



## **Institutional Innovation and Start-up Policy (HEI Innovation & Start-up Document)**



**Netaji Subhash Chandra Bose Government Girls Post Graduate College,  
Aliganj, Lucknow  
Uttar Pradesh**

**(Affiliated to University of Lucknow, Lucknow)**

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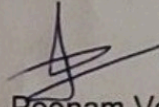
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## Abstract

The National Innovation and Start-up Policy (NISIP) will enable the higher education institutions to develop active engagement with students, faculties and staff members in strengthening culture of creativity, innovation and entrepreneurship developmental activities across all spheres of HEI. This integrated framework will facilitate in bringing uniformity across HEIs in terms of addressing issues related to Intellectual Property ownership and management, technology licensing and institutional entrepreneurial / start-up policy, thus helping in achieving end goal of a robust innovation and Start-up ecosystem in Higher Education Institutions where ideas can be turned in commercially viable products and services.



Dr. Poonam Verma  
Coordinator NISP



## **Message from Principal on Institutional Innovation and Entrepreneurship Policy**



It gives me immense pleasure to showcase our institutional commitment towards creating sustainable start-up ecosystem for developing entrepreneurship among students and faculty with an objective to facilitate creativity and innovation, critical thinking, growth of mental intellect, skill development and versatile platform for transformation of ideas into commercially viable business enterprises.

Our college will adhere to values of achieving sustainable community development by creation of better livelihood opportunities for our youth and strengthening education with tinge of training and mentorship. My best wishes are with the Institutional Innovation Team for implementation of NISP scheme in the College and deriving benefits of innovation and technology development for building better.

**Prof. Anuradha Tiwari,  
Principal  
Chairman, NISP**



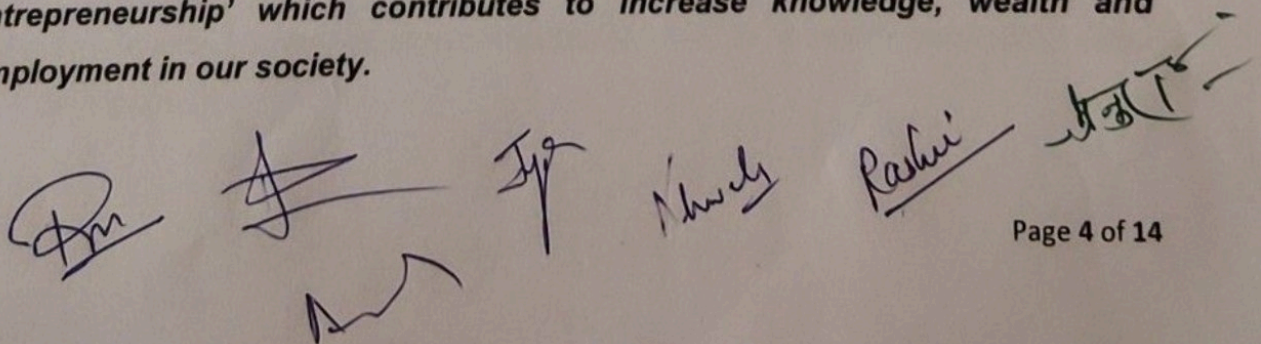
## Preamble

The national Innovation and Startup Policy 2019 address the need of inculcation of innovation and entrepreneurial culture for students and faculty of Higher Education Institutions. Uttar Pradesh has tremendous potential for generating employment in the sectors of Information Technology, eco-friendly products, Agro-Based Industries & Horticulture etc. The required intervention in training and mentoring can become pivotal in helping un-employed youth to achieve sustainable livelihood. The policy platform in the form of institution innovation and entrepreneurship can provide mentorship, guidance, and direction to budding entrepreneurs who under the supervision of Resource Persons will be guided to develop and test their prototypes and commercialize their ideas. The centre can become hub for the development and application of indigenous technology in a dynamic economic environment.

