

Jyothy Institute of Technology

Tataguni, Bengaluru-560082

(Affiliated to VTU, Approved by AICTE)



Criteria –VII

Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.10. The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

- The Code of Conduct is displayed on the website
- There is a committee to monitor adherence to the Code of Conduct
- Annual awareness programs on Code of Conduct are organized

Code of Conduct

The Institute is a community of cultured intellectuals. It is expected that, the freedom should be with sense of responsibility. Being aware of the rights should go together with consciousness towards duties. All pleasures are to be enjoyed with sense of morality. All arguments should take place maintaining the dignity. Mahatma Gandhiji's seven principles are strived to be followed, that is: Wealth with work, Pleasure with conscience, Knowledge with character, Commerce with morality, Science with humanity, Religion with sacrifice and Politics with principle.

The character of the Institution is built with the discipline and harmony in the functioning. Certain policies are to be formed and communicated to all the elements to strike the balance between the freedom and responsibilities, rights and duties, in pursuit of knowledge, respecting all the individuals.

Jyothy Institute of Technology has got a code of conduct for the staff as well as students. Along with the general code of conduct prescribed by the Statutory Regulatory Authorities, the Institute has certain mandatory requirements.

JIT students assume an obligation to conduct themselves in a manner compatible with the Institute's norms. Every individual is held responsible for his/her actions.

Every student in the Institute is expected to be involved only in activities that are likely to maintain the prestige of the Institute. Each student should behave respectfully with all.

Following actions constitute the Institute code of conduct.

1. **Dress Code:** Students are required to follow the dress code prescribed by the Institute, i.e. blue apron for labs
 2. **Honesty:** Malpractices/Cheating during test/examination or knowingly furnishing false information are prohibited and strictly dealt with at the same time things like plagiarism are prohibited for faculty also.
 3. **Transparent Administration:** With the help of MIS online information is maintained regarding attendance of students and conduction of classes by teachers.
Biometric attendance of staff, leave records, etc are maintained online.
 4. **Disciplined Conduct:** Any behaviour obstructing teaching, research, administration, other proceedings or activities in the campus are entitled for punishment.
 5. **Respect for women:** Students must take care that his/her behaviour is impeccable toward opposite gender. Any unwelcome behaviour towards female students and employees in written, spoken, gestural or physical directly or indirectly would be dealt with as per the Law. Vishakha Samiti is in place to take care of.
 6. **Prohibition of Ragging:** Ragging is any conduct by a student as an individual or group of them whether by words spoken or written, or by an act, which has the effect of teasing, treating or handling the fresher or any other student with rudeness will be treated as ragging and will be entitled for disciplinary action.
 7. **Hostel Discipline:** Rules and regulations are laid down for conduct in Hostels has to be strictly followed by each student.
 8. **Drugs/ Alcohol/ Tobacco:** Sale, distribution, manufacture use and possession of drugs that are not prescribed by physician or are not legal in the open market are prohibited. Alcohol and Tobacco products are also prohibited in the Campus and in the Hostels.
 9. **Possession or use of Fire arms,** Fireworks, Explosives, Weapons or items of destruction are prohibited.
 10. **Conservation of Natural resources, Energy and Environment:** Every student and Staff are expected to be aware of these things and maintain the conduct accordingly.
 11. **Cleanliness:** Every student and staff is expected to maintain the general cleanliness within the classrooms, laboratories and the campus in general.
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Code of conduct for Teachers

The code of conduct for faculty normally addresses the matters related to conduct of teachers such as teaching, learning, evaluation, relationship with the students, associated staff, management, parents duties and responsibilities with moral & professional ethics, human values, external services, devotion, dedication and integrity of the teacher towards the college.

Duties of the Teacher towards students:

1. Adhere to a responsible pattern of conduct and demeanor expected of them by the community.
2. Manage their private affairs in a manner consistent with the dignity of the profession.
3. Seek to make professional growth continuous through study and research.
4. Express free and frank opinion by participation at professional meetings, seminars, conference etc. towards the contribution of knowledge.
5. Maintain active membership of professional organizations and strive to improve education and profession through them.
6. Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication.
7. Co-operate and assist in carrying out functions relating to the educational responsibilities of the Institute and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and Institute examinations, including supervision, invigilation and evaluation; and
8. Participate in extension, co-curricular and extra-curricular activities including community service.
9. Manage their private affairs in a manner consistent with the dignity of the profession.

