



## NATIONAL INNOVATION AND STARTUP POLICY (NISP) POLICY

### CITECH National Innovation and Startup Policy (CITECH NISP)

#### Preamble

The 'National Student and Faculty Startup Policy-2019' is initiated by MHRD's Innovation Cell and AICTE. It is a guiding framework to envision an educational system oriented towards startups and entrepreneurship opportunities for student and faculties.

The guidelines provide ways for developing entrepreneurial agenda, managing Intellectual Property Rights (IPR) ownership, technology licensing and equity sharing in Start-ups or enterprises established by faculty and student and encourage them to actively pursue path of innovation and entrepreneurship

Our vision is to develop high quality technical human resource capable of doing cutting edge research and innovation and deep-tech entrepreneurship.

#### Mission:

- To establish vibrant and dynamic Startup Ecosystem across all the departments in the institute.
- To enable the institute to actively engage students, faculties and staff in innovation and entrepreneurship related activities.
- To create a space for Collaboration, Co-creation, Business Relationships and Knowledge Exchange.
- To facilitate the institute in terms of Intellectual Property (IP) ownership management, technology licensing and equity sharing.



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### Objectives:

- Innovation Development
- Entrepreneurship Exposure and Skills Development
- Support Facilities for Start-up Services
- Inter-Institutional Partnership
- Network with Regional and National Start-up Eco-System
- Industry Support, Corporate & Private Partnership Linkage
- Technology Commercialization

### Short-term Goals:

- Developing critical thinking skills to motivate students and faculties 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 through which startups can be supported.
- Strengthen the intra and inter institutional linkage with ecosystem enablers at different levels.
- Defining Key Performance Indicators (KPIs) for Entrepreneurial Performance Impact Assessment.

### Long-term Goals:

- Innovation, Pre-incubation, Incubation and startup facilities on the campus
- Academic courses offered by the institute on Innovation, IPR and Start-ups
- Obtaining scientific and technical patents by Incubators and Startups
- 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 Startups

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- Developing Key Performance Indicators (KPIs) for Entrepreneurial Performance Impact Assessment.
- 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 Corporate Social Responsibility(CSR)
- 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 Class Room Education and Training& Mentoring
- Integration of Experiential Learning
- Establishment of Start-up Cell
- Scout, Recognize Support Ideas, Innovation and Startups
- 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

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- Organize National and Regional Level Events

### **Process**

- The National Innovation and Start-Up Policy (NISP) is formed that comprise of Principal/Heads of the Departments/NISP/EDC Coordinator/Department faculty coordinators and selected department students. There will be representation from all departments.
- The National Innovation and Start-Up Policy (NISP) is responsible for any initiative taken pertained to entrepreneurial activities and Start - Up conducted in the college, Plan and execute all the activities by giving equal importance to all aspiring students and faculty from all departments.
- NISP activities would have an interdisciplinary approach and would have a specific target with regards to number of activities like Seminars/Webinars, Start –Up, Funding for Start – Ups, EDC awareness camps, arranging motivational speech, industry visits and many more.
- Any NISP event planned to be conducted, the information of which would be circulated officially to all departments and the department faculty coordinators along with EDC coordinator, student coordinators, Alumni coordinators and department HoD's would jointly plan and execute with official permission from the principal.
- All such activities would be recorded for future use and every subsequent year such activities would be conducted for the benefit of faculty and students of our Institution.
- Alumni, present studying students and Faculty members are actively involved in NISP activities.

### **Thrust Areas of NISP 2019**

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

- Creating Innovation Pipeline and Pathways for Entrepreneurs
- Building Organizational Capacity, Human Resources and Incentives.
- Collaboration Co-creation and Business Relationship and Knowledge Exchange

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- B. Norms for Faculty and Students Driven Innovations and Startups
  - Incentivizing Faculties & Staff for Innovation and Entrepreneurship
  - Norms for Faculty Startup
- C. Incubation & Pre-Incubation Support Facility Creation and Access
- D. IP Ownership Rights for Technologies Developed at Higher Educational Institutions.
- E. Pedagogy and Learning Interventions for Entrepreneurship Development
- F. Entrepreneurial Performance Impact Assessment