Netaji Subhash Chandra Bose Government Girls Post Graduate College, Aliganj Lucknow (NSCBGGPGC) Constituted and eleven-member committee to brainstorm and develop NSCB Innovation and Start-up Policy (NISP) to address the need for inculcation of innovative and entrepreneurial culture in the institute. This committee deliberated on various facets for nurturing innovation and start-up culture in NSCBGGPGC, which covered strategy, resource mobilization, Intellectual Property Ownership etc . After several round of discussion, "NSCB innovation and Start-up Policy' for students and faculty of NSCBGGPGC was prepared.

### Vision:

***To be an institution of excellence in rendering services for sustainable community development by fostering 'culture of innovation and entrepreneurship' which contributes to increase knowledge, wealth and employment in our society.***





## **Mission:**

To become a knowledge hub for supporting start-up projects, entrepreneurial businesses, and promising businesses enterprises in generating local self-livelihood through required technological interventions. To identify students innovators, promote and support them to evolve self-sustaining business models. It works to cultivate the innovative ecosystem within the institute to harness the entrepreneurial potential of the young minds. To impart a supportive and vibrant environment to stimulate the innovation attitude of the students' entrepreneurs, start-ups/SMEs and enable them to design inventive products and services leading to jobs creation for strengthening the regional and national economy.

## **Objectives:**

### **Short term objectives:**

1. To develop the students ability to identify entrepreneurial opportunities and to apply their analytical skills, managerial skills, knowledge of management, leadership skills.
2. To motivate students to start their own start-ups.
3. To stimulates innovative thinking, problem solving attitude in student and to make them aware about the market potential for various innovative products and services.
4. To develop and promote an entrepreneurship culture in the Institute and make the students aware about various issues related to entrepreneurship.
5. To make the students aware about various opportunities and challenges related to entrepreneurship.
6. To provide expert consultation to budding entrepreneurs and start-ups.

### **Long term objectives:**

1. To develop a well-equipped incubation cell to support entrepreneurship development.



2. To network with other incubation cells for exchange of ideas, information, technology and expertise.
3. To improve quality of start-ups by focusing on innovative services.
4. To motivate student start-ups to apply for their innovative business.
5. Spread awareness to students and faculty regarding IPR related activities.
6. Improve quality of research work among students and faculty.

**Governance:**

- |  |          |
|--|----------|
| 1. Principal                                     | Chairman |
| 2. Two Subject Industry Experts                  | Members  |
| 3. Six academicians (Nominated by the Principal) | Member   |
| 4. Coordinator NISP                              | Member   |
| 5. one alumni involve in entrepreneurs           | Member   |

**Policy Drafting and Implementation Team:**

1. Principal : Chairman
2. Dr. Poonam Verma: Coordinator
3. Dr Vinita Lal: Member
4. Dr. Raghavendra P Narayan: Member
5. Dr. Shweta Bharadwaj: Member
6. Dr. Rashmi Agarwal: Member
7. Dr. Jyoti: Member
8. Mr. Arvind: Member

*[Handwritten signatures of the members of the Policy Drafting and Implementation Team]*



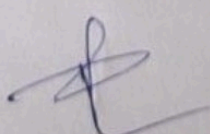
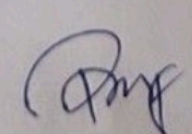
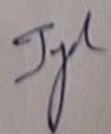
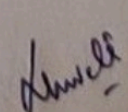
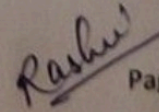
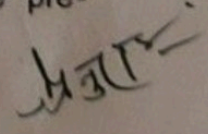
## **1. STRATEGY AND GOVERNANCE**

Entrepreneurship Development as a core activity shall be given focus and all the sub-activities shall be identified in relation with the generating sustainable livelihood opportunities in the region and shall be part of Institutional Innovation Policy. With the help of the incubation centre, our college intends to create an ecosystem that can generate new entrepreneurs.

