50%S	40%S	60%S
Centre (Corpus) Share	10%S	10%S	10%S	10%S

The norms for the calculation of various percentages for the distribution of the total money received from the CLIENT will be as follows:

20% of the project cost, excluding GST, will be taken by DUK towards CCE share, Staff welfare fund, and University Overhead. This will be accounted for when the project income is due from the funding agency.

1. CCE Share: CCE share (5%) will be kept as a corpus fund for CCE, which will be utilized for the operational expenses, including the salary component of the CCE, subject to the approval of the Hon'ble VC
2. Staff Welfare Fund: (5%) will be utilized for the welfare activities as per the University guideline on staff welfare fund. This amount will be transferred to the Staff Welfare Corpus fund.
3. University overhead (10%) shall be treated as the revenue of the university for the operational expenses and shall be transferred to the University common fund.
4. Cost involved for the project (80%) includes all the expenses related to the execution of the project, such as infrastructure, manpower, TA, and other contingent expenses.

Distribution of Savings

- a) The projects shall be closed within six months from the date of completion as specified in the MoU/agreement/extension, failing which, the entire balance amount shall be treated as University funds.
- b) Distribution of savings shall be done after the closure of the project and on submission of UC.
- c) The Consultancy Team share shall be paid to the Principal Consultant / PI or shared among the team in such proportion as suggested by the Principal Consultant / PI.
- d) The University share shall be treated as university revenue and shall be

transferred to the University Common fund

VII. GENERAL CONSULTANCY RULES

1. Any consultancy engagements of the staff of the UNIVERSITY should not affect their primary duties and responsibilities to the UNIVERSITY.
2. Any of the explicit or implicit terms/actions involved in consultancy engagements should not adversely impact the academic, research, business, official, and administrative activities of the UNIVERSITY.
3. The time spent by UNIVERSITY staff on consultancy and related assignments shall be limited by the relevant regulations of the UNIVERSITY.
4. Outstation travel on Consultancy Assignments will be undertaken with the prior approval of the competent authorities as per the UNIVERSITY norms. All these expenses incurred will be met out of the concerned consultancy project funds.
5. The permissible level of engagement of external consultant(s) in any consulting engagement is limited to a maximum of 20% of the total manpower cost. The norms for the hiring of the consultants is as per the University approved norms.
6. The principal consultant or the team members, have the right to publish the work carried out by him/ her out of the consultancy work after taking necessary prior permission of the University as well as CLIENT in writing (referring to the NDA clauses).
7. No employee of the University will be allowed to submit a fresh consultancy project proposal as a Principal Consultant if the duration of the project extends over his/her period of service. However, in exceptional circumstances, a retired/incapacitated employee may continue to work as a consultant with the approval of the Vice Chancellor, if he/she continue to serve the University in some other capacity.
8. If the Principal Consultant leaves the University or proceeds on leave or is not available for some reason (exigency / critical illness /death), the Vice Chancellor will appoint a new Principal Consultant in consultation with the CLIENT, subject to the eligibility criteria of the consultancy rules and the written consent of the new Principal Consultant. The new Principal Consultant will also give an undertaking to complete the project within the remaining funds and time period to the school/centre and CCE.

