



Chowgule Education Society's

Parvatibai Chowgule College of Arts and Science (Autonomous)

Accredited by NAAC with Grade 'A+'
Best Affiliated College-Goa University Silver Jubilee Year Award



National Innovation and Start up Policy for Students and Faculty

Vision

To be among the global leaders in imparting relevant education of highest standards in disciplined and conducive environment.

Mission

To continue to be pioneers of change using cutting edge educational inputs and technology, providing opportunities to all and inculcating social and moral values that will transform the society and the nation at large.

Introduction

The Ministry of Human Resource Development (MHRD), Govt. of India has established **MHRD's Innovation Cell (MIC)** to systematically foster the culture of Innovation amongst all Higher Education Institutions (HEIs). The primary mandate of MIC is to *encourage, inspire and nurture young students by supporting them to work with new ideas and transform them into prototypes while they are in formative years*. MIC has envisioned encouraging creation of **Institution's Innovation Council (IIC's)** across selected HEIs to promote innovation in the Institution through multitudinous modes *leading to an innovation promotion eco-system* in campus.

Objectives of IIC in HEIs are as follows:

1. *To facilitate entrepreneurship, which in turn leads to value creation and job creation.*
2. *To infuse technology-enabled real-world problem-solving skills into the education system through collaboration between industry and academia.*
3. *To assist and nurture start-ups by students and faculty.*

Keeping the above goal of MHRD in mind, Parvatibai Chowgule College of Arts & Science Autonomous, Gogol Margao Goa, established the **Innovation and Incubation Cell** under the guidance of Dr. Nandkumar Sawant and Dr. Shaila Ghanti during the Academic Year 2018 - 2019.

Functions of IICs

1. Conduct periodic meeting with the Committee members to discuss and promote the ideas of students.
2. Organize various activities (IIC /MIC driven) mentioned by MIC, Ministry of Education, Govt. of India, along with our own self driven activities.
3. Promote idea of students and faculty with the help of Incubators such as CIBA, (Centre for Incubation Business Acceleration), Forum for innovation Incubation Research and Entrepreneurship (FIIRE) Don Bosco College, Goa, if found to have market potential.
4. Identify and reward innovations and share success stories.
5. Conduct workshop on Intellectual Property Rights (IPR). Intellectual Property Rights shall mean any right or interest that may be granted under the Indian Law and shall include any ideas, creation, works, regarding Trademarks, service marks, logos, trade names, Copyrights, Patents, designs, labels, know-hows, software code, any other knowledge of any nature whatsoever exploitable whether registered or unregistered, including rights in any applications or registrations for any of the foregoing and their respective renewals, continuations and extensions in India.
6. Help students to register their start-ups with UDYOG AADHAR, a Government Registration that is provided along with a recognition certificate, a unique number in order to certify small or medium businesses or enterprises.
7. Conduct talks by Alumni who have well established start-ups.
8. Conduct periodic workshops/ seminars/ interactions with entrepreneurs, investors, professionals and create a mentor pool for student innovators.
9. Organize Hackathons, innovative idea competition etc. for the benefit of the Students.
10. Webcast the live telecast of India Leadership Talk Series organized by MHRD Innovation Cell (MIC) for Faculty and Students of the College.
11. To facilitate engagements with local stakeholders like NGO's, communities along with the students to enable them to locate the ideas and identify opportunities.

IICs Achievements

1. ARIIA 2020 - Our College was categorised as 'Band A' Institution (rank between 06 to 25) in the category of 'Institutes and Colleges (Government & Government Aided)' in Atal Ranking Institutions on Innovation Achievements (ARIIA-) 2020 announced on 18th August 2020.

2. Rating Certificate - On the account of National Innovation day, Annual performance rating of the Institutions Innovation Councils (IIC) 2.0 was announced on 15th October 2020. Our College has bagged a rating of '4.5 Star' for having undertaking the various activities prescribed by the Innovation Cell, Ministry of Education, Govt. of India during the IIC Calendar Year, 2019-20

National Innovation and start-ups Policy for Chowgule College Students and Faculty

NISP 2019 was launched by Honourable Minister of Human Resource Development on 11th September 2019. The policy intends to guide HEIs to promote students and faculty driven innovations and start-ups. It will be instrumental in leveraging the potential of student's problem solving and entrepreneurial mind set and promoting a strong intra and inter-institutional partnership.

Chowgule College aims to be the driving force in developing entrepreneurship culture in its vicinity (regional, social and community level). This shall include giving opportunity for regional start-ups, provision to extend facilities for outsiders and active involvement of the institute in defining strategic direction for local development.

Creation of pre-incubation and incubation facilities for nurturing innovations and start-ups should be undertaken. Incubation and Innovation need to be organically interlinked. Without innovation, new enterprises are unlikely to succeed. The goal of the effort should be to link INNOVATION to ENTREPRISES to FINANCIAL SUCCESS. A room number 304 of D-block has been allocated for the Incubation Cell on campus. Single Point of Contact (SPOC) mechanism in the institute for the students, faculty, collaborators, partners and other stakeholders to ensure access to information has been created. At present, the SPOC would be Dr. Shaila Ghanti / Dr. Uma Masur, Convenor IIC.

