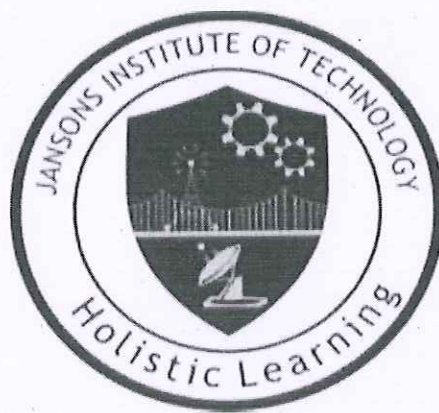


# **JANSONS INSTITUTE OF TECHNOLOGY**

**Karumathampatti, Coimbatore – 641 659.**



**NATIONAL INNOVATION AND START UP POLICY (NISP)  
FOR  
STUDENTS AND FACULTY**



# JANSONS INSTITUTE OF TECHNOLOGY

## NATIONAL INNOVATION AND START UP POLICY FOR STUDENTS AND FACULTY

### **Vision:**

To cast the students and faculty members of JIT as high-quality technical human resources by performing cutting-edge research, innovation, entrepreneurship, and start-ups

### **Mission:**

- To identify and motivate budding entrepreneurs.
- To assist entrepreneurs in product development.
- To establish an ecosystem with support facilities and start-up services.
- To utilize Industry-Institutional Partnership as a vital resource.
- Network with Regional and National Start-up Ecosystems.
- Industry Support, Corporate & Private Partnership Linkage.
- Technology Commercialization.

### **Objectives:**

- To educate the students and faculty members about the various Government and other agency initiatives on Research, Innovation, Entrepreneurship, Startups by conducting various workshops/seminars/campaigns.
- To facilitate the students and faculty members in terms of Intellectual Property (IP) ownership management, technology licensing, and equity sharing.
- To establish a vibrant and dynamic Start-up Ecosystem within the institution.
- To help the start-up aspirants in preparing their business proposals, pitch meetings, prototype development, etc.
- To evaluate and approve the start-ups proposed by the students and faculty members of JIT.

**Short-term Goals:**

- Developing critical thinking skills to motivate students and faculty with entrepreneurial abilities.
- Building innovation and incubation ecosystem by providing resources available at the Institute.
- In-house competency development to serve potentiality to the incubators.
- Strengthen the intra and inter-institutional linkage with ecosystem enablers at different levels.

**Long-term Goals:**

- Innovation, Pre-incubation, Incubation, and Start-up facilities on the campus
- Academic courses offered by the institute on Innovation, IPR, and Start-ups
- Obtaining scientific and technical patents from Incubators and Start-ups
- Collaboration, Co-Creation and Technology Exchange and Commercialization
- Emerging successful Innovation and Start-ups from the Institute
- Increase technical employment rate through self-employment by Start-ups
- Creating societal, ethical, and technological entrepreneurs through National Innovation and Start-up Policy.

**Deliverables:**

- Inculcating awareness on Innovation and Start-ups among students and faculties
- Imparting education on Innovation and Entrepreneurship development
- Providing State-of-art facilities
- Enterprise support from Center for Corporate Responsibility (CCR)
- Arena with skilled professionals to make Industry ready.
- Constituting Advisory Services Committee to address grievances
- Promoting active Research & Advocacy
- Inter-Department linkages and Inter-Institutional Linkages.

**Promotion:**

- Organize Workshops /Lectures/Seminars/eTalk/Boot Camp etc
- Conduct online and classroom education and training & mentoring
- Integration of Experiential Learning



- Establishment of Start-up Cell
- Scout, Recognize Support Ideas, Innovation, and Start-ups
- Innovation and Start-up Repository Build-up
- Setup Advisory Service Expert Pool
- Training-FDPs and EDPs
- Incentives for experts from Industry
- Research Studies and Advocacy Programs
- Mentor, Start-up Cell Network, Business & Referral Service
- Convergence and Leverage for Govt. Schemes and Programs
- Organize National and Regional Level Events.

