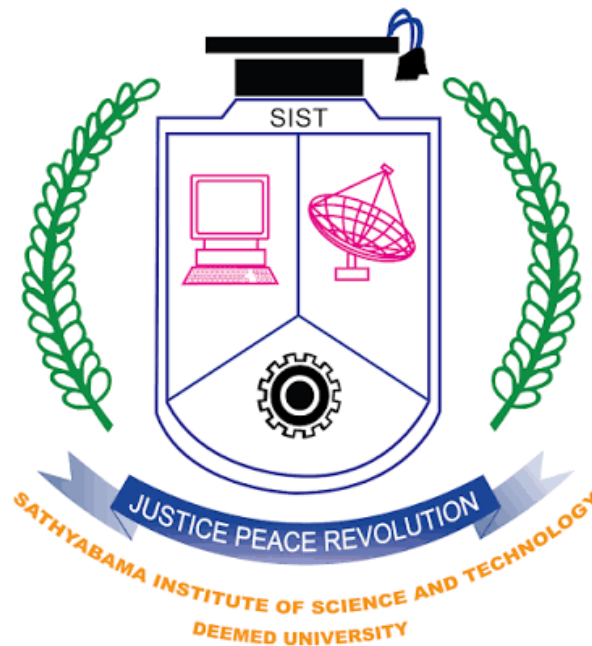


INDUSTRY COLLABORATION POLICY

2026 Edition

Policy No. : EOMS 21001: 2018/Pol/N&CE/2025-2026/01



Sathyabama Institute of Science and Technology
(Deemed to be University)

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TABLE OF CONTENTS

Sl. No.	Section	Page No.
1	Preamble	4
2	Purpose	4
3	Scope	5
4	Objectives of the Policy	5
5	Guiding Principles	6
6	Types of Industry Collaboration	6
7	Identification and Selection of Industry Partners	7
8	Proposal for Industry Collaboration	8
9	Memorandum of Understanding	8
10	Approval and Execution of Collaboration Agreements	9
11	Roles and Responsibilities	9
12	Industry Advisory Mechanism	10
13	Curriculum and Academic Collaboration	10
14	Internship and Industrial Training	11
15	Collaborative Research and Development	11
16	Intellectual Property Rights	11
17	Confidentiality and Data Protection	12
18	Financial Management	12
19	Industry-Supported Infrastructure	12
20	Faculty Engagement with Industry	12
21	Student Innovation and Entrepreneurship	13
22	Placement and Career Development	13
23	Industrial Visits and Exposure	13
24	Monitoring and Evaluation	14
25	Documentation and Records	14
26	Feedback and Continuous Improvement	15
27	Review of Industry Collaboration Agreements	15
28	Ethics, Integrity and Compliance	15
29	Conflict of Interest	15
30	Termination of Collaboration	15
31	Dispute Resolution	16
32	Reporting	16
33	Quality Assurance and Accreditation	16
34	Compliance	16
35	Indicative Industry Collaboration Framework	17
36	Key Performance Indicators	17
37	Conclusion	17

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DOCUMENT CLASSIFICATION : This document constitutes an official policy of the Deemed to be University. The provisions of this policy shall be implemented and interpreted in accordance with the applicable statutory and regulatory requirements, and in conjunction with other relevant policies, regulations, ordinances, and guidelines of the Institution.



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

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INDUSTRY COLLABORATION POLICY

1. PREAMBLE

Sathyabama Institute of Science and Technology recognizes meaningful collaboration with industry and other external organizations as an essential component of higher education, research, innovation, skill development, entrepreneurship, and employability. Industry collaboration provides opportunities for students and faculty to engage with real-world challenges, emerging technologies, professional practices, and contemporary industrial requirements.

The Institute shall establish and strengthen mutually beneficial partnerships with industries, corporate organizations, public sector undertakings, research and development organizations, professional bodies, start-ups, multinational companies, chambers of commerce, technology organizations, and other relevant external stakeholders.

This Policy provides a structured framework for initiating, implementing, monitoring, and evaluating industry collaborations in accordance with the objectives of the Institute and applicable statutory and regulatory requirements.

