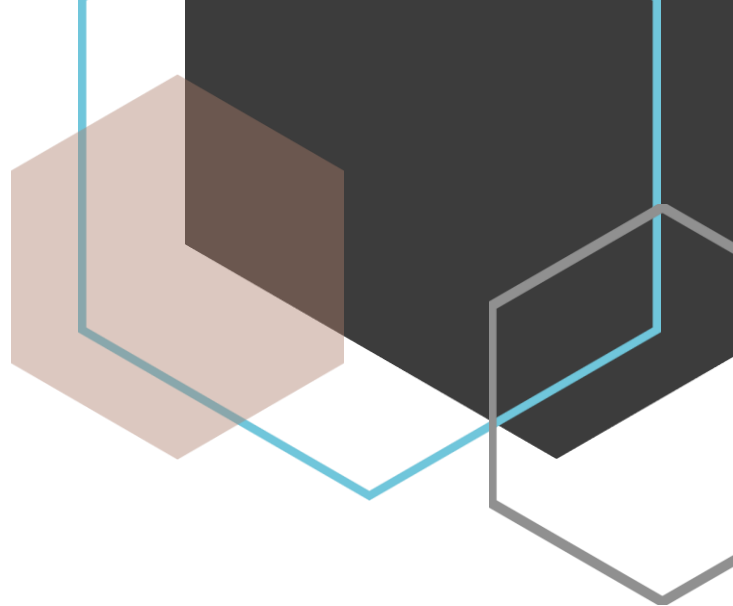




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IMPLEMENTATION FRAMEWORK TALENT CO-CREATION LAB

UNIVERSITY OF HYDERABAD, INDIA

Integrating Talent Development into Innovation Ecosystems in Higher Education
Ecosystems in Higher Education

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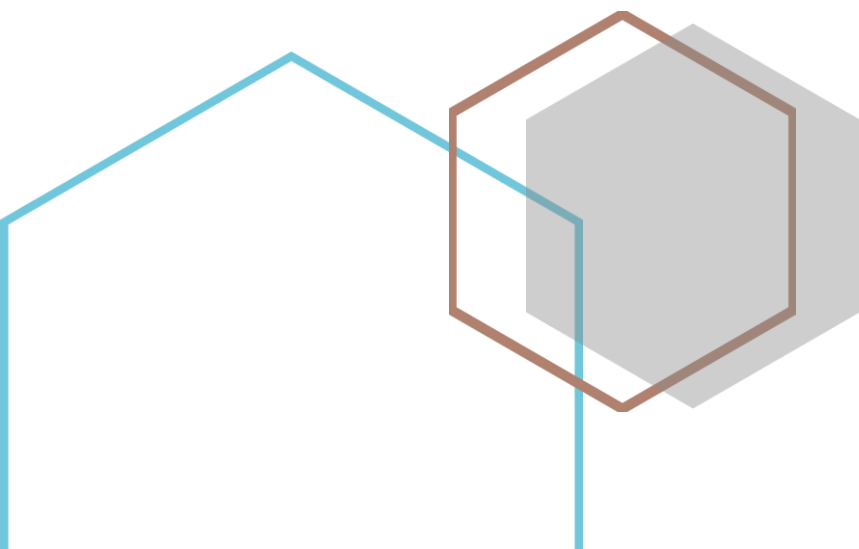




Table of Contents

| | |
|--|---|
| Activities of the Lab | 2 |
| Position of the Lab within the university structure | 2 |
| Organization of the physical premises and working space for the Talent Co-Creation Lab | 2 |
| Arrangements for the management of the Lab | 2 |
| Arrangements for involvement of faculty and staff in the Lab | 2 |
| Arrangements for the coordination and administrative work in the Lab – staff, responsibilities, financing | 3 |
| Channels and means of communication with external stakeholders | 3 |
| Rules and regulations for selection and participation of students in the live innovation projects | 3 |
| Opportunities for collaborative work | 3 |
| Linking Lab activities to curricular activities and internships | 4 |
| Principles and approaches for assessment and evaluation of student and faculty involvement in Lab activities | 4 |
| Policy and procedures on Intellectual and Industrial Property | 4 |
| Policy on financing of the Lab activities | 4 |
| Policy and procedures on industry / business contribution or co-financing of the Lab projects or trainings | 4 |
| Policy and procedures on access to research/innovation results and use of products developed within the Lab | |
| Rules for ensuring the safety of students and external stakeholders working at the Lab | 4 |
| Rules for ensuring the safety of students and external stakeholders when the Lab activities take place outside the Lab | 5 |
| Internal development plan of the Talent Co-Creation Lab | 5 |
| Quality assurance plans for the Talent Co-Creation Lab | 5 |

The framework outlines the design of the operations of the Talent Co-Creation Lab created at the University in the frame of the INNOTAL project. It clarifies the Lab's place within the University structure, its functioning, management and activities, as well as applicable rules and regulations.