### Processes and Mechanisms:

#### 1. Incubation support

- Setting up a start-up and allowing students, faculty and research staff to work part-time for the start-ups while studying / working.
- Creating facilities within the institution for supporting pre-incubation (e.g. IICs as per the guidelines by MHRD's Innovation Cell, EDC, IEDC, New-Gen IEDC, Innovation Cell, Startup Cell, Student Clubs, etc.) and Incubation/ acceleration by mobilizing resources from internal and external sources.
  - Provide business incubation facilities:
  - Premises at subsidised cost.
  - Laboratories,
  - Research facilities,
  - IT services,
  - Training and Mentoring Services, etc.
  - Licensing of IPR from institute to start up

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### 1. Student support

- Induction program about the importance of I&E to be conducted the first year students. So that freshly inducted students are made aware about the entrepreneurial agenda of the institute and available support systems
- Supporting the students in terms of providing address for their Incubation cell, Semester break, attendance and accommodation.
- Student clubs/ bodies/ departments must be created for organizing competitions, boot camps, workshops, awards, etc.
- ‘Innovation & Entrepreneurship Award’ to recognize outstanding ideas, successful enterprises and contributors:
  - Innovation champions would be nominated within the students/ faculty/ staff for each department/ stream of study

### • Faculty Support

- Institute would recruit staff that have a strong innovation and entrepreneurial/ industrial experience, behaviour and attitude. This will help in fostering Innovation and Entrepreneurship culture.
- Faculty and departments of the institutes have to work in coherence and cross-departmental linkages
- Faculty and staff should be encouraged to do *courses on innovation, entrepreneurship management and venture development*.
- Guest Lectures by Subject Matter Experts (SME)

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### NISP Implementation Committee:

A committee has been formed by identifying the experts having expertise and experience in the domain of innovation, IPR and startup to start the work of policy formation and implementation of guidelines at the institute.

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### List of Coordinators OF NISP

S.No.	Name	Department	Contact No.	Email. ID
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### Startups Enabling Institutional Infrastructure

- a. **CITECH** has created pre-incubation and incubation facilities for nurturing innovations and startups in the institute where Incubation and Innovation are organically interlinked. The goal of the effort is to link INNOVATION to ENTREPRISES to FINANCIAL SUCCESS.
- b. This Pre-Incubation/Incubation facility is accessible (with permission) 24x7 to students, staff and faculty of all disciplines and departments across the institution.
- c. Pre-incubation facilities of CITECH are within the CITECH campus and under the full control of Surajmal Memorial Education Society.
- d. **CITECH** incubation Cell offer mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis as per the decision of NISP committee.

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### Nurturing Innovations and Start ups

**a.** For easy creation and nurturing of Start ups/enterprises applicant may be students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential start up applicants even from outside the institutions. The preference will be given to those startups which are useful in rural development, helpful in transforming life of the people and which have potential to sustain in the market.

**b.**

I. In case any startup is not being incubated in the institute due to limited facility/ infrastructure, then it may reach out to nearest incubation facilities in other HEIs in order to facilitate access to their students, staff and faculty.

II. The students and faculty members, intending to initiate a startup based on the technology developed or co-developed by them or the technology owned by the institute, should be allowed to take a license on the said technology on easy term, either in terms of equity in the venture and/ or license fees and/ or royalty to obviate the early stage financial burden.

III. Student inventors are allowed to opt for startup in place of their mini project/ major project, seminars, summer trainings. The area in which student wants to initiate a startup may be interdisciplinary or multidisciplinary. 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.

**c.** Students who are under incubation, but are pursuing some entrepreneurial ventures while studying are allowed to use institute address to register their company with due permission from the institution.

**d.** Faculty and staff are allowed to take off for a two year sabbatical leave (unpaid) 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.

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**g.** Institute will facilitate the startup activities/ technology development by allowing students/ faculty/ staff to use institute infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners:

I. Short-term/ six-month/ one-year part-time entrepreneurship training.

II. Mentorship support on regular basis.

III. Facilitation in a variety of areas including technology development, ideation, creativity, design thinking, fund 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.

IV. Institute will also link the startups to other seed-fund providers/ angel funds/ venture funds or itself may set up seed-fund once the incubation activities mature.

V. License institute IPR as discussed in section 4 below.

**h.** The services and facilities are initially free for students as well as faculty for promoting entrepreneurial culture in the institute. After 5 years, institute will take 2% equity/ stake in the startup/ company, based on brand used, faculty contribution, support provided and use of the institute's IPR.

I. For staff and faculty, institute can take no-more than 20% of shares that staff / faculty takes while drawing full salary from the institution; however, this share will be within the 9.5% cap of company shares, listed above.

II. 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 advisory or consultative role and do not compromise with their existing academic and administrative work / duties. In case the faculty/ staff holds the executive or managerial position for more than three months in a startup, then they will go on sabbatical leave.