2. PURPOSE

The purpose of this Policy is to:

- Establish a systematic framework for industry–institution collaboration.
- Promote academic programmes aligned with current and emerging industry requirements.
- Enhance students' employability, professional competencies, and practical skills.
- Facilitate internships, apprenticeships, industrial training, and experiential learning.
- Promote collaborative research, consultancy, innovation, and technology development.
- Facilitate industry-sponsored projects and problem-based learning.
- Encourage faculty interaction with industry and professional development.
- Facilitate curriculum enrichment through industry participation and expert inputs.
- Promote entrepreneurship, start-ups, incubation, and technology commercialization.
- Strengthen placement and career development opportunities.
- Encourage joint conferences, seminars, workshops, training programmes, and certification programmes.
- Establish long-term strategic partnerships with industries and other external organizations.

3. SCOPE

This Policy shall apply to all Schools, Departments, Centres, faculty members, researchers, students, and administrative units of the Institute involved in industry collaboration activities.

The Policy shall cover collaborations relating to:

- Academic and curriculum development
- Internships and industrial training
- Apprenticeships
- Industry-sponsored projects
- Collaborative research and development
- Consultancy and professional services
- Faculty development and training
- Industry expert lectures and mentoring
- Skill development and certification programmes
- Joint laboratories and Centres of Excellence
- Innovation, incubation, and entrepreneurship
- Technology transfer and commercialization
- Intellectual Property Rights
- Placements and career development
- Joint conferences, workshops, seminars, and exhibitions
- Industrial visits and field exposure
- Sponsored research and grants
- Student projects and competitions
- Any other mutually agreed academic, research, innovation, or professional activity

4. OBJECTIVES OF THE POLICY

The Institute shall pursue the following objectives through industry collaboration:

Academic Excellence

To ensure that academic programmes reflect contemporary industry practices, technological developments, professional standards, and future workforce requirements.

Skill Development

To provide students with opportunities to acquire technical, professional, communication, managerial, entrepreneurial, and interdisciplinary skills.

Research and Innovation

To promote collaborative research addressing industrial and societal problems and to facilitate translation of research outcomes into practical applications.

Experiential Learning

To integrate industrial exposure, internships, live projects, case studies, field work, and practical training into academic learning.

Employability

To strengthen industry interaction and career opportunities through placements, internships, apprenticeships, mentoring, industry certifications, and professional networking.

Entrepreneurship

To promote entrepreneurship, start-ups, incubation, technology development, product innovation, and commercialization.

Faculty–Industry Interaction

To facilitate faculty exposure to current industrial practices, emerging technologies, professional standards, and industry-oriented research.

5. GUIDING PRINCIPLES

Industry collaborations shall be guided by the following principles:

1. Mutual benefit and institutional value.
2. Academic integrity and professional ethics.
3. Transparency and accountability.
4. Quality and measurable outcomes.
5. Compliance with applicable laws, regulations, and institutional policies.
6. Protection of confidential information and intellectual property.
7. Equal opportunity and non-discrimination.
8. Sustainability and social responsibility.
9. Respect for academic freedom and institutional autonomy.
10. Long-term and outcome-oriented partnerships.

6. TYPES OF INDUSTRY COLLABORATION

The Institute may establish the following forms of collaboration:

Memorandum of Understanding

The Institute may enter into MoUs with eligible industries and organizations for mutually agreed academic, research, training, innovation, internship, placement, consultancy, and other activities.

Internship and Industrial Training

Industries may provide internship and industrial training opportunities to students in accordance with the academic requirements and internship guidelines of the Institute.

Apprenticeship

Where applicable, the Institute may facilitate apprenticeship opportunities in collaboration with eligible organizations in accordance with applicable statutory provisions.

Industry-Sponsored Projects

Industries may sponsor student or faculty projects addressing identified industrial requirements and technological challenges.

Collaborative Research

The Institute may undertake joint research and development projects with industries, including externally funded and sponsored research.

Consultancy

Faculty members and Centres of the Institute may undertake consultancy and professional services for industries in accordance with the Institute's Consultancy Policy.

Centres of Excellence

The Institute may establish Centres of Excellence, laboratories, innovation centres, skill centres, or technology centres jointly with industry partners.

