



Policy Name	Applied Research Program
Proposed By	Director ORIC
Reviewed By	Registrar and Pro-VC
Approved By	ORIC Steering Committee
Effective From	01-07-2026
Next Review Date	30-06-2028



1. Preamble

Grand Asian University Sialkot (GAUS) is committed to becoming a leading hub of applied research, knowledge commercialization, and innovation-driven entrepreneurship in Pakistan. This Applied Research Program (ARP) establishes the overarching framework within which all research, consultancy, intellectual property, innovation, startup development, and technology transfer activities shall be conducted at GAUS. It provides clarity of purpose, institutional commitment, and operational guidance to faculty, researchers, students, industry partners, and stakeholders.

2. Objectives

The program aims to:

- Institutionalize applied research as a strategic priority across all faculties and departments.
- Establish robust governance frameworks for IP protection, consultancy, and commercialization.
- Create pathways for university-born innovations to reach the market through startups and spin-offs.
- Foster mutually beneficial partnerships between GAUS and industry, government, and civil society.
- Enable faculty and students to generate, protect, and benefit from their intellectual creations.
- Contribute to Pakistan's knowledge economy and the UN Sustainable Development Goals (SDGs).

3. Scope

This program applies to all individuals and entities associated with GAUS, including:

- Full-time, part-time, visiting, and adjunct faculty members
- Undergraduate, postgraduate, and doctoral students
- Administrative staff involved in research support
- External collaborators and partners operating under formal agreements with GAUS
- Research centers, incubators, and affiliated institutes

4. Intellectual Property (IP)

Term	Definition
Intellectual Property (IP)	Creations of the mind include inventions, literary and artistic works, designs, symbols, names, and images used in commerce.
Patent	An exclusive right granted for a new invention that involves an inventive step and is industrially applicable.
Copyright	Protection granted automatically to original works of authorship including research papers, software, databases, and creative works
Trademark	Sign capable of distinguishing the goods/services of GAUS or its spin-offs from those of others.

Trade Secret	Confidential business information that provides a competitive edge, including formulas, practices, and processes
Background IP	IP that existed before or was independently developed outside a specific GAUS project
Foreground IP	IP created as a direct result of GAUS-funded or GAUS-facilitated research activity

4.1. University-Owned IP

GAUS shall own all intellectual property created by faculty, staff, or students where:

- The IP was developed using substantial GAUS resources including funding, equipment, facilities, or personnel time.
- The work was performed as part of the individual's official duties or assigned responsibilities.
- The IP was developed under a sponsored research agreement that designates GAUS ownership.
- The IP was created using grants awarded to GAUS as the primary institution.

4.2. Creator-Owned IP

Creators shall retain ownership of IP where:

- The work was created entirely in personal time without using GAUS resources.
- Work falls within the category of scholarly works such as textbooks, creative writing, or works of artistic expression developed independently.
- A prior written agreement with GAUS grants individual ownership.

4.3. Jointly Owned IP

Where IP is developed collaboratively between GAUS personnel and external parties, ownership shall be governed by a written Joint IP Agreement executed before commencement of the collaborative work. ORIC shall facilitate and approve all such agreements.

4.4. Student IP Rights

Students who generate IP in the course of their academic work shall be treated as follows:

- Coursework and assignments: IP belongs to the student unless significant university resources are used.
- Thesis and dissertation research: IP ownership follows the funding source; GAUS retains a non-exclusive license to use results for academic purposes.
- Research assistantship or employment: IP belongs to GAUS with revenue sharing as per Section 3.4.
- Independent student innovations: Students retain ownership but are encouraged to disclose and seek ORIC support for commercialization.

4.5. Revenue Sharing

All net revenue generated from university-owned IP after deduction of protection and commercialization costs shall be distributed as follows:

Beneficiary	Share of Net Revenue
Inventor(s) / Creator(s)	70%
ORIC / University fund	3 0%

In case of multiple inventors, the inventor share shall be divided equally unless a written agreement specifying different proportions is submitted to ORIC within 30 days of IP disclosure.

4.6. IP Disclosure Process

- Creator completes the Invention Disclosure Form (IDF) and submits it to ORIC within 15 days of conceiving the invention.
- ORIC evaluates the disclosure for novelty, utility, and commercial potential within 10 days.
- IP Committee makes an ownership determination and notifies the creator in writing.
- Where patenting is recommended, ORIC initiates the patent application process through authorized legal counsel.
- Creator is consulted throughout the prosecution process and signs relevant legal documents.
- Upon grant of patent, commercialization strategy is developed in consultation with the creator.