**i.** Participation in start up related activities will 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. Every faculty may be encouraged to mentor at least one startup.

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- j. Product development and commercialization as well as participating and nurturing of startups would now be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities (in addition to minimum required teaching and guidance) and then respective faculty are evaluated accordingly for their performance and promotion.
- k. Institutions might also need to update/change/revise performance evaluation policies for faculty and staff as stated above.
- l. Institute should ensure that at no stage any liability accrue to it because of any activity of any startup.
- n. The progress of every startup will be monitored by the NISP committee as per the timeline given in the startup document. Progress presentations may be conducted for every startup at the end of every six months.

### **Product Ownership Rights for Technologies Developed at the Institute**

- a. When institute 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.
- I. Inventors and institute could together license the product / IPR to any commercial organization with inventors having the primary say. License fees could be either / or a mix of
1. Upfront fees or one-time technology transfer fees
  2. Royalty as a percentage of sale-price
  3. Shares in the company licensing the product
- II. An institute may not be allowed to hold the equity as per the current statute, so SPV may be requested to hold equity on their behalf
- III. If one or more of the inventors wish to incubate a company and license the product to this company, the royalties would be no more than 4% of sale price, preferably 1 to 2%, unless it is pure software product. If it is shares in the company, shares will again be 1% to 4%. For a pure software product licensing, there may be a revenue sharing to be mutually decided between the institute and the incubated company.

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- b.** On the other hand, if product/ IPR is developed by innovators not using any institute facilities, outside office hours (for staff and faculty) or not as a part of curriculum by student, then product/ IPR will be entirely owned by inventors in proportion to the contributions made by them. In this case, inventors can decide to license the technology to third parties or use the technology the way they deem fit.
- c.** If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialization), two of the institute's alumni/ industry experts (having experience in technology commercialization) and one legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction. Institute can use alumni/ faculty of other institutes as members, if they cannot find sufficiently experienced alumni / faculty of their own.
- d.** Institute incubation center will only be a coordinator and facilitator for providing services to faculty, staff and students. They will have no say on how the invention is carried out, how it is patented or how it is to be licensed. If institute is to pay for patent filing, they can have a committee, which can examine whether the IPR is worth patenting. The committee should consist of faculty who have experience and excelled in technology translation. If inventors are using their own funds or non-institute funds, then they alone should have a say in patenting.
- e.** 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.
- f.** Interdisciplinary research and publication on startup and entrepreneurship will be preferred and promoted by the institution.

### Norms for the Faculty Startups

- a.** For better coordination of the entrepreneurial activities, norms for faculty to have startups should be created by the institutes.

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- I. Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the startup
  - II. Institutes should work on developing a policy on 'conflict of interests' to ensure that the regular duties of the faculty don't suffer owing to his/her involvement in the startup activities.
  - III. Faculty startup may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- b.** In case the faculty/ staff holds the executive or managerial position for more than three months in a startup, they may take sabbatical leave upto two years. At one time, not more than 10% of the faculty should be allowed to take leave for the startups.
  - c.** Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/ company.
  - d.** In case of selection of a faculty start up by an outside national or international accelerator, a maximum leave (as sabbatical/ existing leave/ unpaid leave/ casual leave/ earned leave) of one semester/ year (or even more depending upon the decision of review committee constituted by the institute) may be permitted to the faculty.

### **Pedagogy and Learning Interventions for Entrepreneurship Development**

Diversified approach will be adopted to produce desirable learning outcomes, which should include cross disciplinary learning using mentors, labs, case studies, games, etc. in place of traditional lecture-based delivery.

- I. Student clubs/ bodies/ departments will be created for organizing competitions, bootcamps, workshops, awards, etc. These bodies should be involved in institutional strategy planning to ensure enhancement of the student's thinking and responding ability.
- II. Institutes should start annual 'INNOVATION & ENTREPRENEURSHIP AWARD' to recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute.



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III. For creating awareness among the students, the teaching methods should include case studies on business failure and real-life experience reports by startups.

IV. Tolerating and encouraging failures: Our systems are not designed for tolerating and encouraging failure. Failures need to be elaborately discussed and debated to imbibe that failure is a part of life, thus helping in reducing the social stigma associated with it. Very importantly, this should be a part of institute's philosophy and culture.

V. Innovation champions should be nominated from within the students/ faculty/ staff for each department/ stream of study.

**NISP Coordinator**

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