Curriculum Development

Industry experts may be invited to provide inputs on curriculum design, revision, emerging technologies, skill requirements, programme outcomes, and employability requirements.

Industry Expert Interaction

Industry professionals may be engaged as guest lecturers, mentors, trainers, visiting faculty, advisors, evaluators, or members of appropriate academic and professional committees.

Joint Training and Certification

The Institute may collaborate with industries for skill-development programmes, professional training, certification programmes, workshops, boot camps, and executive education.

Innovation and Entrepreneurship

Industry partners may support student innovation, incubation, start-ups, product development, technology validation, mentoring, investment, and commercialization.

Placement and Career Development

The Institute may collaborate with industries for recruitment, placement drives, career guidance, pre-placement training, professional mentoring, and industry-oriented skill development.

7. IDENTIFICATION AND SELECTION OF INDUSTRY PARTNERS

Industry partners shall be identified based on:

- Reputation and credibility of the organization.
- Relevance to the academic and research activities of the Institute.
- Technical and professional expertise.
- Opportunities for student learning and skill development.
- Research and innovation potential.
- Employment and placement opportunities.
- Infrastructure and training facilities.
- Potential for long-term collaboration.
- Compliance with applicable laws and regulations.
- Ethical, professional, and social responsibility standards.

The Institute may undertake appropriate due diligence before entering into significant collaborations.

8. PROPOSAL FOR INDUSTRY COLLABORATION

A proposal for collaboration may originate from:

- Vice-Chancellor
- Pro Vice-Chancellor
- Registrar
- Deans
- Directors
- Heads of Departments
- Faculty members
- Centres of the Institute
- Industry partners
- Authorized institutional committees or representatives

The proposal shall clearly specify the purpose, scope, expected outcomes, responsibilities of the parties, financial implications, duration, and proposed activities.

9. MEMORANDUM OF UNDERSTANDING

Where appropriate, the collaboration shall be formalized through an MoU or other legally appropriate agreement.

The MoU shall, wherever applicable, specify:

- Name and details of the collaborating organizations.
- Purpose and objectives.
- Scope of collaboration.
- Activities and deliverables.
- Roles and responsibilities of each party.
- Financial arrangements.
- Intellectual Property Rights.
- Confidentiality provisions.
- Data protection and information security requirements.
- Publication and dissemination provisions.
- Duration and renewal.
- Review and monitoring mechanism.
- Dispute resolution mechanism.
- Termination provisions.
- Applicable law and jurisdiction.
- Any other mutually agreed terms and conditions.

10. APPROVAL AND EXECUTION OF COLLABORATION AGREEMENTS

All proposed MoUs and collaboration agreements shall undergo appropriate institutional scrutiny and approval before execution.

The agreement shall be signed only by the authorized representative of the Institute and the authorized representative of the collaborating organization.

No Department, Centre, faculty member, staff member, or student shall independently enter into a binding agreement on behalf of the Institute without obtaining the required institutional approval.

11. ROLES AND RESPONSIBILITIES

Executive Council

The Executive Council shall provide overall policy direction and oversight for major institutional collaborations, as applicable.

Vice-Chancellor

The Vice-Chancellor shall provide overall leadership for industry collaboration and shall ensure effective implementation of this Policy.

Registrar

The Registrar shall coordinate institutional administrative requirements and ensure that approved agreements and collaborations are appropriately documented.

Director / Dean

The concerned Director / Dean shall facilitate industry collaboration within the respective School, Centre, or academic unit and monitor implementation.

Head of the Department

The Head of the Department shall identify suitable industry partners, coordinate activities, maintain records, and monitor outcomes at the Department level.

Industry Collaboration Coordinator

The Institute may designate an Industry Collaboration Coordinator or establish an appropriate institutional cell to facilitate and monitor industry interactions.

The Coordinator shall:

1. Maintain a database of industry partners.
2. Facilitate new collaborations.
3. Coordinate MoUs and agreements.
4. Monitor implementation of collaborative activities.
5. Collect outcome data.
6. Coordinate industry visits and interactions.
7. Facilitate internship and training opportunities.
8. Prepare periodic reports for institutional review.