Objectives of the NISP

1. Creation of 'Innovation fund' for supporting innovative projects and Start-ups by allocating minimum 1% of institution's total budget.
2. Allowance of Academic break for a semester/ year to work on their start-ups and Credits for working on innovative Prototype/ business models. ANNEXURE-1.
3. About 2% to 9.5% Equity/ stake in start-up/ company by Institute's incubator. Funding agencies like SERB, BIRAC etc. Link for start-ups incentives by Goa Government- ANNEXURE-II.
4. Complete Ownership of IPR by the inventors in case of non-usage of institute's facilities or resources at advance stage.
5. Services to be offered by institution in lieu of equity, fee based or zero payment model. ANNEXURE-III.
6. Maximum period that the facility will be provided in campus (6 months - 24 months). ANNEXURE-IV.
7. The policy will be eligible for other than our own students and faculty, Provided Councils' approval.

A. Creating Innovation Pipeline and Pathways for Entrepreneurs- ANNEXURE-V

1. Registered students should participate in all IIC activities conducted by college and required to go through the pre-incubation process of problem identification, solution development, proof of concept validation, prototype development, business model and proposal development.
2. HEI should link and collaborate their Incubation unit with external agencies with whom college has signed MoU & ecosystem enablers and provide network support to incubate start-ups.
3. Connecting student entrepreneurs with incubate start-ups for their internship, experience sharing, encouraging participation of students in innovation, business plan competitions and organize such competitions/hackathons on campus.

B. Norms for Student Driven Innovations and Start-ups

HEIs establish process/clear guideline and mechanism for easy creation and nurturing of start-ups/ enterprises by students (UG, PG and PhD), by setting up and working committees to

1. Allow students to setup Start-ups (Social and tech and non-tech) or working part-time for the start-ups while studying/working as intern.
2. Allow students to earn credit for working on Innovative prototypes/business Models (Refer Annexure-I)
3. Student Innovators/entrepreneurs may be allowed to opt for start-up in place mini project /major project, seminar and summer training etc. based on approval from council / HOD.
4. Allow student entrepreneurs to take a semester break/year break to work on their start-up (Refer Annexure-I)
5. Allow student entrepreneurs/innovators to appear for the examination (minimum attendance policy and after reviewed by committee on case-to-case basis) (Refer Annexure-I)
6. Allowing Student entrepreneurs to use the address of Hostel (or) pre-incubation and (or) incubation unit to register their venture while studying at Parvatibai Chowgule College Arts and Science (Autonomous).

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

1. Creation of Pre-Incubation and Incubation facility as per SPV – Section 8 of Company Act or Society Act) under the guidance of Legal Advisor.
2. Raising of funds from diverse sources to reduce dependency on the public funding (Refer Annexure-II)
3. To support technology incubators, college may approach private and corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013.
4. Pre-incubation and Incubation Support: Attached with nearest Incubation Unit, FiiRE, Don Bosco College of Engineering, Fatorda, Goa
5. Promotion and intensification of Technology Commercialization efforts. (Refer Annexure-II)
6. Facility will be accessible 24X7 to students of all discipline and departments as per the prior intimation and permission from the concerned authority.
7. Provision and streamline relevant services and mentoring support through pre incubation/Incubation units in-return for fees, equity sharing (or) zero payment basis.(Refer Annexure-III)
8. 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 2to 9.5% equity/stake in the Start-up/ company incubated as per the Legal advise.
9. In case of compulsory equity model, start-up may be given 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's- (Refer ANNEXURE-VI - IPR policy of College)

1. If fund and (or) resource of HEI used substantially, then ownership/license of IPR should be made jointly in favour of the Institute and the Inventor. The Institute and Inventor should equally share revenue generated by the Invention/Patent/license.
2. If any one of inventor want to start a start-up based on the technology developed as above, then the invention can be licensed to inventor with royalty that would be not more than 4% of sales price, preferably 1 to 2%, unless it is pure software product.
3. If it is in form of shares, then it will be between 1to 4%. In case software share divide is based on mutually decided between the institute/incubation unit and incubate

company.

4. On any dispute on IPR ownership and revenue sharing and licensing, then a five member committee shall be setup at HEI which will look into the matter and adjudicate the dispute.

5. Interdisciplinary research and publication on start-up and entrepreneurship should be promoted (information to be included in the proposal).

6. The IIC of our college will ensure to achieve following:

a) Incubation support: Offer access to pre-incubation & Incubation facility to start ups by students, staff and faculty for mutually acceptable time-frame.

b) Will allow licensing of IPR from institute to start ups (college IPR policy exists).

c) Will allow setting up a start-up (including social start-ups) and working part-time for the start- ups while studying / working.

d) Student Entrepreneurs may earn credits for working on innovative prototypes or Business Models.

