Muthayammal College of Arts and Science

Innovation and Entrepreneurship Policy on the Guidelines of

National INNOVATION and STARTUP Policy 2019 for Students and Faculty

A Guiding Framework for Higher Education Institutions

The National Innovation and Startup Policy 2019 for students and faculty of Higher Education Institutions (HEIs) as a guiding framework will enable the institutes to actively engage students, faculties and staff in innovation and entrepreneurship related activities. The Research and Development, and Institution's Innovation Council of Muthayammal College of Arts and Science in consultation with the Head of Institution - Principal has decided to be a part of NISP framework which will facilitate Ministry of Education in bringing uniformity across HEIs in terms of Intellectual Property Ownership Management, Technology licensing and Institutional Startup policy, thus enabling creation of a robust Innovation and Start up ecosystem across all HEIs. As per the orientation sessions conducted by Ministry of Education Innovation Cell, and attended by our NISP Coordinator, following committee is formed to implement, amendand monitor NISP 2022. Members of the committee have agreed to support and share their expertise in successful implementationof NISP 2022.

S.L	Name of Member	Affiliation	Designation
1	Dr.S.P.Vijeikumar	Chairperson	Principal
2	Dr. N. Sudhakar	Coordinator,NISP	Dean R&D
3	Dr. S. Anbalagan	Member	Associate Professor, Dept.of Microbiology
4	Dr.C.Indira Priyadharshini	Member, EDC Coordinator,	Assistant Professor, Dept. of Physics
5	Dr.C.Raghu Chandrasekaran	Member	Assistant Professor, Dept. of Bio Technology
6	Dr.M.Maghimaa	Member	Assistant Professor, Dept.of Microbiology
7	Mr.R.Kaviarasan	Member	Coordinator – IIC, Member R&D

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National INNOVATION and STARTUP Policy for Students and Faculty

A Guiding Framework for Higher Education Institutions

The National Innovation and Startup Policy for students and faculty of Higher Education Institutions (HEIs) will enable the institutes to actively engage students, faculties and staff in innovation and entrepreneurship related activities. This framework will also facilitate Ministry of Human Resource Development in bringing uniformity across HEIs in terms of Intellectual Property ownership management, technology licensing and institutional Startup policy, thus enabling creation of a robust innovation and Start up ecosystem across all HEIs.

Preamble

In November 2016, All India Council of Technical Education (AICTE) released a Startup Policy document for AICTE approved institutions, to address the need of inculcation of innovation and entrepreneurial culture in higher education institutions (HEIs). The policy primarily focused on guiding the AICTE approved institutions in implementing 'Startup Action Plan' of Government of India. Subsequent to release of the Startup policy by AICTE and further interaction & feedback received from education institutions, a need was felt for a more elaborate and comprehensive policy guiding document, which could be applicable for all the HEIs in India.

A fifteen member committee was constituted by Ministry of Human Resource Development to formulate detailed guidelines for various aspects related to innovation, Startup and entrepreneurship management. This committee deliberated on various facets for nurturing the innovation and Startup culture in HEIs, which covered Intellectual Property ownership, revenue sharing mechanisms, norms for technology transfer and commercialization, equity sharing, etc. After multiple rounds of meetings, National Innovation and Startup Policy 2019 for students and faculties of HEIs were prepared.

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Vision

India aspires to become 5 trillion-dollar economy by 2024. To reach the mark, it needs to evolve systems and mechanisms to convert the present demographic dividend into high quality technical human resource capable of doing cutting edge research and innovation and deep-tech entrepreneurship.