Faculty Members

Faculty members shall:

- Develop meaningful industry linkages.
- Identify relevant industry problems for research and projects.
- Facilitate student internships and industrial training.
- Engage industry experts in academic activities.
- Maintain appropriate records of collaboration.
- Ensure compliance with institutional policies and agreements.

Students

Students participating in industry collaboration activities shall:

1. Comply with the rules and regulations of the Institute and host organization.
2. Maintain professional conduct.
3. Protect confidential information.
4. Follow safety and security requirements.
5. Complete assigned activities and submit required reports.
6. Maintain academic integrity and professional ethics.

12. INDUSTRY ADVISORY MECHANISM

The Institute may constitute Industry Advisory Boards at the institutional, School, Department, or programme level, wherever appropriate.

Industry Advisory Boards may:

1. Advise on curriculum relevance.
2. Identify emerging technologies and industry trends.
3. Recommend skill-development initiatives.
4. Suggest industry-oriented projects.
5. Facilitate internships and placements.
6. Support research and consultancy.
7. Advise on laboratories and infrastructure.
8. Promote innovation and entrepreneurship.
9. Review graduate attributes and employability requirements.

13. CURRICULUM AND ACADEMIC COLLABORATION

Industry participation may be integrated into academic activities through:

- Curriculum development and revision.
- Industry-relevant electives.
- Value-added courses.
- Professional certification programmes.
- Industry case studies.
- Live projects.
- Problem-based learning.
- Industry-led design challenges.
- Guest lectures.
- Workshops and boot camps.

- Industrial visits.
- Industry mentoring.
- Capstone projects.

Industry inputs shall be considered through the appropriate academic and statutory mechanisms of the Institute.

14. INTERNSHIP AND INDUSTRIAL TRAINING

The Institute shall facilitate quality internship and industrial training opportunities for eligible students.

Internship activities shall:

1. Be relevant to the student's programme of study.
2. Have defined learning objectives.
3. Be undertaken with approved organizations.
4. Include appropriate supervision and mentoring.
5. Follow applicable academic regulations.
6. Include assessment and documentation wherever prescribed.
7. Comply with workplace safety, confidentiality, and professional requirements.

The concerned academic unit shall monitor the internship process and maintain appropriate records.

15. COLLABORATIVE RESEARCH AND DEVELOPMENT

The Institute shall encourage industry-sponsored and collaborative research in areas of mutual interest.

Collaborative research may include:

- Joint research projects.
- Sponsored research.
- Product development.
- Prototype development.
- Technology validation.
- Testing and characterization.
- Industrial problem-solving.
- Joint publications.
- Patents and intellectual property.
- Technology transfer.

All research activities shall comply with the Institute's Research Policy, Research Ethics Policy, IPR Policy, and applicable regulations.

16. INTELLECTUAL PROPERTY RIGHTS

Intellectual Property Rights arising from industry collaboration shall be governed by:

1. The terms of the relevant agreement or MoU.
2. The Institute's Intellectual Property Rights Policy.
3. Applicable intellectual property laws and regulations.

Ownership, inventorship, licensing, commercialization, revenue sharing, publication rights, and confidentiality shall be clearly established before commencement of significant collaborative research or development activities.

17. CONFIDENTIALITY AND DATA PROTECTION

All participants shall protect confidential information received during collaboration.

Confidential information shall not be disclosed, reproduced, or used for unauthorized purposes. Where required, appropriate Non-Disclosure Agreements or confidentiality clauses shall be executed.

Data generated, accessed, or exchanged through collaboration shall be handled in accordance with applicable laws and the Institute's information security and data protection requirements.

18. FINANCIAL MANAGEMENT

Financial arrangements associated with industry collaboration shall be transparent and shall comply with the approved financial procedures and policies of the Institute.

Where applicable, the agreement shall clearly specify:

- Sponsorship amount.
- Project cost.
- Consultancy charges.
- Training fees.
- Infrastructure or laboratory support.
- Payment schedule.
- Tax implications.
- Revenue sharing arrangements.
- Utilization of funds.

All institutional receipts and expenditures shall be appropriately recorded and accounted for.