Code of conduct:

1. The teacher shall perform all his/her duties faithfully and will not avoid responsibility. However, following lapses would constitute improper conduct on the part of the teacher:
 - i. Failure to perform his/her academic duties such as lecturing, demonstration, assessment, invigilation etc.
 - ii. Gross partiality assessment of students, deliberately over/under making or attempt of victimization on any grounds.
 - iii. Inciting or instigating students against other students, colleagues, administration, (This does not interfere with his right to express the differences on principles in seminars other places where students are present.)
 - iv. Raising questions of castes, creed or religion race or sex in his relationship with the students and his colleagues and trying to use the above considerations for improvement of his prospects.
 - v. Refusal to carry out the decisions of appropriate authorities, officers, administrative and academic bodies of the college, this will not inhibit his right to express his difference with their policies or decisions, express his difference with their policies or decisions, expression, provided that he will not use the facilities or forum of the Institute to propagate his own ideas or beliefs for or against particular party of alignment of political or religious activities.
 - vi. Involvement of the Anti-academic activities directly or indirectly such as:
 - Writing of questions-answers guide, key, likely questions, cyclostyled or Photo copy notes, etc.
 - Undertaking of any office of profit, agency without concurrency from the management. The teacher shall not avoid any work related to the University/Institute examinations without reasonable grounds.
2. The behavior of the teacher with male and female students and other employees shall be modest.
3. The Teacher shall.
 - i. Strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being.

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- ii. Not consume any intoxicating drink or be under the influence of any intoxicating drink or drug, during the courses of his duty, and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of any such drink or drug.\
- iii. Refrain from consuming any intoxicating drink or drug in a public place.
- iv. Not appear in a public place in state of intoxication.
- v. Not use any intoxicating drink or dug in excess so that he is unable to control his behaviour.
- vi. Violation of Anti-bigamy Act and Anti-dowry Act in any manner directly or indirectly.

Teachers and Authorities:

Teachers should:

1. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest.
2. Retain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities without the knowledge of Institution.
3. Co-operate in the formulation of policies or the institution by accepting various offices and discharge responsibilities which such offices may demand.
4. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices.
5. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession.
6. Should adhere to the conditions of contract.
7. Give and expect due notice before a change of position is made.
8. Refrain from availing themselves of leave except on unavoidable grounds and as far as possible with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

Teachers and Guardians

1. Try to see through teachers bodies and organizations, that institutions maintain contact with the guardians, their student, send reports of their performance to the guardians whenever and meet the guardians in meeting convened for the purpose for mutual exchange of ideas and for the benefit of the Institution.

Teachers and Society

1. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
 2. Work to improve education in the community and strengthen the community's moral and intellectual life.
 3. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
 4. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices.
 5. Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling or hatred or enmity among different communities, religions or linguistic group but actively work for National Integration.
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Code of Conduct for Principal/Director

Principal as the head of Institute is solely responsible for addressing and resolving all issues concerned with the stakeholders of education. This code of conduct provides an explicit definition of the standards of professional conduct expected from the Principal as a Head of College.

Responsibility of the Principal:

Subject to the supervision and general control of the management, the Principals as the Principal executive and Academic Head of the College, shall be responsible for-

1. Academic growth of the college.
2. Participation in the teaching, research and training programmes of the college.
3. Assisting in planning and implementation of academic programmes such as refresher/orientation course, seminars, in-service and other training programmes organized by the University. Institute for academic competence of the Faculty Member.
4. Admission of students, maintenance of disciplines of the Institute.
5. Receipts, expenditure and maintenance of true and correct accounts.
6. The overall administration of the Institute and recognized Institution and their libraries and Hostels, if any.
7. Correspondence relating to the administration of the Institute.
8. Administration and supervision of curricular, co-curricular/extracurricular or extra-mural, students welfare activities of the Institute and Recognized Institution and maintenance of records.
9. Observance of the Act, Statutes, Ordinance, Regulation, Rules and other Orders issued there under by the University authorities and bodies, from time to time.
10. Supervision of the examination, setting of question papers, moderation and assessment of answer papers and such other work pertaining to the examination of college/ recognized Institution.
11. Overall supervision of the University Examinations.
12. Observance of provisions of Accounts code.
13. Maintenance of Self –Assessment Reports of teachers and their service Books.
14. Any other work relating to the Institute or recognized Institution relating to the administration of the Institute as may be assigned to him/her by the Management from time to time.