5. Consultancy

The Consultancy Policy establishes the institutional framework enabling GAUS faculty and staff to provide professional consultancy services to external organizations, industries, and government bodies. It ensures that consultancy activities enhance the University's academic standing, generate revenue, and contribute to societal development — while protecting institutional interests and preventing conflicts of interest.

5.1. Types of Consultancies

Type	Description
Institutional Consultancy	Formal agreements between GAUS and external clients, managed and contracted through ORIC. GAUS assumes legal responsibility.
Individual Consultancy	Consultancy by faculty/staff in a personal capacity, permitted under defined conditions with prior ORIC approval.
Group/Team Consultancy	Multi-faculty or interdisciplinary consultancy projects coordinated through ORIC.
International Consultancy	Engagements with overseas organizations, subject to additional regulatory compliance.

5.2. Eligibility & Authorization

Faculty and staff seeking to undertake consultancy work must:

- Hold a regular or confirmed appointment at GAUS (adjunct staff requires separate written permission).
- Possess relevant expertise and qualifications in consultancy.
- Submit a Consultancy Request Form (CRF) to ORIC at least 21 working days before commencement.
- Obtain written approval from their Department Head and Dean before ORIC processes the request.
- Ensure consultancy activities do not conflict with teaching, examination, or primary academic duties.

5.3. Time Limits

To protect academic quality and primary duties:

- Faculty on full-time appointments may devote a maximum of 1 day per week (equivalent to 20% of working time) to approved consultancy.
- Consultancy activities during semester must not exceed 4 cumulative weeks per semester.
- Consultancy exceeding these limits requires special permission from the Vice Chancellor.
- Extended leave for consultancy is not permitted without explicit approval and a replacement arrangement.

5.4. Revenue & Fee Structure

For institutional consultancy contracts, the revenue distribution shall be as follows:

Recipient	Allocation
Consultant(s) / Faculty	70%
ORIC/University Fund	30%

For individual consultancy approved by ORIC, 10% of total fees shall be paid to GAUS as an institutional administration charge. The consultant retains the remaining 90%.

5.5. Conflict of Interest

Faculty must declare any real or potential conflict of interest before commencing consultancy. Conflicts include but are not limited to:

- Consultancy for competitors of existing GAUS industry partners
- Consulting for an organization in which the individual holds equity or a directorship
- Involvement of students or junior staff in commercial activities without appropriate consent
- Use of GAUS confidential information for personal commercial gain

The ORIC Director shall manage declared conflicts in consultation with the Dean and Vice Chancellor. Undisclosed conflicts may result in disciplinary action.

5.6. Use of University Resources

Consultancy work performed using GAUS facilities, laboratories, equipment, or support staff must be covered under an Institutional Consultancy Agreement. A facilities use charge shall be invoiced to the client and retained by the University. Faculty undertaking individual consultancy must not use university resources unless a formal resource-use agreement and cost recovery arrangement is in place.

5.7. Confidentiality & Publication

Consultancy contracts shall define confidentiality obligations. Faculty are reminded that:

- Client agreements may restrict publication of findings arising from consultancy.
- GAUS shall negotiate to retain academic freedom, including the right to publish after a reasonable embargo period (typically 6-12 months).
- Student theses must not contain confidential client information unless specifically authorized.

6. Innovation & Commercialization

This section provides a structured approach to converting research outputs and creative ideas into tangible societal and economic value. It establishes the processes and incentives for transforming university-generated knowledge into products, services, licenses, and enterprises that benefit the public and contribute to national development.

6.1. Innovation Ecosystem at GAUS

GAUS establishes and maintains an integrated innovation ecosystem comprising:

Component	Function
ORIC	Policy governance, coordination, and strategic leadership
GAUS Incubation Center	Co-working space, mentorship, seed funding access for early-stage ventures
Technology Transfer Office (TTO)	IP licensing, industry contracts, commercialization of research outputs
Innovation Labs	Prototyping, product development, and applied R&D facilities.
Industry Advisory Board	Strategic guidance from industry leaders, access to markets and investment
Student Innovation Hub	Dedicated space and programs for student-led innovation and ideation

6.2. Innovation Promotion Activities

- ORIC shall organize a bi-annual GAUS Innovation Challenge open to all students and faculty. Winning teams shall receive seed grants and incubation support, subject to fund availability.
- ORIC shall actively seek co-innovation partnerships with industry where companies provide problem statements and funding while GAUS teams provide research solutions. Revenue from resulting IP is shared as per the IP Policy.