19. INDUSTRY-SUPPORTED INFRASTRUCTURE

Industry partners may support the Institute through:

- Equipment and laboratory facilities.
- Software and technology resources.
- Sponsored laboratories.
- Centres of Excellence.
- Skill development centres.
- Research facilities.
- Scholarships and awards.
- Innovation and incubation facilities.

Such support shall be accepted and utilized in accordance with institutional procedures and applicable regulations.

20. FACULTY ENGAGEMENT WITH INDUSTRY

The Institute shall encourage faculty members to participate in:

- Industrial training and exposure programmes.

- Industry-sponsored research.
- Consultancy.
- Joint publications and patents.
- Professional development programmes.
- Technology development.
- Industry advisory activities.
- Expert lectures and training.
- Joint projects.
- Professional associations and industry forums.

Faculty engagement shall be governed by applicable institutional service rules and policies.

21. STUDENT INNOVATION AND ENTREPRENEURSHIP

Industry collaboration shall be used to strengthen the Institute's innovation and entrepreneurship ecosystem through:

- Industry mentoring.
- Start-up mentoring.
- Prototype development.
- Product validation.
- Technology demonstration.
- Industry challenges.
- Incubation support.
- Access to industrial facilities.
- Seed funding or investment opportunities.
- Market linkage and commercialization support.

22. PLACEMENT AND CAREER DEVELOPMENT

The Institute shall strengthen industry partnerships to improve employment and career opportunities for students.

Industry partners may participate in:

- Campus recruitment.
- Internship-to-placement programmes.
- Pre-placement training.
- Career counselling.
- Aptitude and technical training.
- Mock interviews.
- Industry mentoring.
- Skill assessments.
- Professional certification.

Placement activities shall be coordinated in accordance with the Institute's placement and career development procedures.

23. INDUSTRIAL VISITS AND EXPOSURE

Departments may organize industrial visits, field exposure programmes, plant visits, technical demonstrations, and professional interaction sessions.

Such activities shall:

- Have defined academic objectives.
- Be approved through the prescribed institutional process.
- Follow safety and security requirements.
- Maintain appropriate student and faculty records.
- Include suitable academic follow-up activities.

24. MONITORING AND EVALUATION

The Institute shall periodically monitor the effectiveness of industry collaborations.

Key indicators may include:

- Number of active MoUs.
- Number of functional industry partnerships.
- Number of internships.
- Number of students benefited.
- Number of industry expert interactions.
- Number of industry-sponsored projects.
- Research funding received.
- Consultancy revenue.
- Number of joint publications and patents.
- Number of Centres of Excellence.
- Number of industry certifications.
- Placement outcomes.
- Start-ups and innovations supported.
- Number of faculty members engaged with industry.
- Number of curriculum interventions based on industry inputs.

25. DOCUMENTATION AND RECORDS

The concerned academic or administrative unit shall maintain appropriate records of industry collaborations, including:

1. MoUs and agreements.
2. Activity reports.
3. Internship records.
4. Student participation records.
5. Industry expert details.
6. Research and consultancy agreements.
7. Financial records.
8. Outcome reports.
9. Feedback from industry partners.
10. Review and renewal records.

The Institute shall maintain a centralized database of significant industry collaborations wherever feasible.

26. FEEDBACK AND CONTINUOUS IMPROVEMENT

Feedback may be obtained from:

- Industry partners.
- Students.
- Faculty members.
- Internship supervisors.
- Placement partners.
- Research collaborators.

The feedback shall be analyzed periodically to identify areas for improvement and to strengthen future collaborations.

27. REVIEW OF INDUSTRY COLLABORATION AGREEMENTS

Each collaboration shall be periodically reviewed based on its objectives, activities, outcomes, relevance, and mutual benefit.

Collaborations that remain active and productive may be renewed or expanded.

Inactive or non-performing collaborations may be reviewed for modification, renewal, suspension, or termination as appropriate.

28. ETHICS, INTEGRITY AND COMPLIANCE

All industry collaboration activities shall comply with:

1. Applicable laws and regulations.
2. Institutional policies and procedures.
3. Research ethics requirements.
4. Intellectual property provisions.
5. Confidentiality requirements.
6. Anti-corruption and ethical standards.
7. Health, safety, and environmental requirements.
8. Academic integrity standards.

