



TECNIA INSTITUTE OF ADVANCED STUDIES
NAAC ACCREDITED GRADE "A" INSTITUTE



INNOVATION AND ENTREPRENEURSHIP POLICY

(ADOPTION OF NATIONAL INNOVATION AND STARTUP POLICY 2019 FOR STUDENTS AND FACULTY)



**Approved by AICTE, Ministry of HRD, Govt. of India, Affiliated GGSIP University
Recognized Under Sec. 2(f) of UCG Act 1956**

INSTITUTIONAL AREA MADHUBAN CHOWK, ROHINI, DELHI 110085

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Ref. No. TIAS/2021-22/459A

Date: 28.06.2022

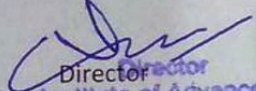
NOTIFICATION

Subject: TIAS INNOVATION AND ENTREPRENEURSHIP POLICY

Reference to the Letter No. TIAS/2022-23/454A Dated 23.06.22 vide which committee was constituted i.e. Innovation and Entrepreneurship Committee under the chairmanship of Prof. Dr. M N Jha, Dean Academics, TIAS, Delhi to formulate TIAS Innovation and Entrepreneurship Policy; after due examination of Govt. of India & Govt. of NCT of Delhi policies of Innovation and Entrepreneurship incorporating all suggestions to make effective and viable Institute Policy on Innovation and Entrepreneurship as per the NISP 2019.

The committee submitted its report in the form of "TIAS INNOVATION AND ENTREPRENEURSHIP POLICY" the same has been approved by the competent authority w.e.f. 28.06.2022;

In Charge- Institute Innovation Council is required to circulate /release the same for all stakeholders and implement the same in its letter and spirit from the ensuing session.


 Director
 Technia Institute of Advanced Studies
 Institutional Area Madhuban Chowk, Rohini, Delhi-85

Copy to:

- In Charge- Institute Innovation Council, TIAS for kind information and Circulation *WB*
- In-Charge, IQAC, TIAS for kind information and policy incorporation *(Dr. A. B. Singh)*
- Dean Academics, TIAS, and Coordinator - Academics Controller- to inform all concerned Faculties - *Munir*
- T&P Cell, TIAS *Di*
- In - Charge, Students' Welfare, TIAS *Shreya*
- All HoDs- Dept. of MBA/BBA BJMC/MCA *Blair*
- All Class In-Charges/Mentors notified through respective HoDs, TIAS *VIPU*
- In-Charge Librarian, TIAS *B. Dharti*
- In-Charge ITC- for uploading the same on the institute website *Mepu*



Ref. No. TIAS/2021-22/IIC/11

Date: 28.06.2022

To

The Director
Tecnia Institute of Advanced Studies
3 PSP, Institutional Area Madhuban Chowk,
Sector 14, Rohini, New Delhi, 110085

Sub: Committee for Formulating Innovation and Entrepreneurship Policy TIAS
Ref. Office Letter No. TIAS/2022-23/454A Dated: 23.06.2022

Please find the draft copy of Innovation and Entrepreneurship Policy TIAS as recommended by committee after thorough discussion for approval. The policy has been drafted taking consideration of NISP 2019 and interest of all the stake holders to promote entrepreneurship and innovation in the institute.

Submitted for necessary approval

Prof. (Dr.) M.N. Jha
Chair Person for the committee for I&E Policy
Dean Academics TIAS

Approved As Proposed

notify to all stakeholders

28/6/2022
Dr. Anil Kumar



Date: 23.06.22

Ref. No. TIAS/2022-23/454A

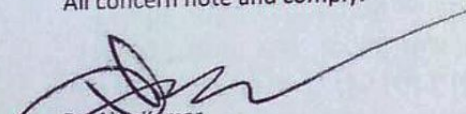
OFFICE ORDER

Subject: Constitution of Innovation and Entrepreneurship Committee for formulating of TIAS Innovation and Entrepreneurship Policy

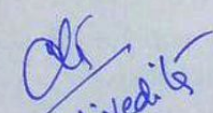
A Committee has been constituted of following faculty members are designated for formulation of TIAS Innovation and Entrepreneurship Policy after due examination of Govt. of India & Govt. of NCT of Delhi. The Committee is required to incorporate all conceivable efforts to make effective and viable Institute Policy for Innovation and Entrepreneurship as per the NISP 2019.