6.3. Technology Readiness Levels (TRL)

GAUS adopts the internationally recognized TRL framework to assess the maturity of innovations:

TRL Level	Description
TRL 1-2	Basic principles observed; Technology concept formulated
TRL 3-4	Experimental proof of concept; Validated in laboratory environment
TRL 5-6	Technology validated/demonstrated in relevant environment.
TRL 7-8	System prototype demonstrated/completed in operational environment.
TRL 9	Actual system proven in operational environment — Ready for commercialization

ORIC support and funding allocation shall be commensurate with the TRL level of innovation. Higher TRL projects are prioritized for commercialization pathways.

6.4. Commercialization Pathways

Innovations may be commercialized through one or more of the following pathways:

- Licensing: Granting rights to use IP to a third-party company in exchange for royalties or lump-sum payments.
- Spin-off Creation: Establishing a new company based on GAUS IP (see next section).
- Assignment: Outright sale of IP rights to an external party.
- Research Contracts: Industry-funded applied research where results have defined ownership.
- Government Procurement: Commercialization through public sector procurement and adoption.

7. Startup & Spin-Off

The Startup and Spin-off Policy establishes the conditions, processes, benefits, and obligations governing the creation of new businesses emerging from research and innovation activities at Grand Asian University Sialkot. It aims to facilitate entrepreneurship among faculty, researchers, and students while safeguarding the University's intellectual property interests and academic mission.

Term	Definition
Startup	A new business venture founded by GAUS students, faculty, or alumni to commercialize an idea, product, or service, whether based on GAUS IP.
Spin-off	A company specifically established to commercialize GAUS-owned IP through a formal licensing or equity arrangement with the University.
Incubatee	A startup or individual accepted into the GAUS Incubation Program.
Equity Stake	A proportional ownership share GAUS may hold in a spin-off instead of or in addition to licensing fees.

7.1. GAUS Incubation Program Eligibility

The following may apply for admission to the GAUS Incubation Program:

- GAUS students (undergraduate, postgraduate, or doctoral)
- GAUS faculty and researchers
- GAUS alumni (within 5 years of graduation)
- External entrepreneurs with innovations requiring GAUS expertise (limited seats)

7.2. Benefits Provided

Benefit	Detail
Co-working Space	Dedicated desk or office space within GAUS campus for up to 2 years
Mentorship	Access to faculty mentors, industry advisors, and ORIC business development team
Seed Funding Access	Facilitation for application to HEC, IGNITE, SMEDA, and angel investor networks
Legal & IP Support	Assistance with business registration, IP filing, and contract review
Networking Events	Participation in pitch days, investor meets, and national startup expos.
Training Workshops	Business planning, financial modeling, digital marketing, and legal compliance
Laboratory Access	Use of university labs at subsidized rates for product testing and development

7.3. Spin-off Establishment Process

- Inventor/team submits Spin-off Proposal Form to ORIC with business plan and IP inventory.
- ORIC and IP Committee review the proposal within 30 days and assess commercial viability.
- Upon approval, a Spin-off Agreement is negotiated covering IP licensing terms, equity structure, and milestone obligations.
- The spin-off is registered as a private limited company under SECP regulations.
- GAUS and the founding team execute a Shareholders Agreement defining governance, exit rights, and anti-dilution protections.
- Spin-off enters GAUS Incubation Program for 12-24 months of institutional support.
- Regular performance reviews conducted at 6-month intervals by ORIC.

7.4. University Equity Policy

GAUS may hold an equity stake in spin-off companies as follows:

Condition	Equity Range
GAUS-owned IP licensed exclusively to spin-off	5% – 15%
GAUS-owned IP licensed non-exclusively	2% – 7%
Incubation support only (no GAUS IP involved)	0% – 3%
GAUS co-invests in seed funding	Additional equity negotiated case-by-case.

The ORIC Director shall conduct equity negotiations with the IP & Commercialization Committee, and the Vice Chancellor shall approve them.

