SINHGAD TECHNICAL EDUCATION SOCIETY'S®
SINHGAD COLLEGE OF ENGINEERING
Accredited by NAAC with 'A+' Grade
(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

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FOUNDER PRESIDENT	**FOUNDER SECRETARY**	**PRINCIPAL**

National INNOVATION and STARTUP Policy (NISP) 2024 for students and Faculty

A Guiding Framework for Faculty and Students

Paving the Way of Entrepreneurship

Draft – Version 1.0

7 November 2023

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Sinhgad Institutes

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Date 26/09/2024

NOTICE

The Ministry of Education's Innovation Cell (MIC) and the All-India Council of Technical Education (AICTE) released the National Innovation and Startup Policy 2019 in September 2019. Understanding recent trends, Sinhgad College of Engineering (SCOE) has joined this NISP campaign to nurture an 'Innovation and Startup' culture.

The NISP committee was formed to discuss formulating institute-level startup policy and implementing all innovation and entrepreneurship-related activities within the institute. The committee comprises faculty members from the Institution's Innovation Council (IIC), Entrepreneurship Cell(E-Cell), Start-up Cell, Intellectual Property Rights (IPR) cell, Internship Coordinator, and External members like startup founders, Entrepreneurs, and Alumni.

As per the guidelines and recommendations from the institute's National Innovation and Startup Policy (NISP) coordinator and the Institution's Innovation Council (IIC), the undersigned is pleased to approve and declare the implementation of the NISP policy for an incubation facility on campus from August 2024.

All the departments' faculty and students are informed that the National INNOVATION and STARTUP Policy is approved and declared to be implemented from August 2024
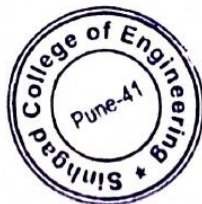
Dr S. D. Lokhande

Principal
PRINCIPAL
Sinngad College of Engineering
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INSTITUTE INNOVATION COUNCIL- (IIC-SCOE) 2024-25

Position	Designation	Name
President	Principal	Dr. S. D. Lokhande
Vice President	Vice-Principal	Dr. Y. P. Reddy
Convener	Assistant Professor	Mr. Sandeep H. Deshmukh
NISP Coordinator	Assistant Professor	Mr. Sandeep H. Deshmukh
Innovation Activity Coordinator	Assistant Professor	Mr. P.M Dahale
Internship Activity Coordinator	Assistant Professor	Prof. Ganesh Yadav
IPR Activity Coordinator	Assistant Professor	Mr. Sandeep H. Deshmukh
Social Media Coordinator	Assistant Professor	Mr. Nikhil Deshpande
NIRF Coordinator	Professor	Dr. T. A. Jadhav
ARIIA Coordinator	Associate Professor	Dr. J. G. Gujar
Innovation Coordinator (Student)	Student Coordinator	Mr. Shreyas Bhor
Startup Coordinator (Student)	Student Coordinator	Mr. Tanay Agrawal
Startup Innovation Coordinator (Student)	Student Coordinator	Mr. Shubham Moherekar
IPR Coordinator	Student Coordinator	Ms. Purva Wankhede
Social Media Coordinator	Student Coordinator	Mr. Yash Kasat
Internship Coordinator	Student Coordinator	Mr. Chaitanya Shinde

DEFINITIONS

MoE: -   Ministry of Education

AICTE: -   All India Council of Technical Education

MIC: -   MoE Innovation Cell

IIC- SCOE: -   Institute Innovation Council of S.C.O.E.

NISP: -   National Innovation and Startup Policy

E-Cell: -   Entrepreneurship cell

IPR: -   Intellectual Property Rights

SPV: -   Special Purpose Vehicle is a subsidiary created by the parent company
                          to isolate financial risk

Pre-Incubation: This process works with entrepreneurs in the early stages of setting up
                          their companies. Usually, entrepreneurs come into such programs with
                          just an idea of an early prototype/product/service.