1. Student or groups of students has to identify a realistic problem and should be associated with societal problem. The problems must adhered to any of the following :
  - i. Agriculture and rural development
  - ii. Food processing
  - iii. Waste management
  - iv. Renewable energy
  - v. Eco-friendly Product
2. Students have to identify some innovative solution to solve the predefined problem.
3. Innovative process will be uploaded through college website.
4. Mentors will be assigned to student or group of students.
5. Students will be required to give a prototype. Students will be registered only if prototype or idea is approved by the expert.
6. Hierarchical barriers should be minimised and individual autonomy to be given to each incubators.

## **2. Start Ups Enabling Institutional Infrastructure**

Creation of pre-incubation and incubation facilities for nurturing innovations and start ups in institute should be undertaken. The policy shall focus on infrastructure facilities and support innovation and entrepreneurship activities leading up to the pre-incubation phase.



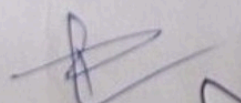
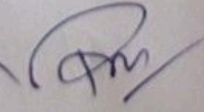
The incubation phase shall be handled by Institute's Incubator and its policies.

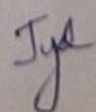
- a. A pre-incubation facility comprising of seminar halls, work benches, desktops, Wi-Fi facility, audio visual equipment and discussion facility shall be established. This facility can be minimal (about the size of a classroom) and may be expanded as per necessity. Technology showcase facilities shall also be created.
- b. This Pre-Incubation facility should be accessible 24x7 to students, staff and faculty of all disciplines and departments across the institution.
- c. The dedicated facility will encourage students to meet, plan, discuss and work on their ideas. The facility can also be used to encourage virtual interaction with external mentors on matters related to ideas being worked on.
- d. Prototyping, laboratory facilities etc. will be on shared basis with Institute and/or with collaborating partners. Expenses incurred by student innovators for using shared facilities shall be covered by institute funds, as outlined in section Strategies and Governance.
- e. Faculty and departments of the institution have to work in coherence and cross departmental linkages will be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- f. 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.

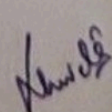
### 3. Nurturing Innovations and Start-ups

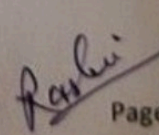
The institution shall undertake following activities for nurturing innovation among student community and facilitating start up supportive activities:

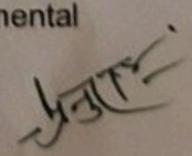
- a. The conduct of brainstorming sessions shall be the regular activities to be undertaken at departmental level. The sessions shall be chaired by departmental innovation committee.













- b. Those students who have innovative idea and require skill polishing in terms of prototype building, testing and commercialization shall be supported by the departmental innovation committee along with technical consolations from subject experts.
- c. The focus of idea generation shall be given priority among student and faculty, wherein the later shall guide the former in successful implementation of the shortlisted ideas.
- d. The institutional innovation council shall adhere to various policy decisions from all faculty regarding development and commercialization of technologies.

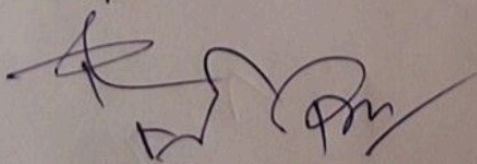
Following a bottom up approach, the institution aims to be a hub for promoting innovation and entrepreneurs and will work through a four fold system:

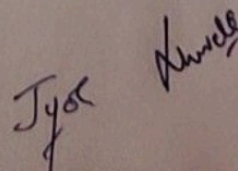
- Create
- Enable
- Engage
- Connect

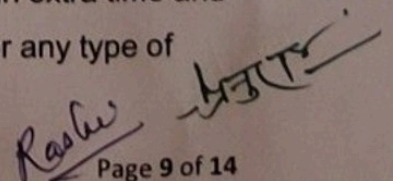
#### 4. Product Ownership Rights for Technologies Developed at Institute

A four membered committee will be established at institute for the matters related to IPR and ownership of product rights and technologies developed by inventor.