9. The principal consultant should take appropriate steps to ensure that the invoiced consultancy charges are received from the CLIENT on completion of any consultancy engagement. An advance payment of at least 30% of the consultancy costs may be requested before the commencement of the project.
10. All purchases/procurement under consultancy projects shall be made as per the norms prevailing in the UNIVERSITY. In case of equipment that is to be carried outside the university, the same should be insured.
11. Items like Book royalty and honorarium for Expert Committee meetings, invited lectures, PhD viva/evaluation, invited training programmes, and organising conferences/workshops are not covered under the definition of CONSULTANCY.
12. A consultancy project is normally expected to be closed soon after the date of completion as stipulated in the original project proposal, unless an extension has been sought and granted. The completion certificate should be taken from the client on their letterhead by the Principal Consultant.
13. Consultant(s) shall disclose in writing at the time of submission of consultancy project proposal, the existence of any relationship between him/her and the CLIENT funding the consultancy project or any vendor to whom payments are made from the consultancy project funds, in the form of involvement of any immediate relatives (parents, spouse, children or siblings). However, existence of such relationships will not prevent the consultant from such engagements as long as it does not adversely affect the consultant's objectivity, integrity, or commitment to the University and to the profession. Chair, CCE with the help of the executive committee will make the appropriate decisions, if such engagements are observed to violate the prevailing norms of the UNIVERSITY.
14. If a prima facie case of malpractice and/or misconduct is established by a fact finding committee (duly approved by Vice-Chancellor through Chair, CCE) against the consultant(s) or the associated staff in connection with consultancy project(s), the Vice Chancellor, on the recommendation of Chair, CCE may prohibit the concerned person to take part in any new project either as consultant or the associated staff, till such time that a final decision is taken by the appropriate authority in the matter. However, in such cases, the concerned person will be expected to complete his/her obligations in the ongoing consultancy project(s) with which he/she is connected, in order that the ongoing projects and obligations to the client do not suffer.

15. Unless explicitly stated in the contractual agreements, Consultant(s) or the clients cannot use the University name or the fact that they are affiliated with the University, in a manner that (i) suggests that the University approves or disapproves of a product or service provided by a profit, non-profit or governmental entity or (ii) suggests that the University has performed research or issued research findings when it has not done so, or misleadingly states the results of University research for consultancy, or (iii) may be interpreted to communicate the official position of the University on any issue of public interest.
16. Any disagreement within the University arising at any stage of a Consultancy project will be resolved in consultation with the Chair, CCE, and the Vice Chancellor to ensure an expeditious removal of bottlenecks and smooth functioning of the project. In case of any dispute arising at any stage of the Consultancy project between the Consultant(s) and the client(s), the Consultant(s) will be responsible for the settlement of the dispute. The arbitration power shall lie with the Registrar, KUDSIT, in case of any dispute, and the decision taken by the Vice-Chancellor shall be final.
17. The decisions on any other matters not covered under this policy or any required amendments needed on this policy will be made by the Chair, CCE, in consultation with the executive committee and with the necessary administrative approvals from the UNIVERSITY administration. Any major amendments to this policy require approval from the Board of Governors of the UNIVERSITY

University Policy and Regulations on the Conduct of Entrepreneurship Activities by its staff

I. Definition and Scope

1. Entrepreneurial activity by a faculty/staff (herein after referred as EMPLOYEE) of Kerala University of Digital Sciences, Innovation and Technology (herein after referred as UNIVERSITY) refers to their engagement in businesses through incorporating companies or by initiating new business opportunities in existing companies, for the **commercialization of the results of research and development activities done at the UNIVERSITY**. The EMPLOYEE may assume the roles such as be on the board of such companies in the capacity of a Director, Chairman, Promoter (as defined under Section 2(69) of Companies Act 2013), or at the executive capacity such as Chief Executive Officer, Chief Technology Officer, Vertical Unit head, or any other senior role, and/or by holding equity shares, having voting rights of the Company (herein after referred as the COMPANY). However, membership on the board of a company as an independent director will not be considered as entrepreneurship but will be treated as a consulting assignment.
2. The UNIVERSITY encourages the entrepreneurial activity of an EMPLOYEE in any of the following categories
 - a. Companies, jointly owned by the EMPLOYEE (one or many) and/or graduating students/alumni and/or a non-profit company under CCE and/or external promoters/partners, with business objectives centered around the commercialization of the results (know-how and/or technologies) of research and development activities done at the UNIVERSITY.
 - b. Existing companies with a new business opportunity identified for the commercialization of the results (know-how and/or technologies) of research and development activities done at the UNIVERSITY.

