

## **Policy for National Linkages**

The policy for national linkages is enforced as per following:

Being a socially responsible business school which is targeted at providing cutting-edge solutions for society, SBE is committed to work with and through government agencies, non-government organizations, industry and academic institutions, hereinafter referred as “the entities”. Scope of collaboration will include demand driven research, volunteerism, professional consultancies, training and development, provision of human resources, engagement of professionals in conduct of classes, and other areas of mutual interest, as per the following policy guidelines:

1. In case a faculty member wins a consultancy project at his/her own, faculty will be entitled to retain consultancy remuneration up Rs. 5 million per year. UMT and the faculty member will negotiate the ratio for any amounts over Rs. 5 million.
2. In case a consultancy project is won by Center for Executive Education (CEE) and carried out by faculty member(s), post expense remuneration will be negotiated among CEE and concerned faculty.
3. Faculty members of SBE shall only be entitled to undertake corporate training through the platform of CEE. Faculty members would be allowed to undertake a maximum of 10 training days per academic year.
4. Faculty shall be encouraged to work inter-alia with the Office of Research Innovation and Commercialization (ORIC) for submitting proposals to win funding from HEC and the entities. Faculty shall be entitled to retain entire remuneration amount as envisaged in the project proposal.
5. The faculty shall be recognized for the said activities in the annual appraisal.
6. Organizing committees of Research Conference, Seminars and Colloquiums etc. shall explore opportunities of partnering with concerned entities.
7. As per HR policy, UMT faculty is not allowed to teach in other universities. However, in order to promote collaboration between academic institutions, SBE faculty may be given permission to undertake pro-bono and paid teaching assignments in other academic institutions, with prior formal approvals.
8. Faculty and participants will be engaged in community service drives.
  - a. For undergraduates programs, one credit hour of mandatory community service shall be undertaken by each incoming student. Participants from

other degree programs and staff shall be encouraged to voluntarily participate in community services drives.

- b. Faculty members shall be given due credit for rendering community services, within and outside the campus. Scope of such services includes but not limited to volunteer teachings, free classes, and youth mobilization.
9. All SBE Departments, Program Offices and Centers shall be empowered to sign Memorandums of Understanding (MOUs) with the entities, with approval of the competent authority.

For implementation of the above policy the following processes shall be adopted:

1. The school shall implement the policy through its faculty, programs, departments, centers and other recognized bodies.
2. For permission to teach in other academic institutions following procedure shall be followed:
  - a. Competent authority at the host institution will formally request Dean SBE to assign required faculty for teaching the course.
  - b. The Dean will assess request on the grounds of scope and rational of the request.
  - c. If Dean deems the request appropriate, the case will be forwarded to the Rector for final approval, in intimation to Office of Human Resources.
3. Every faculty member shall invite at least one guest speaker and organize a minimum one visit to any one of the entities in each semester.
  - a. Prior information about the guest speaker will be shared by faculty with respective Chairperson of the Department who in turn will share the same information with the rest of the departmental faculty, who may also want their participants to attend the guest speaker lecture.
  - b. For industry visits, faculty will inform concerned Program Director and take prior approval from concerned COD. Logistics shall be arranged through Office of Facility Management (OFM) and compliance to UMT rules for industry visits will be the responsibility of respective faculty. Faculty will require an industry visit report from the participants as an assignment component for the course.
4. Faculty shall be encouraged to undertake consultancy assignment(s) with entities to keep themselves abreast with emerging trends and contemporary

- needs of the market. Faculty member must report his/her consultancy engagement to dean, and with the consent of client shall share learning from the consultancy assignments with colleagues and participants in the form of examples and short cases etc.
5. ORIC shall share opportunities for projects with faculty. Interested members shall develop and submit proposals as per the Terms of Reference with approval of the Dean, and in intimation to ORIC.
  6. Organizing committees/focal person for organizing conferences, colloquia and seminars etc. would be encouraged to invite relevant entities for partnership. Scope and modalities of partnership will be approved by the Dean on case to case basis.
  7. Community services will be part of the annual appraisal of faculty. However, faculty will share details of such activities with respective CODs prior to their execution.
  8. All trainings by SBE faculty will be conducted through CEE.
    - a. Faculty may find training opportunities through their personal network and/or other platforms. Once the opportunity is identified, respective faculty will share details and submit expression of interest to Director CEE for conducting training(s). Director CEE will further negotiate and decide modalities, with the client.
    - b. In case training opportunity is identified by CEE, same would be shared with relevant faculty members. Faculty, having requisite qualification for the specific training, would submit his/her expression of interest to conduct training to Director CEE, who based on the qualification and requirements of clients would make decision for selection of trainers for each training program. Director CEE will share (if possible) two Trainer profiles of faculty members with the client as per industry norm.
    - c. Training remuneration will be determined based on the profile, experience, training portfolio and previous training feedbacks. Director CEE will determine the remuneration in consultation with the concerned faculty, prior to the execution of the training program.
  9. First year undergraduate participants will complete their one credit hour community work, with 60 hours of field engagement, through the platform of Sustainable Development Initiative (SDI), Office of Internationalization. Participants will enroll for community development work at SDI with approval of respective Program Director. SDI will arrange placement of participants in various NGOs and government agencies for community

development; and issue certificates to participants on completion of their assignment.

10. Signing of the MOUs with the entities will be prerogative of respective Departments, Program Offices and Centers, as per following guideline:
  - a. If scope of partnership encompasses school level activities, Dean SBE may sign the MOU.
  - b. If scope of MOU is limited to the mandate of a respective Department, Program Office, Center, the MOU may be signed by the respective head. Before signing, respective head would request related University Management Offices (UMOs) i.e. Office of Registrar (ORG) UMT, Office of Treasure (OTR), Planning and Development (PND), Legal wing etc. for vetting the draft, and Dean SBE for approval.
  - c. Registry of all the MOUs signed by the school shall be maintained at the Dean Office.