7. Student inventors may also be allowed to opt for start-up in place of their mini project/ major project, seminars, summer trainings. The area in which student wants to initiate a start-up may be interdisciplinary or multi-disciplinary. However, the student must describe how they will separate and clearly distinguish their ongoing research activities as a student from work being conducted at the start up.

8. We could extend this start-up facility to alumni of the institute as well as outsiders. Participation in start-up related activities needs to be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and must be considered while evaluating the annual performance of the faculty.

9. Every faculty may be encouraged to mentor at least one start-up or atleast one faculty from each Department.

E. Pedagogy and Learning Interventions for Entrepreneurship Development

1. Adopt and produce desirable learning outcomes as part of curricular, co- curricular and extra- curricular level.

2. Create and publish tool kit on Innovation, Start-ups and IPR for open access to all the students.

3. Student clubs/bodies on Innovation, IPR and Start-up must be established and engaged.

4. An annual 'INNOVATION & ENTREPRENEURSHIP AWARD' will be awarded to recognize the outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute to the best achievers from campus annually and confer gold medal kind of rewards during convocations ceremony.

5. Teaching on tolerating and encouraging failures.

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

7. 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.

8. Start a part time or full time MS/MBA/PGDM in Innovation, Entrepreneurship and Venture Development, certificate Course to be offered through Incubation Unit or

departments as per the AICTE guideline.

F. Organizational Capacity, Human Resources and Incentives

1. Faculty and staff should be encouraged to do courses related to/ on innovation, entrepreneurship management and venture development.
2. In order to attract and retain right people, institute should develop academic and non-academic incentives and reward mechanisms for all staff and stakeholders that actively contribute, support entrepreneurship agenda and activities.
3. The reward system for the staff may include sabbaticals, office and lab space for entrepreneurial activities, reduced teaching loads, awards, trainings, etc. with approval from State DHE, University wherever applicable.
4. The recognition of the stakeholders may include offering use of facilities and services, strategy for shared risk, as guest teachers, fellowships, associate ships, etc.
5. A performance matrix will be developed and used for evaluation of annual performance. ANNEXURE VII
6. Faculty and departments of the institutes have to work in coherence and cross-departmental linkages should be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
7. Periodically some external subject matter experts such as guest lecturers or alumni can be engaged for strategic advice and bringing in skills which are not available internally.

G. Norms for faculty start-ups

1. Only those technologies should be taken for faculty start-ups that originates from within the same institute.
2. Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on board member of the start-up.
3. Faculty start-up may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
4. In case the faculty/ staff holds the executive or managerial position for more than three months in a start-up, they may avail sabbatical/ leave without pay/ utilize existing leave, with approval from State DHE, University wherever applicable.

H. Entrepreneurial Performance Impact Assessment ANNEXURE-VII

1. Performance Analysis of services and facilities on regular basis.
2. Development of key performance indicators.
3. Focus on Input, process, output, outcome and impact level.

Procedure for functioning

a. Pre-Incubation

1. Students need to attend workshops/lectures and IIC related activities as the pre requirement in first two semesters.
2. They can also attend or complete courses related to start-ups.
3. Student with an innovative and credible idea can approach the IIC of our college.

(single point of contact with the devised application format- ANNEXURE-IV)

4. The idea will be evaluated by technical experts as well as staff members of the IIC committee.

b. Incubation Phase

1. If the idea is found to have a market potential, students will register as per the college policy.
2. All such proposals need to be presented to the committee for final approval by the IIC before giving a go-ahead.

Infrastructure / other requirements to support student Start-ups -ANNEXURE-VII

1. Necessary infrastructure should be availed at the innovation centre.
2. Around 600 square feet of innovation space can be provided to start with supporting student innovation and entrepreneurship.
3. Institute to pool in some common resources for different branches, streams, domain which can be shared through a common window to benefit students and innovators.
4. Human Resource to execute the tasks.
5. Student volunteers, interns, research assistants can also be added to the efforts of the Start-up cell.
6. Resource mobilization for supporting innovation and start-up initially institutional and later through Government grants.
7. Competent and expert human resources from outside need to be engaged so that student innovators can access them through single window facility at college level.
8. Tie up with best incubators, accelerators, innovation promotion organizations and develop joint initiatives to support student innovators and start-ups.
9. To include students of all disciplines.
10. To ensure that most of the departments get involved in kick-start basic activities related to student innovations.
11. Wi-Fi Connection/laboratories/ library facility/journals to be made available.
12. Any specific requirement, e.g. refrigerators, air conditioning, pumps, water, special fitments, where agreed upon would be on chargeable basis, indicated to the proposer at the time of approval.

References

1. Innovation Incubation Cell Guidelines 2020-21
2. National Innovation and Start-up Policy (NISP) for students and faculty in HEIs By Dipan Sahu
3. National Coordinator - NISP, ARIIA, IIC, MBA in IEV Program MHRD's Innovation Cell, AICTE, New Delhi.
4. https://mic.gov.in/assets/doc/startup_policy_2019.pdf
5. <https://www.youtube.com/mhrdinnovationcell>
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