



Implementation frameworks for Talent Co-Creation Labs

Part 1: Institutional arrangements

1. Activities of the Lab (in accordance with the priorities for growth and development at the University)

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

1. Active collaboration of the faculty and students with external organisations
2. Training programmes for the students along with faculty for participating in national and international projects
3. Innovative participation of the students and faculty in designing various collaborative modals and programmes with industry and non-profit organisations (NGOs).
4. An online platform for the above purpose will be maintained and it will be open to industry, public organisations, NGOs, CBOs, and others.
5. 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.
6. The Lab can be a catalyst for sharing innovative ideas across the stakeholders.

2. 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., which will have active collaboration with industry, NGOs, and other stakeholders.

3. 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 coming up on the campus. However, the University has already allocated some space to meet initial requirements of the Lab.

4. Arrangements for the management of the Lab

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



5. Arrangements for involvement of faculty and staff in the Lab

1. Regular interaction of the faculty and students with external stakeholders
2. Organising workshops on specific proposals from both faculty / students and external stakeholders
3. Regular visits of the faculty / Students as well as external stakeholders to know the needs of the external stakeholders on the one hand, on the other to acquaint the external stakeholders with the infrastructure (human resources and the physical infrastructure) available in the University.

6. Arrangements for the coordination and administrative work involved in the Lab – staff, responsibilities, financing after the project

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

7. Channels and means of communication with external stakeholders and the Lab

The University has widely established channels of network with external stakeholders. These channels will be effectively used for linking the Lab with the external stakeholders. In addition to it, regular bilateral and multilateral interactions will be encouraged to discuss on specific proposals from both the internal and external stakeholders.

8. Rules and regulations for selection and participation of students in the live innovation projects

With the Institute of Eminence status the University is working out different models to encourage students to come up with innovative ideas for taking up projects from UG level. The projects will be from diverse disciplines basing 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 which are the major objectives of the Lab.

9. Opportunities for collaborative work

As the University has been accorded IoE status, it can now independently work out various strategies and approaches for collaborative work. For example, the faculty can avail one year leave to work with the industry and rejoin. Another example is the senior industry executives can now teach courses in the University. Accordingly, the infrastructure in the University is being upgraded and an IPR policy is in place.

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



Basing on the inputs provided by the external stakeholders on the needed skills, the University curriculum in different disciplines will be upgraded and will be ratified by the statutory bodies of the University, where even the representatives from the external stakeholders will be present.

10. Rules for 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.

There are two types of internships provided by 1. the government, which are fixed, and 2. non-governmental internships provided by the industry and private organisations. These internships will be reviewed from time to time to assess the students' contribution to the projects.

Since Lab activities will be included in the University curricula, the research projects that will be taken up by the faculty and students will be based on the inputs from the Lab.

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

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

11. Principles and approaches for assessment and evaluation of student and faculty involvement in Lab activities

The assessment of the students will be done by the faculty concerned and the external stakeholders supporting the project.

In addition to the academic contribution by the student, the assessment will be made in communication skills, team work, target orientation, etc.

For each project there will be an open presentation by the student on the project which will be assessed by the students. The faculty will take into these inputs while executing the project.

12. Policy and procedures on Intellectual and Industrial Property

The University is having IPR policy with the aid of which all projects will be guided.

13. Policy on financing of the Lab activities

The University will be asked to meet some part of the expenditure of the Lab, whereas the other part of financing will be generated from the collaborations with the external stakeholders.

14. Policy and procedures on industry/business contribution or co-financing to the Lab projects or trainings

The external stakeholders will be approached for co-financing for the Lab projects and training programmes as per the University guidelines. The basis of the contribution by the business whether to be mandatory or optional will be decided on project to project basis that can be beneficial to both the parties.

15. Policy and procedures on access to research/innovation results and use of products developed within the Lab



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

16. What are the rules for ensuring the safety of students and external stakeholders working at the Lab?

Safety measures and restrictions will be in place depending on the project.

17. What are the rules for ensuring the safety of students and external stakeholders when the Lab activities take place outside the Lab (e.g. in the field or during visits to external stakeholders' premises)?

The students will be permitted to carry out work outside the Lab by the University. If it is necessary they will be issued necessary documents and even a faculty can accompany them.

18. Other applicable rules and regulations concerning the operation of the Lab in view of integrating it in the operations of the university

Since the Lab will be part of the University structure, it will be guided by the regulations of the University.

19. Quality Assurance

Please, describe the quality assurance plans for the Talent Co-Creation Lab:

Type of assessment	Who will be in charge?	How will assessment activities 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	Number of students trained by external stakeholders Number of projects undertaken in collaboration with the external stakeholders Number of faculty involved in implementing the projects Gender ratio and number of disadvantaged groups involved Discipline wise implementation of the projects Participation of	The ideas generated and implemented will be incorporated in the curriculum and activities of the academic units involved. These ideas will be disseminated online



					<p>the students and the faculty in the interaction with the stakeholders</p> <p>Number of innovative ideas generated by the students, faculty and external stakeholders</p> <p>Number of patents</p>	
<p>Evaluation: Periodic (once a semester)</p>	<p>Respective faculty and representative of the external stakeholders</p>	<p>Summative and Formative evaluation</p>	<p>Respective heads of the Academic Units</p>	<p>Committee of experts from the academic unit and the external stakeholders</p>	<p>Research and analytical skills developed by the students</p> <p>Participation in collaborative projects</p> <p>Ability for starting entrepreneurial ventures</p> <p>Innovative methods used in curriculum development and in pedagogy</p>	<p>The results of the evaluation are incorporated in furthering the future activities of the Lab</p> <p>These can also help in improving the system of evaluation methods</p>

20. Internal Development Plan of the Talent Co-Creation Lab

The Lab in future will be made self-sufficient. Number of activities, such as webinars, extensive use of multimedia for discussing ideas, identifying from time to time new areas of research, depending upon new areas of research recruitment of staff and new faculty, and expansion / creation of additional Lab space will be done.