



AKKINENI NAGESWARA RAO COLLEGE

(with Post - Graduate Courses)

Autonomous & Affiliated to Krishna University

An ISO 9001:2015 Certified Organization

Consultancy Policy

1. Policy:

ANR College places a significant emphasis on doing relevant research activities that have a positive impact on society. The belief is that the experience acquired by the faculty should not only be utilised to enhance teaching, learning, and research, but also to benefit a greater portion of society. To encourage staff members to share their knowledge and experience for the good of society, the college allows them to engage in consultation and project work in various industries, business sectors, and other organisations. The staff is authorised to utilise the college's material resources for consultancy work and must distribute any monitoring benefits resulting from such work or assignments among the relevant staff members.

2. Consultation Activities

The following activities will be included in the consultancy:

Any study conducted by college staff members on behalf of a research scholar or organisation to assist in the completion of their research project.

- 2.1: Consultancy includes the creation of a product, a part of a product, or services for an individual industry or an external organisation.
- 2.2: This refers to the act of modifying, enhancing, or changing a product, method, or service, in which one or more staff members actively participate.
- 2.3: The provision of professional assistance by one or more employees of an external organization/firm/individual for a predetermined cost and duration.
- 2.4: Engaging in special courses, leading or participating in organised events, providing professional advice or discourse for a charge to external organisations or individuals.

3. Consultancy Process:

The Research Promotion and Monitoring Cell will serve as the central agency for all consultancy activities. The entity will be responsible for safeguarding all documents pertaining to consultation. Any department or faculty has the authority to take the initial steps and provide a report to the cell. Subsequently, the cell grants approval following discussions with the Principal and Management. If a faculty member is attending an expert session as a chairperson, they will not be required to fill out the college agreement form for the purpose of expert discourse. The funds obtained from this consultancy

event will be placed into the college's Account Section. Contingency and Incidental Expenses incurred in respect of consultancy project will be met from the funds received from the same consultancy project. The fund left after deducting such expenses will be considered as net gain from the consultancy work.

4. Sharing Policy

The net gain, calculated as the amount received from the client minus all incidental expenditures incurred for the consultation work, will be distributed at a ratio of 60:40. This means that 60% of the gain will be paid to the faculty/staff who worked on the project, while the college will retain 40%. The college will utilise the portion it received in creating facilities to enhance its consultancy infrastructure.

5. Appraisal Report

The consultancy work performed by the staff will be recorded in the staff's Appraisal Report and will be given additional importance when calculating the Performance Index.

6. Closing Report

Upon the conclusion of the consultancy job, a comprehensive report must be given to the Research Cell. This report should include a thorough description of the work completed, the resources utilised from the college as well as external sources, the outcomes achieved, and the comments received from the client for whom the assignment was conducted.