SAISP

St.Ann'sInnovation &Startup Policy
2020-21

St.Ann's College for Women

(Autonomous), Affiliated to Osmania University
Re-accredited with 'A+' Grade by NAAC (3rd Cycle),
College with Potential for Excellence by UGC
Mehdipatnam, Hyderabad -500028

Guidelines for Innovation, Start Ups and Entrepreneurship Policy

2020-21

Strategies and Governance

SEED-St. Ann's Enterprise Entrepreneurship Development Cell

Vision

To boost entrepreneurship skills amid the young minds and create a platform for defining entrepreneurship opportunities.

Mission

- To inspire, stimulate and nurture women entrepreneurs to create a better future for themselves, their family and community.
- Develop business incubators and impart entrepreneurial education/skills amongst students through various trainings and exercise

Objectives

- To inculcate "Entrepreneurial Culture" among the students and equip them with the skills, techniques and confidence to act as torch- bearers of "Enterprise" for the new generation.
- To inculcate entrepreneurship qualities.
- To nurture the latent entrepreneurial talent.
- To inculcate trustworthiness, integrity, hard work, discipline, honesty etc. as constituents of entrepreneurship.

SAISC- St. Ann's Innovation and Startup Cell

Vision

Innovate and ideate to create young women entrepreneurs

Mission

- To train the young girls and optimize promotions of innovation and entrepreneurship
- Instil the passion and spirit among students to become entrepreneurs

Objectives

- To inculcate a culture of innovation driven entrepreneurship
- To promote new knowledge/ innovation-based startups.
- Producing successful entrepreneurs imbibed with leadership qualities
- Initiating innovation and ethical business practices to make global impact
- Arrange vibrant interaction with organizations promoting the cause of entrepreneurship.

SAIPRC – *St Ann'sIntellectualPropertyRightsCell*

Vision

Encourage the Innovations & Research and support to get Patented/Copyrights/Trade Mark/Design Rights

Mission

- Guide and support faculty, students, and researchers of our college and other institutions as well in IPR filing through the SAIPRC legal advisor and committee members.

Objectives

- Encourage, provide a common platform to guide, expedite, aid and make the faculty and students, aware about protecting their scientific inventions, discoveries, pursuits and designs.
- Speeding up the process of filing the patent applications and spread the awareness regarding IPR.
- Facilitate the filling process and financial aid for any faculty, student, who believes to be in possession of an IP.

SAIC–*St Ann's Incubation Centre*

Incubation Centre
Nurturing Innovation

Vision

To produce successful and financially viable firms that can survive on their own

Mission

Support and nurture the pre-business start-up stage and successful development of start-ups and fledgling companies

Objectives

- To provide physical support, networking and identifying resources support system
- To spot and harness the passions & skills
- To aid in accelerating the development of entrepreneurial and small business.

1. Resource Mobilization plan:

- Investment in the entrepreneurial activities to be made a part of the institutional financial strategy. Allocating a certain amount from the college to support innovation and startups related activities through creation of separate 'Innovation fund'/ 'SEED Fund'.
- Strengthen the alumni network for promoting Innovation & Entrepreneurship.
- Approach private and corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013.
- Promote and highlight the innovation and entrepreneurial agenda at institutional programs such as conferences, convocations, workshops and seminars.

- Formulation of action plan with well-defined short term and long-term goals.
- Development and implementation of Innovation & Entrepreneurial Strategies and policies for the entire institution to integrate the entrepreneurial activities across all the departments faculty and students.
- Promotion of exchange programs and internships to develop entrepreneurship culture in the institution.

1. Startups Enabling Institutional Infrastructure:

- Create facilities within the institution for supporting SEED, Innovation Cell and Startup Cell by mobilizing resources from internal and external sources.
- Establish pre-incubation/ incubation centers which can be accessible to all the departments faculty and students 24/7.
- Offer mentoring and other relevant services through Pre-incubation/Incubation units of the college.

1. Nurturing Innovations and Startups:

- Provide incubation support to the faculty and students by partnering with incubation facilities in other institutes in order to facilitate access to all.
- Allowing the license of IPR from institute to start up
- 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.
- Students who are under incubation but are pursuing some entrepreneurial ventures while studying will be allowed to use their address in the institute to register their company with due permission from the management/higher authorities.
- Permitting to set up a startup (including social startups) and work part-time by both the faculty and students.
- Student entrepreneurs will be given attendance consideration.
- Mentorship support to student entrepreneurs on regular basis.
- Extension of start-up facility to the alumni.

1. Product Ownership Rights for Technologies Developed at 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 organisation, 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.

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 commercialisation), two of the institute's alumni/ industry experts (having experience in technology commercialisation) 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 IPR cell or 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. Promotion of Interdisciplinary research and publication on startup and entrepreneurship.

5. Organizational Capacity, Human Resources and Incentives:

- Depute of some of the relevant faculty members with prior exposure and interest for

training to promote Innovation &Entrepreneurship.

