



(DEEMED TO BE UNIVERSITY)



KONERU LAKSHMAIAH EDUCATION FOUNDATION

(Deemed to be University estd., u/s 3 of UGC Act 1956)

Greenfields, Vaddeswaram, Guntur (Dist.), AP-522502

www.kluniversity.in

Consultancy Policy



CONSULTANCY POLICY

Preamble:

KL Deemed to be university was established in 1980-81, as KL College of Engineering, which was upgraded to KL College of Engineering Autonomous in 2006 by UGC, and was declared as a Deemed to be University in 2009 by UGC, MHRD Govt. of India. In 2012 as a Deemed to be University the institution was accredited by NAAC with A Grade and later in 2018, was re-accredited by NAAC with A++ grade. In 2019 UGC, MHRD declared this institution as Category I Institution. In 2019 University secured 50 NIRF rank in the category of University, 52 in the category of Engineering College.

The institute remains indebted to leadership of our late co-founder Er. Koneru Lakshmaiah and our Founder Er. Koneru Satyanarayana, both of whose vision has helped in creating this abode of learning, which has emerged as one of the elite institutes of the nation.

K L Deemed to be University is situated in a spacious 100-acre campus, with a built up area of over 20, 00,000 Sq Ft., on the banks of Buckingham Canal of river Krishna, the campus is eight kilometers from Vijayawada city. Built within a rural setting of verdant green fields, the institute is a virtual paradise of pristine nature and idyllic beauty. The campus has been aptly named "Green Fields" and the splendid avenue of trees and gardens bear testimony to the importance of ecology and environment. The campus ambience is most befitting for scholastic pursuits.

The new off campus, has come up in 2017 at Hyderabad, Moinabad, Aziznagar Road, near TSPA Junction, on the road leading to Chilkur Balaji temple, with a built up area of 10,00,000 Sq.ft, which is temporary campus, and the permanent campus is being made ready at Bachupally.

Vision: To be a globally renowned university.

Mission: To impart quality higher education and to undertake research and extension with emphasis on application and innovation that cater to the emerging societal needs through all-round development of the students of all sections enabling them to be globally competitive and socially responsible citizens with intrinsic values.



Dean R&D



Vice Chancellor

Introduction

Consultancy is well recognised as an effective way for universities to disseminate knowledge and make 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.

KLEF University is committed to making its expertise available through service to industry, commerce, government, professions, arts and other educational and research organisations.

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 members.
- (b) The Consultancy must not be in conflict with University policies including those governing employment; such as the Code of Conduct Policy.
- (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) Staff members shall not undertake external research activities where no formal agreement has been authorised by the University unless they are on leave without pay, approved by the Dean concerned. Such faculty may not use their KLEF affiliation or academic title when providing research services that are not approved by the University.

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.


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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 laboratory and other testing of materials, devices or products, analysis of data such as market surveys, opinion surveys etc., The provision of professional services such as designing, legal and medical advice undertaken by members of faculty and staff.

Private Consultancy

In Principle a faculty or staff member is not supposed to undertake a Private Consultancy unless it is approved by Dean (R&D)/ 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 what so ever 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;
- (c) No University facility (including library resources, power, space, equipment, consumables and telephone 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 utilising the skills of the staff member involved.


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- (e) KLEF University is not bound by any agreement (written or otherwise) relating to the Private Consultancy.
- (f) The staff member agrees to indemnify KLEF 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.
- (g) The staff member declares any real or potential conflict of interest to their manager.

Staff Entitlements

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

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 Dean concerned. A greater time commitment may be approved when the proposed Consultancy interferes with the discharge of responsibilities.

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

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 and public liability insurances, subject to the terms, conditions and exclusions within those policies.
- (b) The faculty or staff member will be protected under the terms of the current Insurance Policy held by the University in the event of a claim against the faculty or staff member undertaking the Consultancy or Grant (provided that the claim is not as a result of fraudulent, dishonest, criminal, wilful or malicious acts by the staff member).
- (c) Access to the University's financial management processes to support and enable invoices to external organisations for funding and expenditure of project costs.


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- (d) Access to the University's resources such as technical and administration staff equipment and telecommunications, subject to approval by the Faculty or Office.
- (e) An entitlement to use the University's name and reputation, providing it is not brought into disrepute.
- (f) 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.

The revenue generated from the consultancy project is shared by the member and the university in a 70:30 ratio for research consultancy and 30:70 ratio for

Non-research consultancy after deducting the overheads and all other expenses met by the university.

If more than one member takes up the consultancy project the 70% amount shall be shared equally.

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 proper channel.

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.

Transfers in from Other Institutions

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


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

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 Dean R&D 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 organisation to which the University supplies goods or services.

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 Dean or delegated University Officer.

Intellectual Property

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


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Corporate Training Policy



CORPORATE TRAINING POLICY

Introduction:

At KLEF University, we are committed to foster a culture of continuous learning and professional development for individuals across various sectors. Our Corporate Training Policy aims to provide specialized training programs that cater to the diverse needs of professionals, whether they come from industry, government agencies, non-profit organizations, or academia. Through these programs, we seek to empower individuals to enhance their skills, expand their knowledge, and achieve their professional goals.

Objectives:

Skill Enhancement: Our primary objective is to enhance the skills and competencies of professionals, enabling them to excel in their respective fields and adapt to evolving industry trends.

Career Advancement: We are committed to supporting the career advancement and personal growth of professionals, helping them to achieve their professional aspirations and reach their full potential.

Interdisciplinary Collaboration: Our training programs facilitate interdisciplinary collaboration, bringing together individuals from diverse backgrounds to exchange ideas, share experiences, and foster innovation.

Training Programs:

Technical Skills Training: We offer workshops, courses, and training sessions covering a wide range of technical skills relevant to various industries, including IT, engineering, healthcare, finance, and more.

Leadership and Management Development: Our programs focus on developing leadership, managerial, and strategic skills, preparing individuals for leadership roles and empowering them to drive organizational success.

Soft Skills Development: We offer workshops focusing on soft skills such as communication, teamwork, critical thinking, problem-solving, and emotional intelligence, essential for professional success.



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Customized Training Solutions: Bespoke training solutions are developed in collaboration with organizations to address specific skill gaps, organizational objectives, and training needs, ensuring maximum relevance and impact.

Implementation:

Our training programs are developed and delivered by subject matter experts, and faculty members with extensive experience in their respective fields.

We offer flexible scheduling, delivery modes, and training formats to accommodate the diverse needs and preferences of participants, including on-campus, online, and blended learning options.

Strategic partnerships and collaborations with industry associations, corporations, government agencies, and non-profit organizations enhance the reach and effectiveness of our training initiatives.

Monitoring and Evaluation:

Ongoing feedback mechanisms enable us to assess the quality, relevance, and effectiveness of our training programs, facilitating continuous improvement and refinement.

Regular reviews and evaluations measure the impact of our Corporate Training Policy, gauge participant satisfaction, and identify areas for enhancement.

Key performance indicators track the progression of participants post-training, including career advancements, skill acquisition, and organizational impact.

Conclusion:

Through our Corporate Training Policy, KLEF University is dedicated to empower professionals from diverse backgrounds to thrive in their careers, contribute to organizational success, and make a positive impact on the society.


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