ACTIVITIES OF THE LAB

The Talent Co-Creation Lab acquires special significance in the context of the University Grants Commission (UGC), Government of India, declaring the University of Hyderabad as Institute of Eminence. The major planned activities are as follows:

- Active collaboration of the faculty and students with external organisations
- Training programmes for the students and faculty to prepare them for participation in national and international projects
- Innovative forms of participation of students and faculty in various collaborative modules and programmes with industry and non-profit organisations (NGOs)
- An online platform for the above purpose will be maintained and it will be open to industry, public organisations, NGOs, Community-Based Organizations (CBOs), etc.
- Linking all activities of the Lab with the proposed Technological Park, Research Labs, Incubators, Applied Research Centres, Technology Transfer Offices, Research and Development Units, etc.
- The Lab can be a catalyst for sharing innovative ideas with the stakeholders’.

The Talent Co-Creation Lab should enable regular interaction of the faculty and students with external stakeholders. This will happen through:

- Organising workshops based on specific proposals from faculty members, students or external stakeholders
- Regular meetings between faculty members / students and external stakeholders intended on the one hand to clarify the needs of the external stakeholders, and on the other hand to acquaint the external stakeholders with the human resources and the physical infrastructure available at the University.

POSITION OF THE LAB WITHIN THE UNIVERSITY STRUCTURE

The Lab will be an independent unit. It will work with Incubators, Technology Park, Applied Research Centres, etc., and will maintain active collaboration with industry, NGOs, and other stakeholders.

ORGANIZATION OF THE PHYSICAL PREMISES AND WORKING SPACE FOR THE TALENT CO-CREATION LAB

The Lab will be located on the main campus of the University of Hyderabad. To start with, sufficient space will be allocated in the new structures that are opening up on the campus. The University has already allocated space to meet the initial requirements of the Lab.

ARRANGEMENTS FOR THE MANAGEMENT OF THE LAB

The Lab will be headed by a senior faculty member of the University. There will be an Advisory Board consisting of faculty members representing different disciplines, students and representatives from the External Stakeholders (business, public sector and non-profit



**ARRANGEMENTS FOR
THE COORDINATION
AND ADMINISTRATIVE
WORK IN THE LAB –
STAFF,
RESPONSIBILITIES,
FINANCING**

**CHANNELS AND
MEANS OF
COMMUNICATION
WITH EXTERNAL
STAKEHOLDERS**

**RULES AND
REGULATIONS FOR
SELECTION AND
PARTICIPATION OF
STUDENTS IN THE
LIVE INNOVATION
PROJECTS**

**OPPORTUNITIES FOR
COLLABORATIVE
WORK**

organizations).

The staff, their responsibilities, and rules concerning financing after the project will be as per the existing University guidelines.

The University has established channels for networking with external stakeholders. These channels will be used for linking the Lab with the external stakeholders. In addition, regular bilateral and multilateral interactions will be encouraged to discuss specific proposals emerging from within the university or proposed by external stakeholders.

With its new Institute of Eminence status, the University is working on different models to encourage students to come up with innovative ideas for taking up projects at undergraduate level. The projects will focus on diverse disciplines and will be based on the inputs given by the external stakeholders.

The University is currently drafting policies and strategies to enhance the means of participation of the students in socially relevant and industry-based research. These policies will be adopted for the Talent Co-Creation Lab.

As the University has been accorded Institute of Eminence status, it can now independently work out various strategies and approaches for collaborative work. For example, the faculty can avail of one-year leave to work in the industry sector and then re-join the University. Another example is that senior industry executives can now teach courses in the University. Accordingly, the infrastructure at the University is being upgraded and an IPR policy is put in place.

The external stakeholders will also have access to the e-platform which will provide an opportunity for them to know about the innovative ideas generated by the Lab. The participation of the external stakeholders as members of the Advisory Board will enable them to design, deliver and assess Lab activities on a regular basis.

Based on the inputs provided by external stakeholders regarding the needed skills, the University curriculum in different disciplines will be upgraded and will be ratified by the statutory bodies of the University, in which even representatives of external stakeholders are present.

**LINKING LAB
ACTIVITIES TO
CURRICULAR
ACTIVITIES AND
INTERNSHIPS**

The Lab activities will be linked with the curricular activities and due credit will be accorded as per the University norms. Research projects taken up by the faculty and students will be based on inputs from the Lab.