Preamble

The Ministry of Education Innovation Cell (MIC) and the All-India Council of Technical Education (AICTE) released the National Innovation and Startup Policy 2019 in September 2019. Understanding recent trends, Sinhgad College of Engineering (SCOE) has joined this NISP campaign to nurture an "Innovation and Startup" culture.

The committee comprises faculty members from the Institute Innovation Council (IIC), Entrepreneurship Cell(E-Cell), Start-up Cell, Intellectual Property Rights (IPR) cell, Internship Coordinator, and External members like startup founders, Entrepreneurs, and Alumni. The committee was formed to discuss formulating institute-level startup policy and implementing all innovation and entrepreneurship-related activities within the institute. The institute is in the process of implementing the NISP policy for an incubation facility on campus.

As per the guidelines and recommendations from the institute's National Innovation and Startup Policy (NISP) coordinator and the Institution's Innovation Council (IIC), the Sinhgad College of Engineering declares the implementation of the NISP policy for an incubation facility on campus from August 2024.

Vision

उत्तमपुरुषान् उत्तमाभियंतृन् निर्मातुं कटिबद्धाः वयम् ।

'We are committed to produce not only good engineers but good human beings, also.'

MISSION

"Holistic development of students and teachers is what we believe in and work for. We strive to achieve this by imbibing a unique value system, transparent work culture, and excellent academic and physical environment conducive to learning, creativity, and technology transfer. We aim to generate, preserve, and share knowledge to develop a vibrant society."

The journey of IIC established at the Institute

Sinhgad Technical Education Society's Sinhgad College of Engineering, Pune, has established an Institution's Innovation Council (IC202218393) on the campus as per the norms of Innovation Cell, Ministry of Education, Govt. of India during the academic calendar year 2021-22. The establishment certificate is dated 18-07-2022 with Aishe Code: C- 41391. My council tab has been activated on 23.01.2023. The council comprises students, faculties, legal advisors, and industrial members. In this IIC 5.0, various activities were conducted from quarter two onwards based on entrepreneurship development, awareness of Intellectual Property Rights, and Startup/Innovation. The activity reports for all the quarters are submitted on the IIC portal. The IIC Convener and Coordinators attended a regional meeting in Pune on 1st August 2022 and completed the IIC 5.0. The quarterly council meeting of the Institution's Innovation Council (IIC) of Sinhgad College of Engineering was conducted by the IIC Vice President to discuss the formulation and function of IIC from the academic year 2022-23 and assigned roles and responsibilities among newly joined council members as per the guidelines of Ministry of Education's Innovation cell.

1.   **Strategies and Governance**

➢ Promotion of innovation and Entrepreneurship (I&E) is essential at Sinhgad College of Engineering (SCOE). Specific objectives and associated performance indicators will be identified for assessment.

➢ Implementation of Entrepreneurial vision will be achieved through mission statements rather than a Stringent Control System.

➢ The NISP implementation team is formulated to achieve this agenda.

➢ Investment in entrepreneurial activities is part of the institutional financial strategy. Currently, 0.3% of the institution's total annual budget is allocated for funding and supporting innovation and startup-related activities by creating a separate "Innovation Fund." A minimum of 1% of the total yearly budget is proposed.

➢ The financial strategy involves raising funds from diverse sources, as mentioned below.

➢ Encourage bringing in external funding through government (state and central) agencies such as DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Startup India, Invest India, MeitY, MSDE, MSME, UoM, etc. and non-government sources.

➢ Approach private and corporate sectors to generate funds under Corporate Social Responsibility (CSR) to support technology incubators.

➢ Engage alums actively to get Sponsorships, Mentoring, or Consulting support.

➢ The institute recognizes the importance of innovation and an entrepreneurial agenda. This agenda is promoted and highlighted at institutional programs such as conferences, gatherings, workshops, etc**.**

➢ An action plan is formulated at the Institute level, aligning with the current document and including well-defined short-term and long-term goals. The departments are to develop micro-action plans to accomplish the policy objectives.

➢ "Product-to-market" strategy for startups will be developed.

➢ Developing an entrepreneurship culture will not be limited to the institution's boundaries.

➢ This Policy will be updated from time to time as needed.