No collaboration shall compromise the academic autonomy, integrity, reputation, or lawful interests of the Institute.

29. CONFLICT OF INTEREST

Faculty members, staff, and other participants shall disclose any actual, potential, or perceived conflict of interest arising from an industry collaboration.

The Institute may take appropriate measures to manage such conflicts in accordance with its applicable policies and procedures.

30. TERMINATION OF COLLABORATION

A collaboration may be terminated:

- Upon completion of the agreed objectives.
- By mutual consent.

- Due to non-performance.
- Due to breach of contractual obligations.
- Due to violation of applicable laws or institutional policies.
- Due to reputational, ethical, financial, or operational concerns.
- In accordance with the termination provisions of the agreement.

Termination shall be carried out through the authorized institutional process.

31. DISPUTE RESOLUTION

Any dispute arising from an industry collaboration shall initially be addressed through consultation between the authorized representatives of the Institute and the collaborating organization.

Where required, the dispute shall be resolved in accordance with the dispute-resolution provisions contained in the relevant agreement and applicable law.

32. REPORTING

The concerned Departments, Schools, Centres, and institutional units shall submit periodic reports on industry collaboration activities to the designated authority.

An annual consolidated report may include:

- Active and completed collaborations.
- Major activities undertaken.
- Students and faculty benefited.
- Research and consultancy outcomes.
- Internship and placement outcomes.
- Industry-sponsored infrastructure.
- Innovation and entrepreneurship outcomes.
- Financial outcomes.
- Best practices.
- Challenges and corrective actions.

33. QUALITY ASSURANCE AND ACCREDITATION

Industry collaboration shall contribute to the Institute's continuous quality improvement and shall be appropriately documented for institutional quality assurance, accreditation, ranking, statutory reporting, and annual reporting purposes.

Evidence of meaningful industry engagement shall be maintained in a verifiable and auditable manner.

34. COMPLIANCE

All Schools, Departments, Centres, faculty members, staff, and students participating in industry collaboration activities shall comply with this Policy and other applicable institutional policies, regulations, procedures, and agreements.

In case of any inconsistency between this Policy and applicable statutory or regulatory requirements, the applicable statutory or regulatory provisions shall prevail.

35. INDICATIVE INDUSTRY COLLABORATION FRAMEWORK

The Industry Collaboration process shall begin with the identification of an industry need or opportunity, followed by the identification of a suitable industry partner. A proposal for collaboration shall then be prepared and subjected to due diligence and institutional evaluation. Upon approval by the competent authority, an MoU or agreement shall be executed, followed by the implementation of the agreed collaborative activities. The collaboration shall be periodically monitored and documented, followed by outcome assessment and feedback. Based on the review, the collaboration may be renewed, expanded, modified, or closed, as appropriate.

36. KEY PERFORMANCE INDICATORS

The effectiveness of the Industry Collaboration Policy may be assessed using the following indicators:

Sl. No.	Key Performance Indicator	Indicative Outcome
1	Active Industry MoUs	Number and quality of active collaborations
2	Student Internships	Number and percentage of students benefited
3	Industry Projects	Number and value of sponsored projects
4	Industry Expert Interactions	Lectures, workshops, mentoring and training
5	Faculty-Industry Engagement	Consultancy, training and collaborative research
6	Research Collaboration	Joint projects, publications and patents
7	Centres of Excellence	Functional industry-supported facilities
8	Industry Certifications	Students completing recognized certifications
9	Placement Outcomes	Recruitment and internship-to-placement outcomes
10	Innovation	Prototypes, start-ups and technology transfer
11	Curriculum Inputs	Industry recommendations incorporated
12	Industry Feedback	Satisfaction and improvement measures

37. CONCLUSION

Sathyabama Institute of Science and Technology shall promote meaningful, sustainable, and outcome-oriented partnerships with industry and other external organizations. Industry collaboration shall be used strategically to bridge the gap between academic learning and professional practice, strengthen research and innovation, enhance student employability, support entrepreneurship, and contribute to societal and economic development.

The Institute shall continuously strengthen its industry engagement ecosystem through structured partnerships, measurable outcomes, quality assurance, periodic review, and adherence to academic, professional, ethical, and regulatory standards.


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