Depending upon the inputs from the external stakeholders, the University curriculum will be updated.

The Lab will also allow the faculty to develop entrepreneurship and innovation courses in collaboration with the external stakeholders.

**PRINCIPLES AND
APPROACHES FOR
ASSESSMENT AND
EVALUATION OF
STUDENT AND
FACULTY
INVOLVEMENT IN LAB
ACTIVITIES**

The assessment of the students involved in Lab projects will be done by the respective faculty member and the external stakeholders supporting the particular project. In addition to the academic contribution made by the student, assessment will also include communication skills, team work, target orientation, etc.

At the end of this project, each student will deliver an open presentation on the achieved results, and this presentation will be assessed by the other students. The faculty will take this assessment into account in the final student evaluation.

**POLICY AND
PROCEDURES ON
INTELLECTUAL AND
INDUSTRIAL
PROPERTY**

The University has already adopted an IPR policy which will guide the implementation of all projects.

**POLICY ON
FINANCING OF THE
LAB ACTIVITIES**

The University will be asked to cover part of the expenditures of the Lab. The other part of the necessary funds will be generated from the collaborations with the external stakeholders.

**POLICY AND
PROCEDURES ON
INDUSTRY / BUSINESS
CONTRIBUTION OR
CO-FINANCING OF THE
LAB PROJECTS OR
TRAININGS**

External stakeholders engaged in Lab activities will be approached regarding provision of co-financing for the Lab projects and training programmes as per the University guidelines. The decision about whether the contribution of business will be mandatory or optional will be decided on a case-by-case basis depending on the nature of the project and the extent to which it is beneficial to both parties.

**POLICY AND
PROCEDURES ON
ACCESS TO
RESEARCH/INNOVA-
TION RESULTS AND
USE OF PRODUCTS
DEVELOPED WITHIN
THE LAB**

The access to the results will be as per the IPR policy of the University.

**RULES FOR ENSURING
THE SAFETY OF
STUDENTS AND
EXTERNAL
STAKEHOLDERS WHEN
THE LAB ACTIVITIES
TAKE PLACE OUTSIDE
THE LAB**

**INTERNAL
DEVELOPMENT PLAN
OF THE TALENT CO-
CREATION LAB**

**QUALITY ASSURANCE
PLANS FOR THE
TALENT CO-CREATION
LAB**

The students will be permitted to carry out work outside the Lab. If it is necessary, they will be provided with the necessary documents and a faculty member will accompany them. Since the Lab will be part of the University structure, it will be guided by the relevant regulations of the University.

In the future, the Lab will be developed into a self-financing unit. In order to generate the necessary funds, it will implement a number of activities, such as webinars, multimedia services, identification of new areas of research. Expansion through equipping additional Lab space will be done based on availability of financial resources.

The following preliminary Quality Assurance plans have been made:



| Type of assessment | Who will be in charge? | How assessment activities will be organized? | Who will collect the results from the monitoring activities? | Who will analyse the result from the monitoring activities? | What indicators will be used? What elements of the work of the Lab will be monitored? | How will results be reflected in planning? |
|---|------------------------|--|--|---|--|--|
| Monitoring: ongoing, focused on implementation | Head of the Lab | Summative and formative | Head of the Lab | Committee of experts | <p>Number of students trained by external stakeholders</p> <p>Number of projects undertaken in collaboration with external stakeholders</p> <p>Number of faculty involved in implementing the projects</p> <p>Gender ratio and number of disadvantaged groups involved</p> <p>Number of different disciplines involved in the implementation of the projects</p> <p>Number of innovative ideas generated by students, faculty and external stakeholders</p> <p>Number of patents developed</p> | <p>Generated ideas will be incorporated in the curriculum and activities of the academic units involved.</p> <p>These ideas will be disseminated online.</p> |

| | | | | | | |
|--|--|---------------------------------|-----------------------------------|---|--|--|
| <p>Evaluation: periodic (once a semester)</p> | <p>External evaluation from the respective Deans Office and other relevant university stakeholders</p> | <p>Participatory evaluation</p> | <p>Dean of respective Faculty</p> | <p>Members of External Evaluation Committee in the chairmanship of Dean of respective Faculty</p> | <p>Skills enhancement of students and teachers Increased linkages among different stakeholders Number of patents/ ideas generated Accounting and record keeping; transparency of expenditure, etc.</p> | <p>The results of the evaluation will be incorporated in the planning the future activities of the Lab</p> |
|--|--|---------------------------------|-----------------------------------|---|--|--|