2.   **Startups Enabling Institutional Infrastructure**

➢ The creation of pre-incubation and incubation facilities to nurture innovations and startups at the institute is a high priority. The objective is to link INNOVATION to ENTREPRISES, leading to FINANCIAL SUCCESS.

➢ The IIC SCOE cell is established according to the institute's guidelines issued by the MoE Innovation Cell. To support pre-incubation, an IPR cell, Startup cell, E-cell, and Student clubs have been set up to facilitate and mobilize resources from different sources.

➢ Mentoring and other relevant services through pre-incubation/Incubator units will be offered for fees and(or) zero payment. The modalities regarding equity sharing will depend upon the nature of the services provided by these units.

➢ A separate incubation facility may be established as an institutional support system for pre-incubation, incubation, IPR protection, industry linkages, exposure to the entrepreneurial ecosystem, etc.

3.   **Nurturing Innovations and Startups**

The institute will facilitate startup activities and technology development by assisting students, faculty, and staff (potential entrepreneurs) in the following manner.

➢ Permission to use institute infrastructure and facilities, such as the project lab, computers, printer, scanner, fax machine, Internet connection, and cubicle, for brainstorming sessions, as well as access to the college library, conference room, and video conferencing facility.

➢ Encouragement to do short-term/Part-time entrepreneurship training.

➢ Mentoring support regularly.

➢ Facilitation in a variety of areas, including technology development, creativity, design thinking, raising, financial management, cash-flow management, new venture planning, business development, product development, social entrepreneurship, product costing, marketing, brand development, human resource management as well as law and regulations impacting a business.

➢ At present, Pune University does not allow student entrepreneurs to earn credits for working on innovative prototypes or business Models. Efforts will be made so that student inventors can opt for start-ups instead of their mini projects/significant projects, seminars, or internships.

➢ The area in which a student wants to initiate a startup may be **interdisciplinary** or multi-disciplinary in nature. However, the student must describe how they will separate and clearly distinguish their ongoing research activities as a student from the work being conducted at the start-up.

➢ Student entrepreneurs will be allowed to use the address of the pre-incubation and (or) incubation unit to register their venture while studying at the institute.

➢ Student entrepreneurs can sit for the examination, even if their attendance is below the minimum permissible percentage. These students need prior permission from the institute with some criteria/conditions.

➢ Every faculty member will be encouraged to mentor startups.

➢ Participation in start-up-related activities needs to be considered a legitimate activity of faculty member and considered when evaluating their annual performance. As stated above, the institute will update/change/revise performance evaluation policies for faculty members and staff.

➢ The institute's incubation facility may link startups to other seed-fund providers, angel funds, or venture funds or establish a seed fund once incubation activities mature.

➢ The Institute's incubation facility is open to Alumni and outsiders, subject to meeting specific criteria and approval.

➢ The Institute incubation facility allows the licensing of IPR from the institute to a startup. This means that students and faculty members who wish to start a venture based on the technology they've developed or co-developed or on technology owned by the institute can do so under favorable terms. These terms could involve equity in the venture, license fees, or royalties to help alleviate the early financial burden.

➢ In exchange for the services and facilities provided, the incubation facility may take a small equity stake in the startup. This stake, typically between 1 and 5%, is based on factors such as the institute's brand, faculty contribution, infrastructure support, and use of the institute's IPR. The actual stake taken is usually nominal unless the full-time faculty or staff have substantial shares. Other factors considered include space, infrastructure, mentorship support, seed funds, and support for accounts, legal, and patents.

➢ For staff and faculty, the legal entity designated by the institute would not take more than 20% of shares that staff and faculty take while drawing a full salary from the institution; however, this share will be within the 5% cap of company shares listed above.

➢ No restriction on shares that faculty/staff can take, as long as they do not spend more than 20% of office time on the startup in an advisory or consultative role and do not compromise with their existing academic and administrative work/duties. In case the If faculty or staff have held an executive or managerial position in a startup for over three months, they may go on sabbatical, leave without pay, or earn leave.