- a. If product is developed by inventor with the financial and academic help of institute, the ownership or license will be shared by both inventor and institute.
- b. Profits, royalties and fee sharing will be decided by committee, inventor and concerned company.
- c. Technology transfer to a company or more will be decided by committee and inventor.
- d. If technology or product is developed by inventor by his own in extra time and without utilizing institution resources, institute will not claim for any type of ownership.









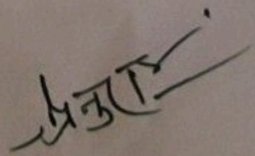
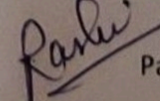
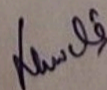
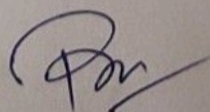
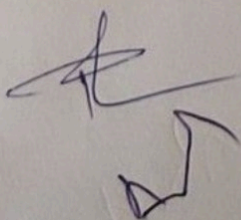
- e. In case of any dispute regarding ownership, a committee will be established at institute level with five members, two experts in IPR or industry expert, one legal advisor dealing with IPR, and two faculty members.
- f. Judicial matters will be solved in judicature of High Court of Uttar Pradesh Lucknow bench only.
- g. Patent filing matters will be held by expert committee established by institute, before filing patent it will be seen that product is up to the mark and they are not violating the IPR/copyright or trade rules.

## 5. Resource Mobilization

For supporting the pre-incubation, incubation infrastructure and other related facilities, resource mobilization will be constructed. A strategy for resource mobilization strategy may include several elements such as pre-defined goals and targets, working plan, analysis and evaluation.

Following points should be maintained to work on our agenda in a timely and cost-effective manner.

- Institute will provide an excellent work setup for faculty as well as for students in order to maximize opportunities for mobilizing financial resources.
- Institute will also provide infrastructure and other facilities for smooth functioning of start-up and innovation related Activities.
- Institute will also make efforts to raise funds from different fund/grant providing agencies like DBT, DST, CSIR, MHRD, Start-up India, Invest India, MSDE, NABARD, CCI (Crafts council of India), Development Commissioner (Handicrafts), Ministry of Textiles and other relevant sources.
- Institute will also be planning to work with other Govt. Organisations.
- Institute will engage and motivate Alumni to strengthen Innovation and start up movement.





- Institute may also link the start up to local fund provider and alumni network. But our main focus area would be on raising funds from various fund/grant providing organizations.

## 6.. Organizational Capacity, Human Resources and Incentives:

- a. The Institution shall organise regular development programmes related to enhancing capacity of faculty, students and supporting staff for development institutional innovation ecosystem for facilitating development of start-up enterprises. The training programmes shall focus on upscaling skill related to critical thinking, problem solving and identifying solutions to problems which can both be economical and have scope of returns.
- b. The departmental teams shall develop cross linkages with the industry partners for training development of the faculty, students and other stakeholders.
- c. The faculty and staff shall participate in various training development programmes to upgrade skill and knowledge related to innovation, IPR and technology commercialization.
- d. The institution shall provide support and arrange various faculty development programmes for the teaching staff so that change in thinking and thought process is brought among the institution related to development of culture of innovation, knowledge sharing, technical thought process.

## 7. Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute

### Level

- a. Awareness programmes shall be conducted at institution level with participation of students, faculty members, subject experts and resource persons from various institutions who are implementing start-up schemes.