Code of Conduct for the Governing Council

The Institute shall be managed by a regularly constituted Governing Council. The composition, functions and other condition pertaining to the Governing Council shall be as prescribed in the Directive Principles made and accepted by the Management.

Code of Conduct:

1. Decisions and resolutions made by the Governing Council, Executive Council and all the Trust Units are obligatory.
2. The members of Governing Council shall maintain their character, transparency, mannerisms and good image.
3. No property of Trust will be used for personal benefits.
4. The members of the Governing Council can obtain service from the Trust employee as and when required.
5. Any member of Governing Council will not express non-satisfaction with any decision made by the Governing Council, it will be discussed or expressed in the meeting only, one must respect majority taking the decisions.
6. Any member of Governing Council needs any primary information from Institute; he/she will communicate to the Principal and will not have any oral or written communication with the employee.
7. If any misbehaviour and action by the employee defames the Institute, it will be communicated to the Secretary orally or in writing.
8. All shall mind that no person is greater than Institute.

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9. The Governing Council will receive all communication in writing only from the Principal, in the same way the Governing Council will reciprocate their decision through principal.
10. Respect other member's opinion and give them a chance to express, if necessary permit to register contradictory opinion.

Code of Ethics

The institution has a well-established system to take care of the UG Projects, PG Dissertations and PhD Theses. Issues of the copyright infringement and plagiarism in the project reports, dissertation and thesis are taken very seriously. The institute library has access to the plagiarism detecting software through VTU. Each department has a team appointed by the Director to follow up the procedure, lead by respective departmental heads. This team investigates claims of plagiarism or misuse of document or articles. For example, when a project report, dissertation or a thesis, is found to have plagiarized other work or included third-party copyright material without permission or with insufficient acknowledgement, or authorship of the document is contested. The institute makes such students to resubmit their work and reports taking care of citations.

Policy Document on R&D, Incubation and Consultancy

Preamble

The objective of this document is to provide a policy for research, development, incubation and consultancy at CIIRC-JIT. CIIRC-JIT herewith provides the research related policies with a promise to conform to the following tenets concerning research, development, Incubation and consultancy (RDIC).

- CIIRC-JIT encourages varying points of view, inquiry, thought and expression free of ideology or coercions of any type for the benefit of mankind.
- CIIRC-JIT members engaged in and act pertaining to RDIC are open to select their topics/domains, seek financial assistance from genuine sources and be solely responsible for their outcome and conclusions. The details of the same shall be available for scrutiny as and when required.
- CIIRC-JIT shall attempt by all possible means to provide an atmosphere conducive to undertaking RDIC to all individuals interested and motivated to undertake the same.
- CIIRC-JIT shall sensitize all concerned to ensure authorship rights & responsibilities of students, co-investigators and others associated with the concerned research outcome.
- CIIRC-JIT shall also conduct regular surveys to verify on academic authorship of any publication/patent with regard to the research outcomes.
- CIIRC-JIT as part of its action policies on RDIC affirms to provide equal employment opportunities to all concerned without bias to an individuals gender, caste, creed, religion and race.
- CIIRC-JIT believes in the philosophy of shared ownership of intellect with regard to all scholarly pursuits and strongly advocates the same.

This policy shall apply to all CIIRC-JIT members involved in Research, Development, Incubation and Consultancy (RDIC) and be applicable to all research initiatives being undertaken at CIIRC-JIT. This policy on

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research shall be reviewed once every two years by the Research Committee at its annual meeting. Any revision in the policy shall be announced publicly through the centre website and /or other suitable means.

Rights of Faculty Members

CIIRC-JIT faculty members have the right to academic freedom in pursuit of topics of interest to them.