➢ In the case of a compulsory equity model, the Startup may be given a cooling period of 3 months to use incubation services on a rental basis to make a final decision based on the satisfaction of services offered by the legal entity designated by the institute/incubator. In that case, during the cooling period, the legal entity designated by the institute cannot force startups to issue equity on the first day of granting incubation support

➢ The institute could consider providing services based on equity, fee-based, and zero-payment models. So, a startup may choose to avail only the support, not seed funding, from the institute on a rental basis.

4. **Product Ownership Rights for Technologies Developed at the Institute**

➢ When institute facilities/funds are used substantially or when IPR is developed as part of a curriculum/ academic activity, inventors and the institute are to jointly own it.

➢ Inventors and institutes could license the product / IPR together to any organization, including for commercial benefits, with the patentee having a primary say. License fees could be either/or a mix of

   ➢ Sale and transfer fees or one-time technology transfer fees

   ➢ Royalty as mutually agreed

   ➢ Shares/partnership in the company licensing the product

➢ An institute may not be allowed to hold the equity as per the current statute, so SPV may be requested to have equity on their behalf or as amended occasionally.

➤ On the other hand, if the product/ IPR is developed by innovators not using any institute facilities, outside office hours (for staff and faculty), or not as a part of the curriculum by the students, then the product/ IPR will be entirely owned by inventors in proportion to the contributions made by them. In this case, inventors can license the technology to third parties or use it as they deem fit.

➤ If there is a dispute in ownership, a minimum five-member committee consisting of two faculty members (having developed sufficient IPR and translated to commercialization), two of the institute's alums/ industry experts (having experience in technology commercialization), and one legal advisor with expertise in IPR, will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction. Institutes can use alums/ faculty of other institutes as members if they cannot find sufficiently experienced alums/faculty.

➤ The Institute IPR cell or incubation center will only be a coordinator and facilitator for providing services to faculty, staff, and students. They will have no say in how the invention is carried out, how it is patented, or how it is to be licensed. If the institute is If they can afford to pay for patent filing, they can have a committee that examines whether the IPR is worth patenting and owns the patent. The committee should consist of faculty with experience and expertise in technology translation.

➤ The institute's decision-making body regarding incubation / IPR technology licensing will consist of faculty and experts who have excelled in technology translation. Other faculty in the department/institute, including department heads, institute heads, deans, or registrars, will have no say in the above.

➤ The institute promotes Interdisciplinary research and publications or startup and entrepreneurship.

5. **Organizational Capacity, Human Resources and Incentives**

➤ All departments work in coherence to develop interdisciplinary projects by student teams.

➤ Periodically, external subject matter experts, such as guest lecturers or alums, are engaged for strategic advice and bring skills that are not available internally.

➤ Faculty and staff are encouraged to do innovation, entrepreneurship management, and venture development courses.

➢ The stakeholders who actively contribute to and support the entrepreneurship agenda are rewarded with sabbaticals, office and lab space for entrepreneurial activities, institutional awards, training, and points in the appraisal for promotion consideration.

6. **Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level**

➢ NISP awareness is generated among students, faculty members, and staff to help them understand the value of entrepreneurship and its role in career development or employability.

➢ Students are encouraged to select elective subjects like entrepreneurship development. The teaching-learning process integrates education activities with enterprise-related activities.

➢ Students are encouraged to develop an entrepreneurial mindset through experiential learning by exposing them to cognitive skills training and Initiatives like idea and innovation competitions, hackathons, workshops, boot camps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, and real-life challenges, to the students for exploring the real-life challenges.

➢ Awards and recognition are routinely organized.

➢ The institute endeavors to link its start-ups and companies with a broader entrepreneurial ecosystem and supports students who show potential in the pre-startup phase. Connecting student entrepreneurs with real-life entrepreneurs will help them understand the real challenges they may face while going through the innovation funnel and will increase the probability of success.

➢ The institute has established the Institution's Innovation Council (IIC) per MoE's Innovation Cell guidelines and allocates an appropriate budget for its activities. IICs guide institutions in conducting various innovation, startup, and entrepreneurship development activities. Collective and concentrated efforts are undertaken to identify, acknowledge, support, and reward proven student ideas and innovations and further facilitate their entrepreneurial journey.