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*Jyoti Kulkarni Ranhi*

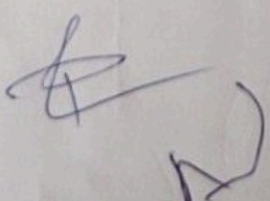
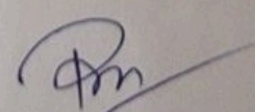
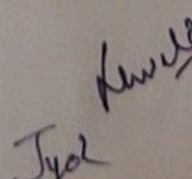
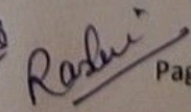
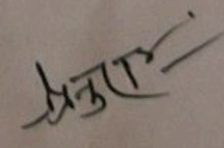
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- b. The Institution shall develop mechanism for pre incubation support and post incubation monitoring of the potential students.
- c. The process of ideation shall be given priority at institution level and competition /hackathons shall be organised for the purpose of initiating brainstorming exercises among the students and faculty members to identify areas where business opportunities lie.
- d. Initiatives such as idea generation and innovation exercises, competitions, hackathons, workshops, boot camps, seminars, conferences, exhibitions, mentoring shall be regular exercise at the HEI.

#### 8. Norms for Faculty Start-ups:

- a. All the faculty members shall be encouraged to involve themselves in startup activities and shall opt role of promoter, mentor, resource person and consultant for the start-up business entrepreneurs.
- b. The faculty members shall also be encouraged to register their own startup in case they have some potential idea that have lucrative business returns.
- c. The faculty members shall also involve alumni for developing facilitating start-up enterprises and encouraging alumni / pass-outs who have attained career growth to share their success stories with the students and provide able guidance as and when needed.
- d. The institution shall develop core committee regarding innovation and start-up development and members shall meet twice a month to discuss future pathway for the start-up business enterprises.
- e. MOU's shall be undertaken with the line institutions / departments and visits from the experts and resource persons shall be arranged to create awareness among students about various start-up schemes implemented by State / Central Government.



## 9. Pedagogy and Learning Interventions for Entrepreneurship Development

The ever-growing entrepreneurial spirit of the young students has energized the institutional startup ecosystem. They are now developing offerings to help students develop their business ideas and turn them into fully functional businesses. Institutes now play a critical role in fostering innovation and entrepreneurship beyond functioning as a multidisciplinary knowledge hub. college plays a critical role in fostering innovation and entrepreneurship. It creates the conditions, facilities, and talent that allow for the emergence of game-changing ideas.

Some steps shall be taken to support the student for an entrepreneur to build their startups programs which are:

1. Sensitize the students for their understanding on expected learning outcomes in area of entrepreneur.
2. Our college is Girls College and we will create an entrepreneur for all type of students, and assist our students and give facilities to students for innovation with new ideas and also will counsel students for budding entrepreneurs and test them with their peers, experts, and professionals, and entrepreneurial spirit amongst students.
3. Different aspect should be taken to produce acceptable or significant learning outcomes which will be using mentors, laboratory, games ,empirical case studies ,or real life experiences practical in place of traditional practices to be used, so that students get benefited and will get easily understand and motivated for new innovative entrepreneur.
4. We will make different group of the students and organize a healthy competition, workshops prizes etc. for motivating the student and also enhance the students

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capability. and make a responsible and institution will start some award related to best entrepreneurship for new ideas it encourage to students.

5. Entrepreneurship education will be added to students as co-curricular in the course and compulsory for all .and take a exam highest scorer student select in each stream and start give training according to their choice by different entrepreneur or industrialist.

#### **10. Entrepreneurial Impact Assessment**

a. Periodic impact assessment shall be undertaken to evaluate progress of the entrepreneurship and start-up supportive activities undertaken at the institutional level.

b. The activities related to incubation, training and development shall be evaluated regularly to identify modalities and improvisations required.

c. The monitoring activities shall be initiated at departmental level to identify the loopholes in the incubation process and strengthen it with more robust and efficient system of ideation, design, testing and commercialization

d. Identifying key deliverables and measuring weekly progress with the targets identified at preincubation and incubation stage and scheduling transition of further activities.

e. Measurement of successes with identification and resolution of social and community problems by way of sustainable, economical, and profitable solutions.

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