CIIRC-JIT members can engage in and kind of Research Development and Consultancy as long as the same is within the framework of being labelled ethical.

CIIRC-JIT members can undertake funded projects, present findings of research outcomes through journal publications or at conferences, seminars and workshops.

Responsibilities of Faculty Members, Research Staff, Students, Post-Doctoral Students

Project Proposal Creation and Project Management

Faculty members as PI/Co-PI need to route the project/consultancy proposal to the concerned agency duly signed by the Director CIIRC-JIT

The Principal Investigator (PI) shall be responsible for the overall management of the project and recruitment of project staff.

PI is responsible for certification of salary paid to project staff.

Fiscal Control

A separate account shall be opened for each project with the PI and Director/ Board of Directors being joint signatories to operate the account

PI shall keep separate stock registers for each project funding obtained with a detailed account of all types of expenditure incurred (equipment, consumables of all types, chemicals, glassware, fabrication items, COTS, travel, contingency etc).

Copy of Utilization certificate, Statement of accounts along with annual progress report, closure report shall be sent to the CIIRC-JIT Record Office (RO) in addition to the respective funding agencies duly signed by the AO and external auditor.

Copy of Tax invoices and all other expenses incurred with respect to the research activity (includes project and consultancy) shall be maintained with the AO and originals with the PI. The same shall be made available as and when required. The accounts of each project shall be duly vetted by the Accounts Officer (AO) and certified by an external auditor.

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Financial misdemeanour by whomsoever of any kind should be brought to the notice of the Director CIIRC-JIT immediately and CIIRC-JIT shall take proactive steps to curb the same.

Safety

PI is responsible for ensuring the safety of all his team members during the discharge of their duties when undertaking any activity pertaining to the concerned RDIC in the laboratory.

Equipment and Consumable Control

PI should secure requisite approval for the purchase of capital equipment through the purchase committee duly constituted by the Director.

PI is responsible for tagging and inventorization of all equipment.

A separate register is to be maintained for issue of chemicals and other consumables to all members engaged in RDIC.

An unserviceable register is to be maintained to account for obsolete and non-repairable equipment. Disposal of such equipment is subject to the discretion of the authorities.

Data Management

PI must maintain appropriate records of all research work. Records will include lab diary and any other material in either soft or hard copy format in sufficient detail (for recording purposes) that are essential for the reconstruction and verification of any research outcome. The same shall be maintained for adequate periods of time, generally at least for three years subsequent to publication and in the case of students at least till award of degree.

The procedure for recording and protecting should be well documented and communicated to all group members prior to initiation of any research activity.

The data pertaining to any IPR related protection should be maintained for the requisite period.

Ethics and Protocols

Principal author should ensure that Co-Authors have access to the manuscript prior to being submitted for publication and accept to their inclusion as co-authors. (CIIRC-JIT suggests the INSA document on Ethics as a model. For details refer to INSA website).

All research staff should mandatorily ensure that the necessary approvals and protocols are followed in the use of research involving human and animal subjects (CIIRC-JIT follows the GOI document on IAEC: **Refer annexure I** and website of Ministry of Environment and Forests, Govt. of India).

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Publications including Technical Reports

Faculty member/s (including research scholars, post docs etc) wanting to undertake publication of their research outcomes must mandatorily clear the publication/report through the IPR cell of the centre to check for patentable material and plagiarism.

Faculty members are strongly encouraged and advocated to publish research findings in journals of repute both National and International. It is desirable that these journals are indexed in major databases and have an impact factor. Authors of books, book chapters, monographs too are encouraged to publish through publishers of repute. Recommended Database and Publishing House details are provided in **annexure II**.

As a guideline it is preferred that the sequence of authors in publications should generally be in approximate order of extent of contribution and the final judgement is left to the concerned PI.

Discipline

The faculty members shall not accept gifts/grants from unknown sources or anonymous donors.

To reduce the viral growth of publications in journals that do not merit, reporting on not so significant research findings and in the rush to dominate or improve one's CV through extraordinary large number of publications in short spans of time or in the hope of aiming to garner larger research incentive, it is advised that the faculty members refrain from doing so and request senior members to counsel junior members and students on the ill effects of the same and ensure to exercise due restraint and discipline.

