



**தமிழ்நாடு ஆசிரியர் கல்வியியல் பல்கலைக்கழகம்**

**TAMIL NADU TEACHERS EDUCATION UNIVERSITY**  
(with UGC 2(f) & 12(B) status and NAAC Accredited with 'A' Grade in 1<sup>st</sup> Cycle)

(Established under Tamil Nadu Act 33 of 2008)

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## **CONSULTANCY POLICY**

### **Introduction**

The Tamil Nadu Teachers Education University was established in the year 2008 to promote excellence in teacher education. The teacher education is a unique branch of study which is fundamentally required to learn the methodology of teacher training and also designed to train and produce smart teachers with dynamic skills and learn the art of teaching.

The institution conducts workshop/seminars on Intellectual Property Rights (IPR) and Industry Academia Innovative Practices. Awards for innovation won by institution/ teachers/ research scholars/students, start-ups incubated on-campus are explicitly incentivized by the institution. The University has constituted an Intellectual Property Rights Center with a vision, goal and strategies for the purpose.

### **Policy**

The fundamental idea of the policy is to expand and develop teacher education at the schools, colleges in all the states in the whole of country and at global level.

The University recognises the value of its staff undertaking consultancy for outside institutions. This work is an important channel through which knowledge and expertise can flow to and from businesses and other external agencies and therefore will contribute to the development of growing and productive relationships. Consultancy activity within the University is often associated with other contractual relationships include research, service contracts and in some cases, the provision of funds to provide studentships.

It is therefore, the University's core policy is to encourage staff to engage in consultancy wherever appropriate and in a manner that is consistent with their contractual responsibilities. This policy is intended to provide information required to undertake consultancy work in accordance with the University's approved procedures.

The provision of expert advice and work crucially dependent on a high degree of intellectual input which is for commercial or non-commercial purpose and without the creation of new knowledge. Consultancy may be carried out either by academic staff or by senior University staff or administrative/ support staff hired for short duration.

### **Consultancy Exclusions:**

Authorship of, or royalties from, the publication of books  
Service on public sector or charitable committees  
Lecture tours and conference presentations or attendance  
Editorship of academic journals or the publication of academic articles

Department arrangements for the consideration and approval of consultancy activity may vary. This Policy refers to Heads of Department, local arrangements may devolve this activity to the Head of Department or other appropriate staff. Staff must take account of local arrangements in their interpretation of the requirements. Staff should seek advice from their Head of Department if they are unclear about whether their proposed work constitutes consultancy.

The finances generated through consultancy are to be fairly utilized by the institution. Consultancy shows the credibility of the University's Research acumen to the outside world. While the University personnel extend their expertise to other agencies, along with the faculty, the University also generates some revenue along with the research faculty. For this, it is necessary that the University has a formalized policy on consultancy with clear specifications of revenue sharing between the staff and the institution.

Affiliation and interaction with groups or individuals who have an interest in the activities of the institution and the ability to influence the actions, decisions, policies, practices or goals of the organization lead to mutual benefit to both the parties.

Extension also is the aspect of education which emphasizes community services. These are often integrated with curricula as extended opportunities, intended to help, serve, reflect and learn.

### **Objectives:**

The University recognizes the value of academic and research staff undertaking consultancy. In supporting such external activity, the University's objectives are:

- To encourage staff participation in consultancies that bring opportunities and benefits to the University, its staff and its clients;
- To ensure that the undertaking of consultancy and related work by members of the University does not interfere with the proper functioning of their duties as academic or research staff;
- To ensure that the benefits of consultancy and related work to the University and its staff are maximized;
- To facilitate and support the delivery of high quality services to meet the needs of clients.

- Development of useful business and academic contacts;
- Extension of the knowledge base, thereby informing the learning and teaching of academic and research staff and providing them with the opportunity to test out and demonstrate the impact of their academic expertise on markets, sponsors or external organizations;
- Financial benefits to the individual and/or University, in the form of additional income and diversification of income sources;
- Enhanced justification for external funding through the enhanced reporting of consultancy activity; and
- Contribution to staff development.

### **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. This would include, but not limited to, providing solutions of the prevailing problems of the Industry / Institution, guidance for establishment of R & D unit, guidance for initiation of new research programme / strengthening existing research programme.

Quality research outcome is beneficial for the discipline, society, industry, region and the nation. Sharing of knowledge especially theoretical and practical findings of research through various media enhances quality of teaching and learning. Research acumen is an evolving feature reflecting various research outputs with clear records such as doctoral, post-doctoral, projects, inventions and discoveries, number of patents obtained and number of research publications.

### **Levels of Consultancy:**

University employees are permitted to undertake up to 30 working days consultancy activity per academic year with the approval of Head of the Department and Pro-Vice Chancellor.

In some circumstances, Department may authorise staff to undertake further consultancy work within aforesaid limit, but this must be discussed and approved by the Head of Department and Pro-Vice Chancellor on a case-by-case basis.

### **Financial Shares**

After the actual expenses, the balance will be shared as 80% + 20%. That is 80% to the Teachers/Staff and 20% to the University.



  
**REGISTRAR**  
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