3. The companies with the following lines of business will not be eligible for consideration under this policy:

- a. Companies involved in Teaching and/or development of educational content. On the other hand, companies developing innovative technology platforms that facilitate the development/ delivery/ commercialization of content are permissible.
- b. Companies whose business will be to provide consultancy services.
- c. Such a class of Companies that may be prescribed and notified by the UNIVERSITY from time to time.

4. The COMPANY may operate out of any incubator/accelerator of the UNIVERSITY or at any outside facility. If the COMPANY uses an incubator/accelerator of the UNIVERSITY, the prevalent rules of the incubator/accelerator will be applicable to the COMPANY.

5. **A Centre for Consulting and Entrepreneurship (CCE)**

The role of CCE in the context of promoting entrepreneurial pursuits of the EMPLOYEE(s) and in participating in such activities will be in the following dimensions:

- a. It will be the regulatory body ensuring the various compliance aspects while permitting the entrepreneurial activity of an EMPLOYEE in the UNIVERSITY. Any EMPLOYEE of the UNIVERSITY interested in an entrepreneurial pursuit should submit an application to the CCE in the prescribed format with a recommendation from the chair of his/her controlling officer/Chair. The Chair, CCE, with the help of the executive committee, will make suitable recommendations on such applications, and the final approval authority will be the Vice Chancellor of the UNIVERSITY.
- b. It will participate in business activities of the companies in which the UNIVERSITY EMPLOYEE(s) play an entrepreneurial role, through a non-profit company, with 100% shareholding by the UNIVERSITY. This participation will be in the form of holding shares (possibly with voting rights), received against the investments made by the non-profit

company through its Entrepreneurial Endowment Funds, or by the commercialization of intellectual properties developed and owned by the UNIVERSITY.

6. No restrictions on the shares that an EMPLOYEE or the non-profit company under CCE can own, as long as it complies with the relevant norms defined by the Government of India.

II. Role of an EMPLOYEE in a COMPANY

The EMPLOYEE has to take prior permission from the UNIVERSITY before associating with any business venture or starting a new venture in the application format as prescribed by CCE. It is expected that the EMPLOYEE would be a Promoter of such Companies and/or a Director on its Board with the following options:

1. An EMPLOYEE can hold an honorary (without any regular pay from the COMPANY) executive or managerial position up to a maximum of 12 months in a startup or in a new business initiative of an existing company. However, such honorary positions may have a retainer-based consultancy engagement as per the prevailing norms defined by the consultancy policy of the UNIVERSITY. In the case of honorary positions with retainer-based consultancy, the EMPLOYEE will be treated as a contractor to the non-profit company under CCE, which in turn offers the service of the EMPLOYEE to the external COMPANY involved. During this tenure, the faculty is not allowed to use any of the resources, including manpower and physical infrastructure of the University for the benefit of the COMPANY. He/ She shall be duty-bound to furnish a status report as to the compliance in this regard.
2. An EMPLOYEE will be permitted to avail Leave Without Allowance (LWA), to a maximum of five years for entrepreneurial pursuits, while continuing their research activities with the UNIVERSITY as a visiting faculty. The period of LWA shall not be counted for any service/retirement benefits from the University. Eligibility and approvals of such leaves are governed by the extant rules of the UNIVERSITY.

It should be noted, however, that the EMPLOYEE should take all possible steps to ensure that his/her duties and responsibilities as an EMPLOYEE of the UNIVERSITY take precedence over all other activities, regardless of the nature of his/her engagement with the COMPANY.

III. Intellectual Property Rights and Usage of Institute Resources

An EMPLOYEE of the UNIVERSITY is allowed to incorporate Companies/ associate with existing companies only when their business objectives are fulfilled by the commercialization of the results (know-how and/or technologies) of research and development activities done at the UNIVERSITY. Thus, it is critical that there is clarity vis-à-vis the policy of usage of UNIVERSITY resources, know-how developed using UNIVERSITY resources, and IP Rights.