Members are required to immediately inform the Institute in case of any of the following:

An impending health hazard, Possibility that an act/incident is likely to be made public, indication of likely unethical activity, defacing the reputation of CIIRC-JIT, misappropriation of funds or damage to equipment.

Anti-Bribery

All the staff and students of the centre are hereby directed to conduct business and other commercial activities related to academics and research in an honest way, without using any means of corrupt practices or acts of bribery to obtain an unfair advantage

Termination/Resignation/Superannuation

Members on either resigning / termination / superannuation reserve the right to take copies of their research outcomes with the original being retained by CIIRC-JIT.

If a PI resigns and leaves to join a new institution he may be permitted to transfer the project to the new institution subject to NOC from both institutions and the funding agency. However CIIRC-JIT reserves the right to copies of data to the date of resignation.

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Confidentiality and Secrecy

Ensure to maintain confidentiality of all research work being carried out including information made available by outside agencies and third party necessary for completion of the research work/program.

The faculty members shall not assign research topics that could lead to the possibility of it becoming a secret thesis or dissertation on culmination.

Rights of individual to privacy shall be the modicum on research necessitating involving human beings living or otherwise.

A research topic for award of degree shall be considered as requiring secrecy if the funding agency confirms that the outcome is not freely publishable. In such cases the final decision with regard to any outcome shall rest with the CIIRC-JIT Research Committee and the concerned funding agency.

IPR

As per CIIRC-JIT IPR policy the PI and all other contributors (as decided by PI) shall be inventors with CIIRC-JIT/Incubatee being the assignee. Any pecuniary gains arising from either royalty earned from TOT or commercialization of the IPR shall be shared between the inventors, assignee and funding agency as per GOI guidelines. This is applicable only to government funded projects. In case the funding is obtained from private sources the same shall be discussed and agreed upon mutually acceptable terms.

PI should review the IPR, authorship, acknowledgements, report generation with all members working under their direction (Co-Pi, research scholars, students, RA, PDRA etc.) and give due credit to all concerned.

Incubation

The terms and conditions with respect to incubation is described in annexure III

Consultancy

The terms and conditions with respect to consultancy is described in annexure IV

Conflict of Interest

CIIRC-JIT policy with regard to conflict of interest rests on the premise of “trust & faith” and integrity of respective members to disclose any information that could lead to conflict thereby ensuring that any conflict of interest could be resolved in appropriate manner befitting all concerned.

Misconduct

No faculty member/researcher shall indulge in fabrication/falsification of data in either recording or reporting, resort to plagiarism knowingly or intentionally and all other such acts normally not conducive of being considered ethical.

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Failure to supervise leading to the above shall also be construed as acts of misconduct.

Faculty member/s having no contribution with a research outcome but present findings of the outcome of others involved in the research shall also be considered as an act of plagiarism.

Irrational behaviour to produce large amounts of publications annually to maintain one's status as a productive faculty, claiming author credit where not due, marginalizing contributions of co-workers, scholars, attempts to exclude others from authorship where due, shall all be considered as acts of misconduct and is strongly discouraged.

All individuals are advised to report of any research misconduct to the Director.

Grievance

Any faculty member/student/PDF feeling aggrieved by either a decision or on violation of any rules & regulations as per the research policy of CIIRC-JIT has the right to make a representation to the CIIRC-JIT Research Committee.

Solace

CIIRC-JIT upon receipt of any allegation relating to any of the above shall constitute a committee duly appointed by the Director to inquire into the same and present the findings to the CIIRC-JIT authorities within 30 days for necessary action.

Retirement

Every member of the research /teaching staff and non-teaching/research staff of CIIRC-JIT will retire from service on completion of 60 years and 58 years of age respectively. The management may re-employ a retired employee who is medically fit and whose services are considered essential to the centre on fixed term contract on a consolidated salary basis.