### **Thrust Areas of NISP**

#### **A. Strategies and Governance for Promoting Innovation & Entrepreneurship**

- A senior professor appointed as NISP coordinator and will be responsible for the activities of formulating the startup policy.
- NISP coordinator along with the team of Institute Innovation Council, Entrepreneurship Development Cell, IEDC, new-gen IEDC to promote and implement the Innovation and Entrepreneurial activities inside JIT.
- JIT will create a space for enhancing the intra and inter-institutional relationship to promote the E&I agenda
- JIT will provide services and facilities to outside Entrepreneurs too.
- 1% fund will be allocated in the total annual budget for the establishment and maintenance of the Innovation and Entrepreneurship ecosystem inside the institution.
- JIT will raise funds from diverse sources like state and central agencies.
- JIT will provide Incubation Fund support under CSR, section 135 of the company Act 2013
- JIT will attract sponsorship, donation, and other technical support from the Alumni network.

### **A1. Creating Innovation Pipeline and Pathways for Entrepreneurs:**

- JIT will ensure a maximum student to participate and to go through the pre-incubation process of Problem identification, Solution Development, Proof of Concept validation and prototype development, business model, and proposal development.
- JIT through CCR and IIP activities, link and collaborate their Incubation unit with external agencies and ecosystem enables and provides network support to incubate startups.
- JIT IIC and CCR-IIP activities will help the student Entrepreneurs by connecting them with incubating startups for internships, experience sharing and encouraging participation of students in innovation and business plan competitions, and organizing such competitions/hackathons on campus.

### **A2. Building Organizational capacity, Human Resources, and Incentives:**

- JIT will recruit staff who have a strong innovation and Entrepreneurial /industrial experience behavior and attitude and this has held in fostering the I&E agenda and culture of JIT.
- Faculty and Departments of JIT will work in coherence and cross-departmental linkage and maximum utilization of internal resources and knowledge.
- The faculty and staff members of JIT will be encouraged to do course/training/certifications on innovations, Entrepreneurship, and IPR.
- JIT will establish the academic and non-academic incentives and reward mechanism for all the staff, faculty, and all the stakeholders.
- A performance matrix is available and used for evaluation as part of the annual performance and contribution of faculty/staff towards achieving the I&E agenda.

### **A3. Collaboration, Co-creation and business relationship and Knowledge exchange:**

- JIT will develop a policy or guideline document for forming and managing the relationships with external stakeholders including private and other industries.
- JIT CCR – IIP activities is organizing various knowledge exchange programs for students, faculty, and staff members by collaborating and establishing partnerships with the corporate / industries.



- JIT has Industrial and Commercial collaborations with industries to ensure maximum exploitation of Entrepreneurial opportunities for the stakeholders.
- Stakeholders' innovative ideas/business models are collected in an idea portal and are used as a Repository of ideas.
- Such platforms will be enhanced or will be established so that PoCs, Innovations, and Startups can be managed.
- Knowledge development will be done through the development of innovative knowledge platforms using ICT capabilities.

## **B. Norms for Faculty and Student-driven innovations and Startups**

### **B1. Incentivizing Students for innovation and Entrepreneurship:**

- Induction programs about the importance of I&E will be conducted to the first-year students. So that freshly inducted students are made aware of the entrepreneurial agenda of the institute and available support systems
- JIT will support the students in terms of providing an address for their incubation cell, semester break, attendance, and accommodation.
- JIT IIC will organize competitions, boot camps, workshops and constitute various awards for students in association with the existing student clubs/ professional societies/departments.
- 'Innovation & Entrepreneurship Award' to recognize outstanding ideas, successful enterprises, and contributors will be the regular practice.
- Innovation champions would be nominated within the students/ faculty/ staff for each department of study.
- Students will be encouraged to set up Technical / Social/nontechnical Startup
- Students will be permitted to work in part-time mode or as an intern for a startup while studying.
- Students Entrepreneurs will be permitted to use the address of pre-incubation / incubation unit to register their venture while studying at JIT.