The 'National Student and Faculty Startup policy 2019' for HEIs is a guiding framework to envision an educational system oriented towards start ups and entrepreneurship opportunities for student and faculties. The guidelines provide ways to Indian HEIs for developing entrepreneurial agenda, managing Intellectual Property Rights (IPR) ownership, technology licensing and equity sharing in Startups or enterprises established by faculty and students.
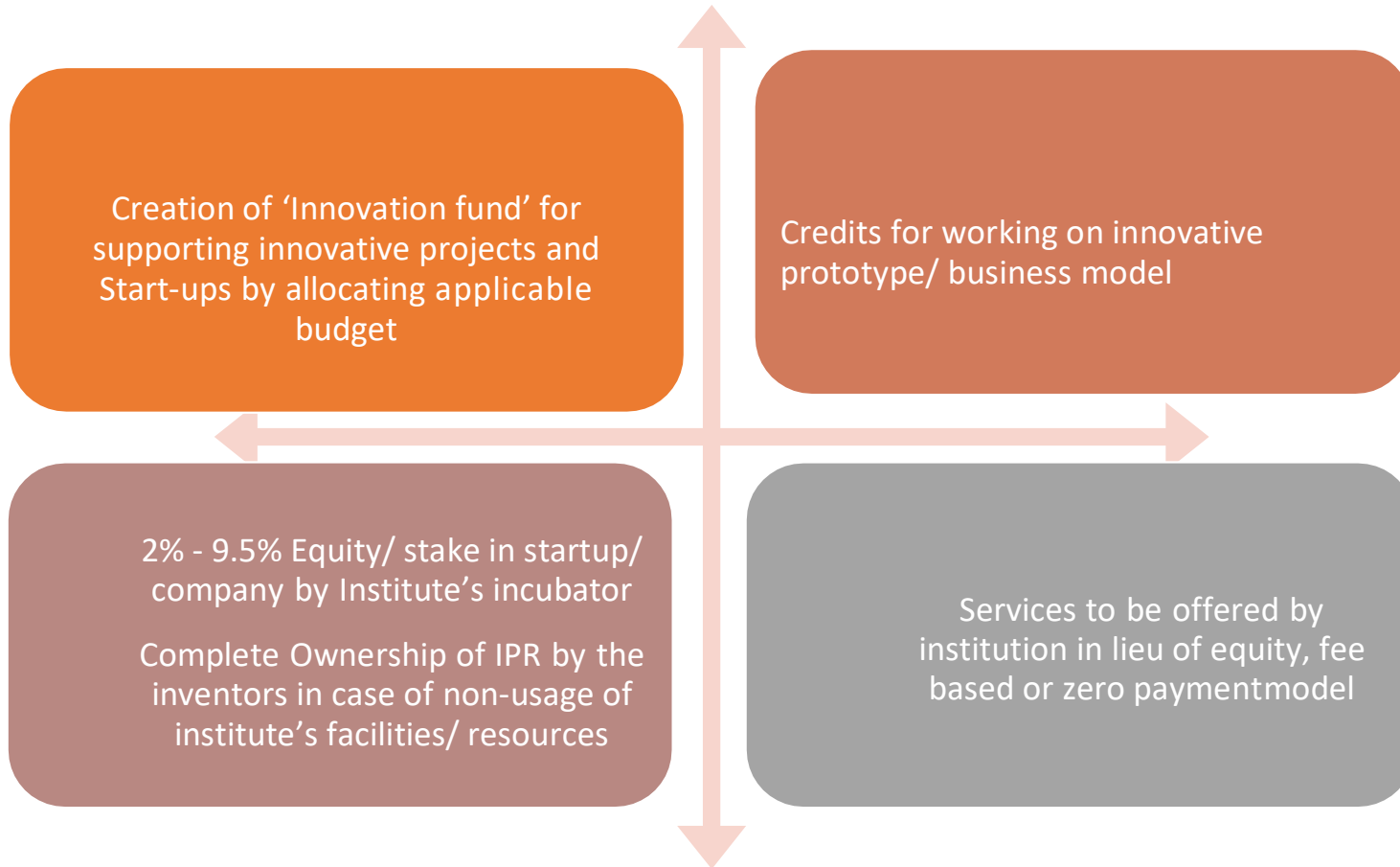
In India, innovation is still not the epicenter of education. In order to achieve the cultural and attitudinal shift and to ensure that 'Innovation and Startup' culture is the primary fulcrum of our higher education system a policy framework and guidelines are the need of this hour. These guidelines will enable institutions to actively support their faculty, staff and students to participate in innovation and entrepreneurship (I&E) related activities, thus encouraging students and faculty to consider start ups and entrepreneurship as a career option. These recommendations and guiding principles will also help HEIs in creating their own policy framework, if required.

Moreover, these guidelines will facilitate Ministry of Human Resource Development in bringing uniformity across HEIs in terms of IPR ownership management, technology licensing and institutional startups policy, thus enabling creation of a robust innovation and Startup ecosystem across all HEIs. These guidelines will also help emphasize that the entrepreneurship is all about creating a business, which is financially successful.