Research Incentives

To promote and encourage high quality research, incentives in different modes may be proposed by CIIRC-JIT annually. Research outcomes in publications indexed in major databases with impact factor, book chapters, books, monographs from prominent publishing houses only shall be considered. Members eligible for the same shall be intimated by the CIIRC-JIT research committee (**Refer annexure I**)

Conferences/Workshops/Seminars/Exhibitions (Organizing)

CIIRC-JIT members are encouraged to obtain support from funding agencies to organize conferences/seminars/workshops. The centre depending on the activity shall provide limited support for organizing the same and proposals for the same shall be routed through the Research Committee.

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The above principles ascribe the centre's policy to research. However the individual members are equally responsible and accountable to the fair follow and conduct of RDIC alongside all of their colleagues who may be directly or indirectly involved, receipt of funding from various sources, research outcomes and their target applications that are well established with their conscience of being ethical by all possible means.

Annexure I

- For experiments involving animals, formation of an Institutional Animal Ethics Committee (IAEC) is a mandatory requirement under the Prevention of Cruelty to Animals (PCA) Act, 1960 of the Govt. of India. The Central Govt. has constituted a Committee for the Purpose of Control and Supervision of Experiments on Animals (CPCSEA) which is the main regulating body for monitoring experiments involving animals. The institutes interested in research involving the use of experimental animals or creation of an animal house facility have to strictly follow the guidelines given by CPCSEA, which is empowered to constitute a subcommittee IAEC, on the institution's request, having the following composition:

1. A biological scientist
2. Two scientists from different biological disciplines
3. A veterinarian involved in the care of the animals
4. Scientist-in-charge of the animal house facility of the concerned institute
5. A scientist from outside the institute
6. A non scientific socially aware member
7. A nominee of CPCSEA

The chair person of the committee and the member secretary would be nominated by the institution from amongst the 8 members. Members 5,6 and 7 are nominated by CPCSEA, with a provision of a link nominee for CPCSEA nominee.

The primary duty of IAEC is to review and approve research proposals involving small experimental animals and monitor the research for compliance with all regulatory requirements

- Projects involving large animals have to be referred to CPCSEA for approval.
- Appointment of IAEC members is for a period of 3 years only. New committee has to be formed after the expiry of the term of the members.
- The guidelines for formation and functioning of IAEC are available on the website of Ministry of Environment and Forests, Govt. of India.

Annexure II

List of Databases

Option A

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Science Direct, Scopus, Scirus, Thomson Reuters, Ebsco, IEEE, IET, Google Scholar, Reed Elsevier (Law), Royal Society of Chemistry, Index Copernicus, Wiley Interscience, Emerald, Sage, Mathscinet.

Option B

SCI, Proquest, Pubmed, Pubchem, Science Accelerator, Journal Seek, Index Copernicus, Econlit (Economics), Eric (Education), Phil Papers, Indian Citation Index (ICI), World Wide Science, Compendex, Merck Index, International Directory of Philosophy.

List of Publishing Houses

Wiley, Macmillan, Oxford, Prentice Hall, Cambridge, Harvard, Elsevier, Penguin, Pearson, Academic, Kluwer.

Annexure III

Incubation

Both faculty and students are strongly encouraged to incubate companies and become a part of global and national start up culture as well as make in India concept.

The faculty incubates will be required to raise their own capital to fund their start –up and will be required to adhere to the following:

1. Undertake their regular academic and research responsibilities
2. Give a specific percentage of stake to the centre. The same to be worked out on a case to case basis.
3. Arrange to pay the salaries of the resources they employ exclusively for the venture
4. Support student internship
5. Pay for the services of any resource utilized from the centre. Details will be worked out on a case to case basis. This is for faculty.
6. Student incubatees will be provided with free usage of the facilities/labs for the first two years and shall pay a nominal fee from the third year for usage of any experimental facilities.
7. The faculty/student incubatees will be supported on campus for a period of two years.

The students who wish to start their own venture will also be required to adhere to the items at sl no 2 to sl no 4.

Annexure IV

Consultancy

The faculty members undertaking any kind of consultancy work shall adhere to the following

- Undertake their regular academic and research responsibilities
- Agree to share the revenue with the centre in the ratio to be determined on case to case basis after accounting for all expenses, duties and taxes if any.
- Arrange to pay for any external resources they employ for the consultancy.

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