- 1) In the event the COMPANY uses any "know-how" of the UNIVERSITY for business purposes, which has not been secured through any IP prospects, the EMPLOYEE has to disclose the source and origin of such "Know-how".
- 2) In the event the EMPLOYEE would want to use an existing Intellectual Property developed at the UNIVERSITY and protected by filing/grant of patent where UNIVERSITY is an applicant & the EMPLOYEE is an inventor, the EMPLOYEE may request for an exclusive license of the IP from the UNIVERSITY to the Company, the grant of which may be guided by the CCE through the following process:
 - a. The EMPLOYEE should submit an application for the same to CCE with recommendations from his/her controlling officer/Chair.
 - b. Upon obtaining permission, the COMPANY may initiate the process of getting the IPR licensed to it.
 - c. The exclusive license may be given to the COMPANY on a perpetual basis till the time the company is in the business and/or the IPR is within its protected period.
 - d. In case the COMPANY agrees to sublicense the "licensed IPR(s)" to any other entity, then the licensing revenue generated by the COMPANY will

be distributed among the inventors and the UNIVERSITY, as per the extant IPR policy of the UNIVERSITY.

- e. In any case, UNIVERSITY reserves the "First Right of Refusal" for any IPR generated in the UNIVERSITY.
- f. CCE, through the non-profit company serving the purpose of business involvement in the entrepreneurial activities of the EMPLOYEE(s) of the UNIVERSITY, will have the option to receive shares of any company which commercializes the intellectual properties developed and owned by the UNIVERSITY, subject to the norms prescribed by Government of India.

The COMPANY may be permitted to use the laboratory and other facilities of the UNIVERSITY through appropriate consultancy engagements governed by the consultancy policy of the UNIVERSITY.

IV. Disclosure and Compliance

Financial and non-financial disclosure agreement will be signed as per the existing UNIVERSITY norms. Also, a separate Conflict of Interest Disclosure Statement will have to be furnished every six months (April 30th and October 31st) by the COMPANY. At all times, the EMPLOYEE(s) must ensure that the COMPANY/COMPANIES he/she is associated with is/are compliant with all the norms of the Government of India. Non-compliance by the EMPLOYEE(s) shall have no bearing on the UNIVERSITY.

V. Support from other Staff/Faculty Members

Support from other staff/faculty members of the UNIVERSITY for the Company would be treated under the UNIVERSITY's extant consultancy norms.

VI. Support from Students

Any support received from students for the Company would be as per the existing guidelines of the Institute. Students may be paid honorarium in such engagements.

VII. Outsourcing of Sponsored Research/ Consultancy Assignment to the Company

Outsourcing of full/in part of UNIVERSITY's projects to the COMPANY would be governed by the existing policies of the UNIVERSITY. If in case such a policy is not available then a decision on outsourcing would be taken on a case by case basis by the UNIVERSITY administration and in accordance with the guidelines provided by the sponsor, if applicable.

VIII. Funding for the Company

The COMPANY will have its own funding and accounting procedures in line with the prevailing statutory norms prescribed by Government of India. However, the non-profit company under CCE, may invest in such companies against equity shares through its Entrepreneurial Endowment Funds, as per the policies of the non-profit company and the prevailing statutory norms of Government of India.

IX. Resolution of Conflicts

In situations in which the objectivity of an EMPLOYEE – due to his/her association with the COMPANY - could reasonably be questioned, the Chair, CCE may establish a committee with members from CCE and representatives from the EMPLOYEE's school/ centre to investigate the operation of the COMPANY and possible conflict of interest between the functioning of the COMPANY and the duties of the EMPLOYEE(s) associated with the COMPANY. The EMPLOYEE(s) may appeal to the Vice Chancellor of the UNIVERSITY for a review of the committee's decisions. The decision of the Vice Chancellor, in this regard, would be final.