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HIGHLIGHTING FEATURES OF THE POLICY

Creation of 'Innovation fund' for supporting innovative projects and Start-ups by allocating applicable budget

Credits for working on innovative prototype/ business model

2% - 9.5% Equity/ stake in startup/ company by Institute's incubator

Complete Ownership of IPR by the inventors in case of non-usage of institute's facilities/ resources

Services to be offered by institution in lieu of equity, fee based or zero paymentmodel

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Thrust Areas of NISP

A. HEIs Strategies & Governance for Promoting Innovation & Entrepreneurship

B. Norms for Faculty & Students Driven Innovations and Startups

A1. Creating Innovation Pipeline and Pathways for Entrepreneurs

B1 & B2. Incentivizing Faculty & Students for Entrepreneurship

A2. Building Organizational Capacity, Human Resourcesand Incentives

B3. Norms for Faculty Startup

C. Incubation & Pre-Incubation support

D. IP Ownership Rights for Technologies Developed at HEI

E. Pedagogy & Learning Interventions for Supporting Innovations& Startups

A3. Collaboration Co-creation and Business Relationship and Knowledge Exchange

F. Entrepreneurial Performance Impact Assessment

A. Strategies & Governance for promoting Entrepreneurship

•Major Dimension of HEIs Strategy formulated in accordance with the NISP and State Startup Polly.

•Achieved through Mission Statements rather than Stringent Control System

•Entrepreneurial Agenda should be the responsibility of a Senior Person at the level of Dean/Director/Equivalent Position with less hierarchy and autonomy.

•Intra and Inter institutional Relation to promote E&I agenda and Institute can provide services and facilities to outsider entrepreneurs too.

•Resource Mobilization Plan to be in Place

•Raising fund from Diverse Sources (State and Central Agencies)

•**Incubation Fund support under CSR, Section 135 of the Company Act 2013**

•Sponsorship, Donation from Alumni Network

•Joining the Institution's Innovation Council (IIC) network and participate, participate in Smart India Hackathon (SIH) and participate in NIRF Innovation Ranking

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A1. Creating Innovation Pipeline and Pathways for Entrepreneurs

• HEI to ensure maximum student should participate and go through pre-incubation process of Problem identification, Solution development, Proof of Concept validation and prototype development, business model and proposal development.

• HEI should link and collaborate their Incubation unit with external agencies and ecosystem enablers and provide network support to incubate startups.

• Connecting student entrepreneurs with incubate startups for internship, experience sharing and encouraging participation of students in innovation and business plan competitions and organize such competitions/hackathons on campus.

A2. Building Organizational Capacity, Human Resources and Incentives

• Institute should recruit staff that have a strong innovation and entrepreneurial/industrial experience, behavior and attitude, this will held in fostering the I&E agenda and culture in HEI.

• Faculty and departments of the institute have to work in coherence and cross departmental linkage and maximum utilizations internal resources and knowledge.

• Faculty and staff should be encouraged to do courses/trainings/certificates on innovations, entrepreneurship and IPR.

• To retain talent, institute shod develop academic and non-academic incentives and reward mechanism for all staff, faculty and stakeholders.

• A performance matrix should be developed and used for evaluation as part of annual performance and contribution of faculty/staff towards achieving I&E agenda should be part of matrix.

A3. Collaboration, Co-creation and Business Relationship and Knowledge Exchange

• Institute should develop a policy or guideline document for forming and managing the relationships with external stakeholders including private industries.

• Knowledge exchange through collaboration and partnership should be made as part of institutional policy.

• Mechanisms should be devised by the institute to ensure maximum exploitation of entrepreneurial opportunities with industrial and commercial collaborations.

• Knowledge development should be done by the institute trough development of innovation knowledge platforms using ICT capabilities. Repository of ideas, PoCs, Innovations and Startups can be managed through the platform.

B. Norms for Faculty and Student Driven Innovations & Startups

B1. Incentivizing Students for Innovation and Entrepreneurship

HEIs should establish process/clear guideline and mechanism for easy creation and nurturing of startups/enterprises by students (UG, PG and PhD), faculty and staff of HEI by setting up a committee and working committees on following:

• Allow students to setup Startup (Social and tech and non-tech) or working part-time for the startup while studying/working as intern

• Allowing students to earn credit for working on Innovative prototypes/business Models.

• Student Innovators/entrepreneurs may allow to opt for startup in place mini project /major project, seminar and summer training etc.

• Allowing Student entrepreneurs to use the address of Hostel (or) pre-incubation and (or) incubation unit to register their venture while studying at HEI.

B2. Incentivizing Faculty for Innovation and Entrepreneurship

• Allowing faculty to start Startup based on the technology developed in the lab at the institute or previously developed somewhere else but have ownership on IP, if technology based.

