



# **Research, Innovation, Incubation & Startup Policy 2021**

**KJ College of Engineering and Management  
Research, Pune**

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## **For Students, Faculties and Staff of KJ College of Engineering and Management Research**

### **1) 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. With a vision of enabling an innovation-based economy and fostering an entrepreneurial spirit across the State, the Skill Development & Entrepreneurship Department (SDED) of the Government of Maharashtra (GoM) has formulated the Maharashtra State Innovative Startup Policy 2018 . In February 2019, Ministry of Human Resource Development (MHRD) along with AICTE and MHRD's Innovation Cell (MIC), released the "National Innovation and Start-up Policy (NISP) 2019" for students and faculty of HEIs. Based upon this the University released the policy of innovation and startup.

Based on this the KJ College of Engineering and Management Research has framed the Innovation and Start up policy 2021(RIIS -2021) to cater the needs of innovation and startup for faculties, students and staff of KJ College of Engineering and Management Research.

### **2) Vision**

To emerge as one of the top Research, Innovation, Incubation and Startup Campus by producing campus Startups and Entrepreneurs

### **3) Mission**

We are committed to make ready the Startups and Entrepreneurs by providing required infrastructure, ecosystem, mentoring, financial and network support.

### **4) Objectives :**

- To promote faculty and staff to convert ideas/innovations into commercial products /process as per IPR policy
- To motivate the students to take innovation and entrepreneurship as a career choice and provide assistance for launch of their startups.
- To provide guidelines for developing the IPRs.

## **5) Strategies and Governance**

- A dedicated team with defined specific objective is established in the organization.
- A budget is being allocated called as “Innovation Fund” to carry out the activities supporting Innovation and startup. However fund raising activities will be encouraged.
- Motivation will be given for raising funds through external funding agencies ( Govt and Central )
- Fund raising through sponsorships and alumina will be encouraged.
- The center will organize programs like webinars, workshop to spread the awareness regarding importance of Innovation and incubation across the institute.
- The strategies for startups will be finalized on case to case basis.
- The institute has taken initiative for involvement of students in Innovation and Incubation activities

## **6 ) Institutional Infrastructure :**

- As a part of developed infrastructure a separate lab of 200 sq. m is made operational, with all well equipped facilities.
- A dedicated team of Innovation and Incubation is managing all the activities in the institute.
- The facility of Innovation and Incubation is available 24x 7 for students, faculty and staff of the institute.

## **7) Nurturing Innovation and Start up:**

- Spreading awareness among faculty, staff and students about entrepreneurship and its role in career development.
- To promote entrepreneurship as a viable career and provide support to students for campus startups.
- To work according to annual calendar activities and promote innovation based activities
- Organize periodic workshops/webinars/idea competition/interaction with entrepreneurs, investors and professionals, and create a environment for student innovation, with the involvement of industry.
- The institute will provide short term/ three months/six months entrepreneurship training to the students with nominal charges.
- The institute will provide mentorship support on regular basis.
- To support stage innovators the institute will provide the funding scheme for students and faculties per idea
- Student seed money support of Rs 10000/- per idea and faculty funding support of Rs 50000/- per idea.

- A separate committee will be formed who will assess these ideas and will give the decisions and take follow up.
- In order to motivate the people the institute should develop a reward mechanism for all staff/faculties who actively contribute and support these activities.
- The reward system may include reduced teaching loads, provide free trainings and awards.
- In return of services the institute may take 2% to 10% of stake in startup/company based upon the faculty contributions and support provided.
- The institute may revise the policy decisions periodically

#### **8) Norms for Students startups:**

- Students will be allowed to setup the startup and work part time for these startups while studying
- Students can earn the academic credits for their efforts while working for the startup.
- A separate committee will evaluate and recommend the credits.
- Students will be allowed to use their ideas for startups as their project work for institute's academic requirements.
- The area can be interdisciplinary or multidisciplinary.
- The institute will exempt the students attendance upto 20 % in any semester for these activities. Including this 20 % attendance the student should maintain 75 % attendance in every subject to appear for the semester examination.
- Potential students will be exempted from this rule and will be allowed to sit or the examination even if they are not having 75 % attendance.
- Students will be allowed a semester/year break or even more depending upon the review committee to carry out the startup activities and again rejoin the academics to complete the course.

