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JEMTEC innovation and startup policy

1. Strategies and Governance

i.Vision:

To create innovation ecosystem to produce innovators/startup/entrepreneurs to support make-in-India product or processes

ii.Objectives:

1. To Organize IIC and MIC driven and hackathone activities
2. To participate in activities related to IPR, innovation, Entrepreneurship and other related activities organized by external agencies.
3. To provide platform for showcasing the ideas, innovations and project work of students and faculties at regional, national and international level
4. To encourage faculties and students to publish their research innovation and startup related work in Scopus journals
5. To promote students/faculty IPR and patent filing
6. To encourage faculty and students in taking-up short term courses on innovations, IP and entrepreneurship.

c. Resource Mobilization

- Creating innovation fund and allocating of budget of the institution for supporting innovation and startups related activities.
- Raise fund from various sources AICTE/DST/MHRD etc and by approaching private and corporate sectors to generate funds, under Corporate Social Responsibility (CSR)
- Organize conferences, seminars, workshops, lectures focusing on innovations, startup, entrepreneurship

2. Startups Enabling Institutional Infrastructure

- a) Creating an eco-system of providing co-working space and equipment like PCs, 3-D printers etc.
- b) Creation of 'Innovation fund' for supporting innovative projects and Start-ups by allocating specil budget of the institution to support these activities

- c) To strengthen entrepreneurship activities by establishing EAC and EDC cell for startup and entrepreneurship, IPR activities.
- d) To raise funds through grants from government/non-government sources for innovations and startup activities.
- e) To engage students and faculties for mentoring and other incubation support in-return for fees, equity sharing and (or) zero payment basis.
- f) To collaborate with various mentor Institute for support on innovations and startups.
 - Institute has established Institute Innovation Council (IIC) to help students to participate in various IIC and MIC driven activities on ideation and innovation.
 - Institute has collaborated with ATAL incubation unit BIMTECH, Greater Noida and will promote our students and faculty for innovations and incubation and startups.
- g) Support faculty and students in IPR and patent filing and payment of fee

3. Nurturing Innovations and Start ups

- a) Institute will allow the faculty/student incubator and startups to use the institute address for registration of their unit while they are studying.
- b) Will allow relaxation in attendance for students entrepreneurs on case to case basis
- c) Institute has already a HR policy of recognising the faculty work by awarding incentives for completing PhD and re-embersment of registration fee of papers in journal, Project works, and will be revised for inclusion of innovation and startup and IPR as well.
- d) Institute will allow faculty and staff to take off for a semester / year (or even more depending upon the decision of review committee constituted by the institute) as sabbatical/ unpaid leave/ casual leave/ earned leave for working on startups and come back. Institution should consider allowing use of its resource to faculty/students/staff wishing to establish start up as a fulltime effort. The seniority and other academic benefits during such period may be preserved for such staff or faculty.
- e) To encourage students and faculty to pursue short-term MOOC or values added course on (Innovation, entrepreneurship and venture development).
- f) In return of the services and facilities, institute may take 2% to 9.5% equity/ stake in the startup/ company, based on brand used, faculty contribution, support provided and use of institute's IPR (a limit of 9.5% is suggested so that institute has no legal liability arising out of startup. The institute should normally take much lower equity share, unless its full-time faculty/ staff have substantial shares). Other factors for consideration should be space, infrastructure, mentorship support, seed funds, support for accounts, legal, patents etc. as elaborated in part 3.j of NISP
- g) Institute will revise its performance evaluation policy to include innovation and startups activities by faculties.
- h) Students work on innovation, startup and entrepreneurship will be recognised and supported by the institutions for incentive and awards.
- i) Institute felicitates the alumni on the annual alumni function for their contribution / achievement and will extend the startup facility to alumni.
- j) Institute will further recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute. Annual Felicitation Day shall be celebrated in

which awards for Best Innovator Award, best IPR awarded (Patent and Copyright), best Start-up award, Proud Parent Award-06 (for parents of winners of all the above award category). The awardees shall be given felicitation, certificate, trophy and cash award too shall be announced by core team.

4. Product Ownership Rights for Technologies Developed at Institute

- a) When JIMS facilities / funds are used substantially or when IPR is developed as a part of curriculum/ academic activity, IPR is to be jointly owned by inventors and the institute.
- b) Inventors and institute could together license the product / IPR to any commercial organisation, with inventors having the primary say.
- c) If one or more of the inventors wish to incubate a company and license the product to this company, the royalties would be and share to be mutually decided between the institute and the incubated company.
- d) Faculty will have full ownership of product/ IPR which are developed outside the office hours and not using any institute facilities, IPR will be entirely owned by inventors in proportion to the contributions made by them.
- e) Interdisciplinary research and publication on startup and entrepreneurship should be promoted by the institutions.
- f) Dispute if any in ownership, will be resolved by a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialisation), two of the institute's alumni/ industry experts (having experience in technology commercialisation) and one legal advisor with experience in IPR.
- g) Institute IPR cell or incubation center will only be a coordinator and facilitator for providing services to faculty, staff and students and the faculty/students developing patent will have their own rights if no facility/fund are used.
- h) All institute's decision-making body with respect to incubation / IPR / technology-licensing will consist of faculty and experts who have excelled in technology translation. Other faculty in the department / institute will have no say, including heads of department, heads of institutes, deans or registrars.

