



BAOU
Education
for All

Dr. Babasaheb Ambedkar Open University

Consultancy Policy



R. M. ...

U.C. Registrar

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1. PREAMBLE

Consultancy is considered to be one type of enterprise activity and is recognized as a valuable mechanism for facilitating knowledge and technology transfer through which the organization believes it can contribute to creating economic and social impact.

The purpose of consultancy policy is to set out the principles and procedures governing consultancy services and other outside services undertaken by teaching and non-teaching staff members of the University.

2. DEFINITION

The definition of consultancy is the practice or profession of giving expert advice, especially within a particular field.

Consultancy is well recognized as an effective way to disseminate knowledge, expertise of the human resources, available physical resources and make it available for an early and direct impact on society.

However, the balance between consultancy and the traditional roles of the academic staff needs to be managed and the interests of the University must be protected. This Policy provides provisions for conducting consultancy to ensure that consultancies undertaken by staff are consistent with the University's strategic and operational objectives and the costs are sustainable.

Dr. Babasaheb Ambedkar Open University is committed to making its expertise available through service to various industries, academics, government, other educational institutions and research organizations.

3. OBJECTIVE

To establish a framework to support consultancy activities under various schools and departments at the Dr. Babasaheb Ambedkar Open University.

4. THE POLICY

All Research and Non-research consultancies as described in this Policy are governed by the following guiding principles:

- a) There should be demonstrable benefit to the University from the consultancy through income, enhanced reputation, and/or expanding the expertise of the staff member.

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- c) No University facility (including library resources, power, space, equipment, consumables and telephone and or internet facilities) will be used to fulfil the requirements of the Private Consultancy
- d) The Private Consultancy is not within an area in which the University might be contracting to provide a service on a commercial basis, possibly utilizing the skills of the staff member involved;
- e) University is not bound by any agreement (written or otherwise) relating to the Private Consultancy;
- f) The staff member agrees to indemnify the university and its representatives from and against all actions, claims, loss, damage, costs, charges, liabilities and demands arising directly or indirectly from or in respect of the Private Consultancy activity; and
- g) The staff member declares any real or potential conflict of interest to their manager.

5. STAFF ENTITLEMENTS

The University allows staff to engage in Research, Non-research and/or Private Consultancies provided they do not interfere with the discharge of their duties. Consultancies shall be undertaken only with the approval of the designated Director of School. No limit is placed on earnings. However there is a limit on the time spent on Consultancy.

5.1. Academic Staff may spend one day per week on approved Consultancies, with a maximum of 48 days per year. Variations to this time commitment require the approval by the Director concerned. A lesser time commitment may be approved when the proposed Consultancy interferes with the discharge of responsibilities.

5.2. Directors must obtain written permission from the Vice-Chancellor to undertake Consultancies.

5.3. Benefits of University Consultancy

The University provides the following benefits to staff undertaking University Research or Non-research Consultancies:

- a) Protection under the University's professional indemnity subject to the terms, conditions and exclusions within those policies.
- b) Access to the University's financial management processes to support and enable invoices to external organizations for funding and expenditure of project costs.
- c) Access to the University's resources such as technical and administration staff equipment and telecommunications, subject to approval by the Faculty or Office.
- d) Entitlements to use the University's name and reputation, providing it is not brought into disrepute.
- e) Ability to make reference to their University position and title in connection with the work.

The University does not extend these benefits to Private Consultancies. Any Consultancy conducted by a faculty or staff member that accesses any of these benefits in the course of undertaking the work will be regarded as a Research or Non-research Consultancy and subject to the conditions of this Policy.



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- b) The Consultancy must not be in conflict with University policies including those governing employment;
- c) The Consultancy must not be in conflict with the functions, objectives or interests of the University or damage the University's reputation.
- d) At a minimum, the salary and on-cost charges set by the University must be applied to all project budgets. All Consultancies are required to include overheads.
- e) Officers / Staff members shall not undertake external research activities where no formal agreement has been sanctioned by the University unless they are on leave without pay, approved by the director concerned. Such faculty may not use their BAOU affiliation or academic title when providing research services that are not permitted by the University.

4.1. University Research Consultancy

A Research Consultancy exists where an academic staff member provides research skills or expertise in return for remuneration from an external funder. A Research Consultancy may be the outcome of a tender or an individual negotiation.

4.2. University Non-research Consultancy

Non-research Consultancies include non-research activities performed under contract for a third party. Non-research Consultancy would include the provision of professional services to external agencies for a fee. This would include, but not be limited to, routine activities of specialization of schools or departments i.e. analysis of data such as market surveys, opinion surveys etc., the provision of professional services such as designing, development of applications, preparation of DPR for an entrepreneur by members of faculty and staff.

4.3. Private Consultancy

In Principle a faculty or staff member is not supposed to undertake a Private Consultancy unless it is approved by the Director of the School and the Registrar. However, the faculty or staff conducting private consultancy shall ensure that such work does not affect their allocated duties, obligations to the university.

None of the benefits set out for University Consultancy are available to faculty and staff undertaking a Private Consultancy.

It is the responsibility of the staff member undertaking a Private Consultancy to make clear to the person or body for which the Private Consultancy is undertaken that it is the staff member and not the University who is carrying out the work, and that the University has no responsibility or liability whatsoever in the matter. A staff member conducting a Private Consultancy must ensure that the following criteria are met:

- a) The carrying out of tasks associated with the Private Consultancy will be accomplished without unduly affecting the duties of the position;
- b) The use of University trademarks such as letterheads, brands etc. or University intellectual property is strictly prohibited in Private Consultancies;

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- 5.4. All Consultancies are required to include overheads.
- 5.5. The revenue generated from the consultancy project is shared by the member and the university in a 70:30 ratio after deducting the overheads and all other expenses met by the university.
- 5.6. If more than one member take up the consultancy project the 70% amount shall be shared equally.

6. APPROVAL

All University approved Consultancies are required to be approved and managed in accordance with this Policy, associated documents, and other University policies. Applications to conduct Consultancy are required to be approved through.

6.1. Exemptions and Variations

Exemptions to the above and variations to the standard overhead charge must be determined at the time of application, explicitly noted on the Research Funding/Consultancy Application coversheet, and approved by the relevant University Officer.

6.2. Transfers in from Other Institutions

In cases where a Research or Non-research Consultancy or grant is transferred to the University from another research organization, the overhead will not be taken from the funds where the awarded budget did not include an overhead component.

In cases where a grant is being transferred to BAOU from another research organization and overheads are permissible in accordance with the funding schedule, the agreed overheads awarded will be withheld by the University.

7. CONFLICT OF INTEREST

Engagement in consultancies must not create a conflict of interest, perceived or actual. Any conflict of interest, actual or perceived must be reported to the relevant University Officer for resolution. A conflict of interest may arise where an employee engages in consultancies at the expense of the University's interests or the interests of other employees or students.

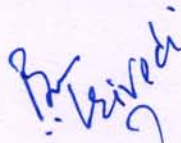
An example of a potential conflict of interest includes, but is not limited to:

- financial or non-financial interests;
- teaching or course work for another institution;
- work performed for a supplier of goods or services to the University; or
- work undertaken with an organization to which the University supplies goods or services.

7.1. Consultancies with Other Tertiary Institutions

Full-time members of the University staff should not accept regular Consultancies with other institutions without obtaining the permission of the Director of the School/Department or the Registrar.


8. INTELLECTUAL PROPERTY



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Any intellectual property arising from any Research and Non-research Consultancies will be governed by the Intellectual Property Policy.


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