#### **9) Norms for Faculty Startups:**

- Faculties and departments of the institute have to work together in order to get maximum utilization of internal resources and knowledge.
- A team of senior faculties should be deputed for creating general awareness among students, faculties and staff.
- The institute will consider allowing the use of its resources for faculties who wish to establish the startup will full efforts.
- Faculty startup may consist of faculties alone or with students or faculty of other institute or with alumini or with other entrepreneur.
- The original duty of the faculty should not be suffered due to his/her involvement in startup activities.
- The role of faculty may vary from owner, promoter, mentor, consultant or board member of the start up.

- For faculties the institute cannot take more than 20% of shares that faculty takes while drawing full salary from the institution
- The faculty should not spend more than 20% of office time on the startup in advisory role and should not comprise with academic load and administrative duties
- Faculty must clearly distinguish between ongoing research at the institute and the work activities of the startup.
- Faculty must not accept gifts for the startup.
- Faculty must not involve other faculty and staff in the work activities of the startup and vice versa.
- In case selection of faculty startup from outside agency /nation/startup accelerator a maximum leave of 1 semester/year (depending upon the review committee of the institute) may be granted to the faculty.
- Participation in Innovation, incubation and start up activities in addition to teaching will be considered while evaluating the annual performance of the faculty. Every faculty will be encouraged to mentor at least one startup.

#### **10) Entrepreneurial pedagogy:**

- Faculties are encouraged to adopt a diversified approach to produce the learning outcomes in place of traditional lecture based delivery.
- Students are encouraged to take different courses related to innovation, incubations and startups
- The CRIIS cell will organize idea and design competition ,boot camps , workshops etc to ensure enhancement of students thinking ability
- The institute will create MoUs with potential partners, organizations, MSMEs, universities, alumni, professional bodies to support these activities.
- The institute will have annual “Innovation and Entrepreneurship Award” to recognize the outstanding ideas and to promote the activities in the institute.
- At the start of academic session the CRIIS will have the induction program about the importance of Innovation and Entrepreneurship so that newly inducted students and faculties will be aware about the activities carried out by the institute.
- Periodic Pedagogy changes will be done to ensure maximum participation of the students and faculties in these activities.

#### **11) IPR policy (Intellectual Property Right)**

- The IPR policy is applicable to all students/ staff and faculty of the institute.
- Evaluation of IPR will be conducted by committee of three members of the institute constituting head of the institute.

- The evaluation may be based on technical, commercial merit, market size and potential, interest by industry partners as well as novelty in the idea.
- In case of approval of IPR (Patent) by the committee the institute will bear all the cost including Govt fees, administrative costs and attorney fees.
- In case the committee does not approve the IPR, the individual may proceed to file the patent individually by financing by himself/herself.
- In case if the patent is taken by the institute, then after five years the institute will renew the patent.
- If the patent is not commercialized within five years then the creator(s) has to renew the patent.
- In case of technology licensing the revenue will be shared by inventor and institute in 80:20 ratios respectively.
- The institute is the owner of the IP generated from the funds provided.
- The institute reserves the right of using IP for academic and research purpose.
- The author is the owner of the teaching material created for the teaching purpose.
- The institute does not claim any ownership of copyright for the books authored by faculty in the institute.
- A student who wants to publish their publication has to take the written permission from the institute.
- The revenue shared between the inventor and the institute will be fixed 80: 20 in favor of inventor.
- The head of the institution will be final signing authority in all categories of agreements

## **12) Monitoring and Assessment:**

- A monitoring and assessment committee for CRIIS will be nominated by the Head of the institution which will involve Head of CRIIS and Senior faculties of the institute.
- The assessment should be done on following points
  - A) **Short term activities**( One year duration )
    - Numbers of students and faculty participated in awareness / training / programmes organized by CRIIS
    - Numbers of students and faculty participation in events/ programmes organized by the external agencies
    - Numbers of ideas generated and number of innovations created
    - Numbers of innovative projects recognized at national and international level
    - Number of ideas / innovations / start-ups supported through funds by institute
    - Number of Courses on Innovation, IPR and Entrepreneurship

**B) Midterm activities** ( Two years duration )

- Number of patent filled/granted
- Number of technology transfer/commercialization happened.
- Grants/funds generated to support innovation and startup activities.

**C) Long-term activities** ( Three years Duration )

- Number of successful innovation converted into startup.
- Number of advanced lab infrastructure , preincubation , incubation facilities developed by the institute
- Innovative solutions developed in house and its impact on society.

**13) Review:**

The policy will be reviewed once in the three year as per the changes in NISP policy for students and faculties and Maharashtra Govt policy for startup and Savitribai Phule Pune University innovation policy for students and faculties and staff.

**References:**

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- 4) Atal Ranking of Institutions on Innovation Achievements (ARIIA) ranking framework/ <https://www.ariia.gov.in>

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