5. Organizational Capacity, Human Resources and Incentives

- a. 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.
- b. 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.
- c. Faculty and staff students should be encouraged to do courses on innovation, entrepreneurship management and venture development by adding marks in faculty appraisal and awarding additional grade marks to their internal assessment.
- d. Initiating and encouraging Inter-departmental linkage to work in coherence and collaborative project work.

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

- a) Institute will create space with having facilities for conducting the innovation and start-up including **•3D Printing and Prototype Equipment • Work Stations and co-working space** - IEDC/IEDC/EDC/Innovation Cell/Startup Cell, Centre of Excellence with Advance Tools & Equipment, incubation facilities as per the requirement of ARIIA ranking framework.

- b) To conduct Entrepreneurship Awareness Camps of 3 - day duration and awareness sessions conducted during induction programs for first year students. IPR, startup, entrepreneurship course of minimum 30 hours duration to be offered as value addition course.
- c) Conduct workshops, awareness programs and short term course on IPR, entrepreneurship development programs to help students to develop various skills required in their entrepreneurial journey.
- d) Institute has already setup IIC. The IIC is expected to conduct number of activities as per MoE guidelines.
- e) For strengthening the innovation funnel of the institute, following facilities will be extended:
 - I. To organize networking events with other startups, entrepreneurs, Incubators.
 - II. Institute will create facilities and Extend institutional facilities such as space and laboratories on subsidised rents to students/faculty innovators.
 - III. To seek funding from various agencies and ensure and prove that the funding by the agency is not wastes and it was the right step of agency to fund the project/ incubator etc.
 - IV. Institutional financial help will be extended and since money does not come free and is risk capital, entrepreneur must use the fund and return (ROI concept).
- f) Institute to support innovative project by awarding prize
- g) Evolve mechanism in selection of innovation and project monitoring committee.
- h) Students showing interest will be mentored for business plan development and idea pitching for incubation.
- i) Extending support in terms of scrutiny committee in selection of innovations for presentation in front of Project Selection Committee for funding through various government schemes and agencies
- j) Once a student registers his venture, they will be introduced to angel investors, venture capitalists and investors for scaling up his/ her business.
- k) Institute must develop a ready reckoner of Innovation Tool Kit, which must be kept on the homepage on institute's website to answer the doubts and queries of the innovators and enlisting the facilities available at the institute / link ON WEBSITE

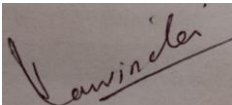
7. Norms for Faculty Startups

- a. Only those technologies should be taken for faculty startups which originate from within the same institute and :
 - i. role of faculty may vary as owner/promoter, mentor, consultant and startup may consist of faculty .
 - ii. Startup may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
 - iii. Conflict of interest be resolved through internal committee as described in NISP policy
- b. Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the start-up/ company.
- c. In case of selection of a faculty start up by an outside national or international accelerator, a maximum leave (as existing leave/ unpaid leave/ casual leave/ earned leave) be permitted to the faculty on the recomondation of review committee.

- d. Faculty must not accept gifts from the start-up.
- e. Faculty must not involve research staff or other staff of institute in activities at the startup and vice-versa.
- f. Human subject related research in start-up should get clearance from ethics committee of the institution

Norms for Students/Alumni innovations and startups

- a) Institute will establish the EAC/EDC/CoE and tie-up with existing pre-incubators /incubators to extend support to student innovators/startups.
- b) IIC has been formed at the institute for promoting students participation in ideation and innovation activities.
- c) Institute will permit the students who are under incubation, to use official institute address to register their company.
- d) In return to the services and facilities used, institute may take 2% to 5% equity, so that institute has no legal liability arising out of startup. The students need to sign a disclaimer agreement specifying the same.
- e) Students will be encouraged to do short term courses on innovation, entrepreneurship management and venture development, additional grade marks will be awarded in their internal assessment.
- f) Students will be encouraged to Initiate coherence and collaborative inter-departmental project work.
- g) Institute will provide services based on a mix of equity, fee and/ or zero payment model subject to the approval.
- h) Institute will provide a platform to link the startups with companies with wider entrepreneurial ecosystem and also provides support to students who show potential.



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Authorized Signatory on behalf of BOG