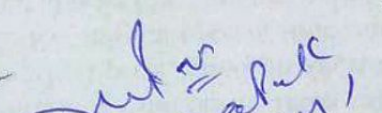
Sl.No	Name, Designation, Department	Responsibility
1	Prof. Dr. M N Jha, Dean Academics, TIAS, Delhi	Chair Person
2	Dr. Ashutosh Bajpai, Professor Department of Management Sciences and In Charge IQAC-TIAS, Delhi	Member
3	Dr. Deepak Sonkar, Associate Professor and Head Department of Computer Applications, TIAS, Delhi	Member
4	Dr. Y.P. Singh, Professor, Department of Management Sciences, TIAS, Delhi	Member
5	Ms. Megha Sharma, Assistant Professor, Department of Management Sciences and In Charge Student Welfare-TIAS, Delhi	Member
6	Dr. Nivedita, Associate Professor and Head Department of Management Sciences and In Charge IIC., TIAS, Delhi	Member Secretary

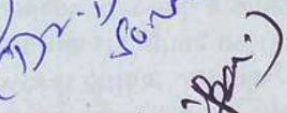
All concern note and comply.



 Dr. Ajay Kumar
 Director - TIAS

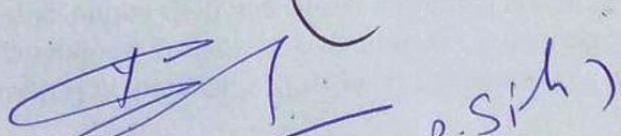
Copy to:
 Institute Innovation Council, TIAS, In-Charge

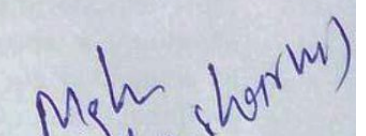

 Dr. Nivedita


 Dr. Deepak Sonkar


 (Dr. A. Bajpai)


 (Dr. Y.P. Singh)


 (Dr. Y.P. Singh)


 Megha Sharma



Innovation and Entrepreneurship Policy – TIAS

(Adoption of National Innovation and Startup Policy 2019 for Students and Faculty)

IIC in its quest for establishing, building, streamlining, strengthening, developing, and enabling of innovation and entrepreneurship system/culture in the institute. Institute's IIC envisages following as a policy for promoting innovation and entrepreneurship.

- ❖ Strategies and Governance
- ❖ Startups Enabling Institutional Infrastructure
- ❖ Nurturing Innovations and Startups
- ❖ Product Ownership Rights for Technologies Developed at Institute
- ❖ Organizational Capacity, Human Resources and Incentives
- ❖ Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level
- ❖ Norms for Faculty Startups
- ❖ Pedagogy and Learning Interventions for Entrepreneurship Development
- ❖ Collaboration, Co-creation, Business Relationships and Knowledge Exchange
- ❖ Entrepreneurial Impact Assessment

Strategies and Governance

- Entrepreneurship promotion and development should be perused as one of the major dimensions of the Institute's mission strategy.
- To facilitate development and Implementation of entrepreneurial vision at the institute through mission statements
- The entrepreneurial agenda be spearheaded by person on senior faculty position to nurture, required commitment and interact with higher authorities for promoting entrepreneurship mindset, and understands the industry and above all business.
- Resource mobilization plan, pre-incubation, incubation infrastructure and facilities for supporting entrepreneurial agenda through sustainable financial strategy be worked out.

(Dr. Y. P. Singh)

 (Dr. A. Bhatnagar) 1/10

 Meher (Angha Sharma)

 Dr. Deepak

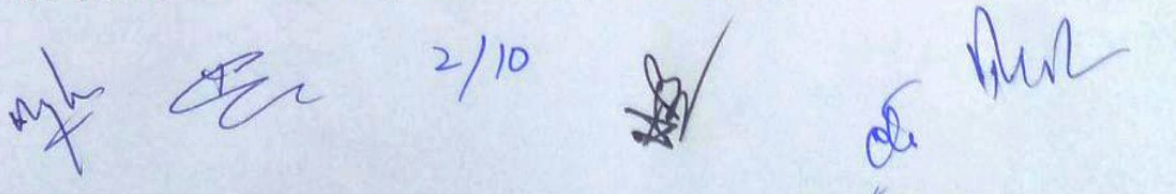
 Dr. Shivakshi

 (Dr. Narender)