- Development of institutional policy on career development with constant upskilling for the better engagement of staff in entrepreneurial activities.
- Strengthening of cross-departmental linkages through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- 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.
- Encouraging the faculty and staff to do courses on innovation, entrepreneurship management and venture development.
- Developing academic and non-academic incentives and reward mechanisms for all the staff members like providing space for entrepreneurial activities, reduced teaching loads, awards, trainings, etc. to attract and retain right people.
- Develop performance matrix for the evaluation of annual performance.

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

To ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, devise of mechanisms at institution level is:

i.**Spreading awareness** among faculty and students about the value of entrepreneurship and
its role in career development or employability.

ii.**Organising the events** like idea and innovation competitions, hackathons, workshops, bootcamps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition on regular basis.

iii. Preparing the students for creating the start up through the education, integration of education
activities with enterprise-related activities.

iv. Connecting student entrepreneurs with **real life entrepr**eneurs which will help the students in understanding real challenges which may be faced by them while going through the innovation funnel and will increase the probability of success.

v. Establishment of Institution's Innovation Councils (IICs) as per the guidelines of MHRD's
Innovation Cell and allocate appropriate budget for its activities.

vi.**Networking** events must be organized to create a platform for the budding entrepreneurs to meet investors and pitch their ideas.

vii. Develop a ready reckoner of Innovation Tool Kit, which will 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.

7. Norms for Faculty Startups

a. For better coordination of the entrepreneurial activities, institute develops the norms for faculty to accomplish startups. Only those technologies should be taken for faculty startups which originate from within the same institute.

i. Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the startup.

ii. Develop 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 will go on sabbatical/ leave without pay/ utilize existing leave.

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) will be permitted to the faculty.

e. Faculty must not accept gifts from the startup.

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

8. Pedagogy and Learning Interventions for Entrepreneurship Development:

i.Creation of student clubs/ bodies/ departments for organizing competitions, bootcamps,
workshops, awards, etc. and involving these bodies in institutional strategy planning to ensure enhancement of the student's thinking and responding ability.
ii. Recognized outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute will be given ***'INNOVATION & ENTREPRENEURSHIP AWARD'***
iii. Including case studies in the curriculum on business failure and real-life experience reports by startups for creating awareness among the students.
iv. As a part of institute's philosophy and culture failures will be elaborately discussed and debated to imbibe that failure is a part of life, thus helping in reducing the social stigma associated with it.
v. Innovation champions will be nominated from within the students/ faculty/ of each department/ stream of study.
vi. Integration of expertise of the external stakeholders in the entrepreneurship education to evolve a culture of collaboration and engagement with external environment.
vii. In the beginning of every academic session, induction program will be conducted on
the importance of Innovation & Entrepreneurship so that freshly inducted students will be aware about the entrepreneurial agenda of the institute and available support systems.
viii. Updation of curriculum for the entrepreneurship, based on entrepreneurship research outcomes including case studies on failures.
ix. Leverage of industry linkages for conducting research and survey on trends in technology, research, innovation, and market intelligence.
x. Develop customized teaching and training materials for startups.
xi. Constant review and update of learning interventions developed by the institutes for inculcating entrepreneurial culture.
xii. Establish MOUswith industry.

9. Collaboration, Co-creation, Business Relationships and Knowledge Exchange

i. Encourage co-creation, bi-directional flow/ exchange of knowledge and people between institutes such as incubators, science parks, etc.
ii. Organize networking events for better engagement of collaborators and to open up the opportunities for staff, faculty and students to allow constant flow of ideas and knowledge through meetings, workshops, space for collaboration, lectures, etc.
iii. Creation of Single Point of Contact (SPOC) mechanism in the institute for the students, faculty, collaborators, partners and other stakeholders to ensure access to information.
iv. Devise of mechanisms by the institutions to ensure maximum exploitation of entrepreneurial opportunities with industrial and commercial collaborators.

v. Knowledge management will be done by the institute through development of innovation knowledge platform using inhouse Information & Communication Technology (ICT) capabilities.

10. Entrepreneurial Impact Assessment:

i. Assessment, monitoring and evaluation of knowledge exchange initiatives, engagement of all departments and faculty in the entrepreneurial teaching and learning.

ii. Record of number of startups created, support system provided at the institutional level and satisfaction of participants, new business relationships created by the institutes and the same will be used for impact assessment.

iii. Measure the impact for the support system provided by the institute to the student entrepreneurs, faculty and staff for pre-incubation, incubation, IPR protection, industry linkages, exposure to entrepreneurial ecosystem, etc.

iv. Formulation of strategy and impact assessment will go hand in hand. The information on impact of the activities will be actively used while developing and reviewing the entrepreneurial strategy.

v. Impact assessment for measuring the success will be in terms of sustainable social, financial and technological impact in the market.