### **B2. Incentivizing Faculty for innovation and Entrepreneurship:**

- The faculty are permitted to start a startup based on the technology developed in JIT lab or previously developed anywhere else but have ownership on IP.
- Faculty and staff are permitted to take off for a semester/year as unpaid leave for working on a startup and coming back.
- In case faculty/staff is drawing a salary from Institute, institute's stake/equity on startup should be limited to 20% of the 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 the role of the employee as CEO or another managerial role in his/her startup and can't draw a 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 ongoing research at JIT from the work conducted at the startup/company.
- In case selection for acceleration or incubation, he/she may take unpaid leave for one semester or year based on committee recommendation.
- Faculty must not involve research staff or other staff engaged in academic projects of the institute in activities at the startup.

### **C. Incubation and Pre-Incubation support facility creation and access:**

- Pre-Incubation and Incubation support facilities will be created as per SPV – Section 8 of Company Act.
- The facilities can be accessed by the pre-incubation and Incubation aspirants (Student/faculty/staff) on all the days round the clock.



- The pre-incubation and incubation services will be provided and streamlined. Mentoring support will be provided to them in return for fees, equity sharing or zero payment basis.
- In return for services offered (Space, Infrastructure, mentorship, seed fund, accountant, legal and patent support) and use of facilities at incubation unit may take 2- 9.5% equity in the startup incubated.
- In the case of the compulsory equity model, a startup may be given a cooling period of 3 months to use the incubation services on a rental basis to take a final decision.

#### **D. IP ownership rights for technologies developed at JIT:**

- If funds and/or resources of JIT are used substantially for the technology development, then IPR should be made jointly by Institute and inventor and license together and revenue sharing should be among the parties.
- If any one of the inventors wants 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 a pure software product.
- If it is in form of shares, then it will be again between 1- 4 %. In the case of software technology, then the share divide is based on mutually decided between the JIT Incubation unit and incubated company.
- On any dispute on IPR ownership and revenue sharing and licensing, then a five-member committee set up at JIT will look into the matter and recommend.
- Interdisciplinary research and publication on startup and Entrepreneurship will be promoted by JIT.

#### **E. Pedagogy and learning interventions for Entrepreneurship Development:**

- Diversified approach should be adopted to produce desired learning outcomes, which should include cross-disciplinary learning using mentors, labs, case studies, games, etc. in place of traditional lecture-based delivery.
- Entrepreneurship education will be imparted to students at curricular / co-curricular / extracurricular level through elective/short term or long-term courses on innovation,



entrepreneurship, and venture development. Validated learning outcomes should be made available to the students.

- Pedagogical modifications need to be done to ensure that the maximum number of student projects and innovations are based on real-life challenges. Learning interventions developed by JIT for inculcating entrepreneurial culture will be constantly reviewed and updated.

#### **F. Entrepreneurial performance Impact assessment:**

- Impact assessment of JIT's Entrepreneurial initiatives such as pre-incubation, incubation, entrepreneurship education will be performed regularly using well-defined evaluation parameters.
- Formulation of strategy and impact assessment should go hand in hand. The information on the impact of the activities should be actively used while developing and reviewing the entrepreneurial strategy.
- Impact assessment for measuring the success should be in terms of sustainable social, financial, and technological impact in the market. For innovations at pre-commercial stage, development of sustainable enterprise model is critical. Commercial success is the only measure in long run.

*P. G. G. G.*  
**Dr. P. GOWTHAM,**  
JIT- NISP  
Coordinator



*V. Nagarajan*  
**Dr. V. Nagarajan**  
**PRINCIPAL**  
**Jansons Institute of Technology**  
**Coimbatore - 641 659**