• **No restriction on shares that staff and faculty can take as long as they don't spend more than 20% of office time on the startup in advisory or consultants role and don't compromise with their existing academic and administrative work or duties.**

• **In case faculty/staff is drawing salary form institute, institute's stake/equity on startup should be limited to 20% of total share of faculty/staff or 9.5% of total stake whichever is minimum.**

B3. Norms for Faculty Startup

• Role of faculty while teaching may be as owner/founder/co-founder/Director- promoter/adviser/mentor/consultant but can't take roleof employee as CEO or other managerial role in his/her startup and can't draw salary from startup and can't accept gifts from his own startup. He/she can take share on profit and dividend only if any from startup as owner/shareholder.

• Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/company.

• In case selection for acceleration or incubation, he may take sabbatical leave or other leave up to one semester or year or more based on committee recommendation.

• Faculty must not involve research staff or other staff engaged in academic projects of institute in activities at the startup.

C. Incubation & Pre-Incubation support Facility Creation and Access

• **Creation of Pre-Incubation and Incubation (SPV – Section 8 of Company Act or Society Act)**

• Pre-incubation and Incubation Support: Attach with nearest Incubation Unit if not exist in campus

• Promotion and intensification of Technology Commercialization efforts. Allow Licensing of IPR from Institute to Startup incubated at Incubation Unit.

• Facility should be accessible to 24x7 to student, staff and faculty of all discipline and department across the institute.

• Provision and streamline relevant services and mentoring support through pre-incubation/incubation units in-return for fees, equity sharing (or) zero payment basis.

• **In return of services offered (Space, Infrastructure, mentorship, seed fund, accountant and legal and patent support) and use of facilities at institute/incubation unit may take 2-9.5% equity/stake in the startup/company incubated.**

• In case of compulsory equity model, startup may be given a cooling period of 3 months to use the incubation services on rental basis to take final decision

D. IP Ownership Rights for Technologies Developed at HEI

• If fund and (or) resource of HEI used substantially, then IPR should be made jointly by Institute and inventor and license together and revenue sharing among the parties.

• **If any one of inventor want to start a startup based on the technology developed as above, then it can be licensed to inventor with royalty would be no more than 4% of sales price, preferably 1-2%, unless it is pure software product.**

• **If it is in form of shares, then it will again between 1-4%. In case software share divide is based on mutually decided between the institute/incubation units and incubate company.**

• On any dispute on IPR ownership and revenue sharing and licensing, then a five member committee setup at HEI will look into the matter and recommend.

• Interdisciplinary research and publication on startup and entrepreneurship should be promoted by HEIs.

E. Pedagogy and Learning Interventions for Entrepreneurship Development

• Adopt and produce desirable learning outcomes as part of curricular, co- curricular and extracurricular level.

• Create and publish tool kit on innovation and startup and IPR for open access to students and faculties.

• Student clubs/bodies on innovation and IPR and Startup must be established and engaged.

• HEI should start recognizing and giving Innovation and Entrepreneurship awards to best achievers form campus annually. And confer gold medal kind of rewards during convocations ceremony.

• Creating awareness among students and teaching methods should include case studies of real business stories of failure and success, experiential learning.

• Pedagogy changes need to be done to ensure that maximum number of student's projects and innovations are based around life challenges. It should be constantly reviewed and updated.

F. Entrepreneurial Performance Impact Assessment

• Performance Analysis of services and facilitates on regular basis

• Development of key performance indicators

• Focus on Input, process, output, outcome and impact level

Way Forward

Uniform and successful implementation of the Innovation and Entrepreneurship Policy in line with 'National Innovation and Startup Policy 2019' for students and faculty of all the HEIs across the nation is the main objective. In order to achieve this, full-fledged support of education institution will be important. The roadmap suggested through this document is 'broad guidelines' and if required, the institution may develop its own comprehensive guidelines and policy on innovation and startups with greater details. The institute is expected to make use of already available infrastructure as much as possible to achieve the implementation of suggestive measures.

NOMINATION LETTER

Date: 03-11-2020

To

NISP Implementation Team,

MHRD's Innovation Cell,

AICTE, New Delhi.

Subject: Letter of nomination for Dr N Sudhakar, Associate Professor, Department of Microbiology, to implement National Innovation and Startup Policy (NISP) at our institute.

Sir/ Madam,

Following senior faculty from Muthayammal College of Arts and Science, is nominated for the implementation of NISP at our institute. The nominated faculty will coordinate with MHRD's Innovation Cell for activities/ communications related to NISP implementation at his/ her institute in consultation with the head of institute or appropriate competent authority.

Name of faculty: Dr N Sudhakar

Designation: Associate Professor, Department of Microbiology

Email id: rdcell@muthayammal.in

Mobile Number: +91 73050 56836

Warm regards,

Dr S P Vijiekumar,
Principal,
Muthayammal College of Arts and Science,
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