➢ Networking events are organized to create a platform for budding entrepreneurs to meet investors and pitch their ideas.

➢ The institute plans to provide business incubation facilities, such as premises at subsidized cost, laboratories, research facilities, IT services, training, mentoring, etc., to aspiring startups.

➢ A culture is promoted to understand that money is not FREE and is risk capital. The entrepreneur must utilize these funds and return them. While funding is taking a risk on the entrepreneur, the entrepreneur must try to prove that the funding agency did right in funding them.

➢ The institute envisages developing a ready-to-use Innovation Tool Kit, which will be kept on the institute's website's homepage to answer innovators' doubts and queries and inform them about the facilities available at the institute.

7. Norms for Faculty Startups

➢ Roles of faculty members may vary from being an owner/ direct promoter, mentor, consultant, or on-board member of the startup.

➢ The institute will develop a policy on 'conflict of interests' to ensure that the regular duties of the faculty don't suffer owing to their involvement in the startup activities.

➢ Faculty startup may consist of faculty members alone, with students, faculty members of other institutes, alums, or entrepreneurs, on prior approval of institutions IIC

➢ Faculty members are advised to separate and distinguish ongoing research at the institute from work at the startup or company.

➢ In case an outside national or international accelerator selects a faculty start-up, the maximum leave (as sabbatical/ existing leave/ unpaid leave/ casual leave/ earned leave) the faculty members may be permitted one semester/ year (or even more, depending upon the decision of the institute's review committee).

➢ Faculty must not accept gifts from the startup.

➢ Faculty must not involve research staff or other staff of the institute in activities at the startup and vice-versa.

➢ Human subject-related research in startups should get clearance from the institution's ethics committee.

8.   Pedagogy and Learning Interventions for Entrepreneurship Development

➢ The institute has adopted a diversified approach, such as cross-disciplinary learning, mentoring, innovative lab experiments, case studies, and presentations, to produce desirable learning outcomes that focus on innovation.

➢ Student clubs/ bodies/ departments are created to organize competitions, boot camps, workshops, awards, etc.

➢ The institute has started awarding the annual 'INNOVATION TROPHY' to motivate students to develop outstanding ideas.

➢ Entrepreneurship education is imparted to students at the curricular/ co-curricular/extra-curricular level through elective/short-term or long-term courses and seminars on innovation, real-life success, and failure stories by internal and external stakeholders to evolve the culture of collaboration.

➢ At the beginning of every academic session, the institute conducts an induction program highlighting the importance of Innovation and Entrepreneurship to inform newly inducted students of the institute's entrepreneurial agenda and available support systems.

➢ Pedagogical changes must ensure that maximum student projects and innovations are based on real-life challenges.

9.   Collaboration, Co-creation, Business Relationships and Knowledge Exchange

➢ It is proposed that the institute's incubation facility will collaborate with potential partners, resource organizations, micro, small, and medium-sized enterprises (MSMEs), social enterprises, schools, alums, professional bodies, entrepreneurs, incubators, finance teams, legal teams, and Government bodies like BMC to build an ecosystem to support entrepreneurship and co-design the programs with stakeholder involvement.

➢ The institute incubation facility will organize networking events for better engagement of collaborators and knowledge gain.

➢ The institute will manage knowledge by developing innovative knowledge platforms using in-house Information and Communication Technology (ICT) capabilities.

10. Entrepreneurial Impact Assessment

Impact assessment with well-defined evaluation parameters will be done for all entrepreneurial activities like

- Engagement of all departments and faculty members in the entrepreneur teaching and learning.

- Support system provided at the institutional level for pre-incubation, incubation, IPR protection, industry linkages, exposure to the entrepreneurial ecosystem, etc.

- Satisfaction of participants.

- New business relationships created by the institutes.

- Number of startups created.

Impact assessment should measure success regarding the market's sustainable social, financial, and technological impact. COMMERCIAL success is the ONLY measure in the long run.