7.5. Graduation & Exit from Incubation

Incubatees shall graduate from the incubation program upon achieving one or more of the following:

- Securing Series A or equivalent investment round
- Achieving PKR 10 million in annual revenue
- Successful commercialization and market deployment of the core product/service
- Completion of maximum 24-month incubation period

Graduated ventures may maintain alumni status with GAUS Incubation Center, accessing networking and advisory services at a reduced fee.

8. Technology Transfer

The Technology Transfer Policy provides the institutional framework for the systematic transfer of GAUS-generated knowledge, technologies, and innovations to industry, government, and society. It operationalizes the University's mission of creating real-world impact through rigorous applied research by establishing processes to license, partner on, and deploy technologies at scale.

8.1. Technology Transfer Office (TTO)

ORIC operates a Technology Transfer Office responsible for:

- Maintaining a register of all GAUS-owned IP assets and their commercialization status
- Identifying and engaging potential licensees from industry, government, and international markets
- Negotiating and executing licensing agreements, option agreements, and research contracts
- Managing ongoing license relationships and ensuring compliance with agreement terms
- Filing and prosecuting patent applications in collaboration with legal counsel
- Facilitating technology showcase events and participation in national/international technology expos

8.2. Technology Transfer Mechanisms

Mechanism	Description
Exclusive License	Rights granted to a single licensee; typically, higher royalty rates; appropriate for mature technologies requiring significant development investment
Non-Exclusive License	Rights granted to multiple licensees; promote wider adoption; suitable for enabling technologies and standards.
Option Agreement	Gives a company the right to negotiate a license within a defined period after evaluating the technology
Research Collaboration Agreement	Joint R&D between GAUS and industry; IP ownership defined by contribution and funding source
Material Transfer Agreement (MTA)	Governs transfer of tangible research materials to or from GAUS for research purposes
Know-How Transfer	Transfer of unpatented technical knowledge, processes, or expertise through documented agreements

8.3. Technology Assessment Process

- Faculty submits Technology Disclosure to ORIC/TTO.
- TTO conducts preliminary assessments within 30 days: patentability, freedom-to-operate, market potential, development stage.
- Detailed commercial assessment conducted, including market research, competitor analysis, and IP landscape review (within 60 days).
- IP Committee determines optimal commercialization pathway.
- TTO develops a commercialization plan and begins market outreach to potential partners/licensees.
- Negotiation and agreement execution with selected partner(s).
- Technology transferred under the agreed mechanism with ongoing monitoring and support.

8.4. Licensing Terms & Royalties

The following benchmarks, subject to negotiation, shall guide standard royalty rates for GAUS technology licenses:

Industry Sector	Typical Royalty Range
Information Technology & Software	5% – 15% of net sales
Agricultural Sciences & Food Technology	3% – 8% of net sales
Pharmaceuticals & Life Sciences	8% – 20% of net sales
Engineering & Manufacturing	3% – 10% of net sales
Energy & Environment	4% – 12% of net sales
Textiles & Materials	3% – 8% of net sales

Minimum annual royalties may be required to maintain exclusivity. All royalty rates are subject to negotiation and require approval by the IP & Commercialization Committee.

8.5. International Technology Transfer

Technology transfer to international entities shall comply with:

- Pakistan Export Control Act and applicable export regulations
- Pakistan Intellectual Property Organization (IPO-Pakistan) requirements
- Sanctions lists and foreign investment regulations
- Due diligence requirements for end-use and end-user verification

All international technology transfer agreements require review by ORIC's legal counsel and approval by the Vice Chancellor.

8.6. Social Impact Technology Transfer

GAUS recognizes that not all technology transfers are commercially driven. For technologies with high social impact potential — particularly in health, agriculture, clean water, and education — GAUS may adopt:

- Humanitarian licensing: royalty-free or reduced-royalty licenses for use in developing regions or by NGOs.
- Open licensing: making certain technologies publicly available under Creative Commons or similar frameworks.
- Government adoption programs: partnering with federal and provincial governments for public sector deployment.

9. Policy Review and Amendments

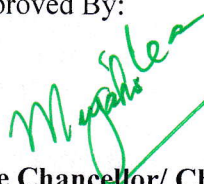
This policy should be reviewed every two years, or earlier if required, to ensure alignment with the University's strategic priorities, HEC regulations, emerging technologies, and best international practices. The appropriate statutory bodies of the University shall approve amendments.

Proposed By:



Director ORIC
Grand Asian University Sialkot

Approved By:



Vice Chancellor/ Chairman ORIC-SC
Grand Asian University Sialkot