- All initiatives of individual autonomy and ownership should be promoted through prompt decision making and removal of hierarchical barriers.
- Entrepreneurial agenda of institute emphasizing innovation must be promoted and highlighted at institutional programs such as conferences, convocations, workshops, etc. to all stakeholders
- IIC develop and setup micro action plan to accomplish the policy objectives with well-defined short-term and long-term goals for student and faculty towards startup Policy.
- IIC develop to integrate the entrepreneurial activities across various centers, departments, faculties, within the institutes, thus breaking the silos and implement innovation & entrepreneurship strategy and policy in institute.
- IIC to develop marketing strategy on case to case basis for startups products in institute.
- IIC to develop and promote entrepreneurship culture across the boundaries of the institution.

Startups Enabling Institutional Infrastructure

- IIC to undertaken create pre-incubation, innovation and incubation need be organically interlinked, and facilities for nurturing innovations and startups goals and efforts be link to ENTREPRISES for FINANCIAL SUCCESS.
- IIC to create facilities in institution for supporting pre-incubation and Incubation (IICs as per the guidelines by MHRD's Innovation Cell, EDC, IEDC, New-Gen IEDC, Innovation Cell, Startup Cell, Student Clubs), acceleration by mobilizing resources from internal and external sources.
- The IIC Pre-Incubation/Incubation facility should be accessible to students, staff and faculty of all disciplines and departments across the institution.
- The IIC Pre-incubation, 'Incubation cum Technology Commercialization Unit'(ITCU) should be a separate entity preferably registered under

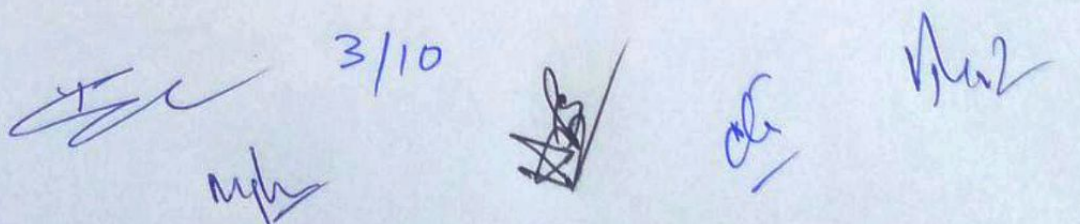

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Section-8 of Company Act 2013 or 'Society' registered under Society Registration Act with independent governance structure to allow more freedom to Incubators in decision making with less administrative hassles for executing the programs related to innovation, IPR and Startups for better accountability towards investors supporting the incubation facility.

- The IIC offer mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis. The modalities regarding Equity Sharing in Startups supported through these units will depend upon the nature of services offered by these units.

Nurturing Innovations and Startups

- The IIC to establish processes and mechanisms for easy creation and nurturing of Startups /enterprises by students (UG, PG), Teaching faculty staff (including temporary or project staff) alumni and potential start up applicants even from outside the institutions
- The IIC to set modalities for students to use incubator facilities, while pursuing entrepreneurial ventures during studying should be allowed to use the address of the institute to register their company with due permission from the institution.
- The IIC students entrepreneurs be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the institute.
- The IIC to allow students to take a semester/year break (by decision of review committee) to work on their startups and re-join academics to complete the course.
- The IIC Student entrepreneurs may earn academic credits for their efforts while creating an enterprise as per the provision of GGSIP university CBCS. Institute should set up a review committee for review of

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start up by students, and based on the progress made, it may consider giving appropriate credits for academics.

- The IIC to explore provision of accommodation to the entrepreneurs within or nearby the campus for some period of time.
- The IIC 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. IIC make provisions for 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 be preserved for such staff or faculty.
- The IIC ensures Innovation, entrepreneurship and venture development program where student gets degree while incubating and nurturing a startup company as per AICTE guidelines.
- The IIC to 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.
- The IIC in return of the services and facilities, 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% ensuring institute has no legal liability arising out of startup. The IIC normally take lower equity share, unless its full-time faculty/ staff have substantial shares). Other factors for consideration should be space, infrastructure, mentorship support, seedfunds, support for accounts, legal, patents etc.
- The IIC to provide services based on mixture of equity, fee-based and/ or zero payment model. So, a startup may choose to avail only the support, not seed funding, by the institute on rental basis.

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- The IIC to extend this startup facility to alumni of the institute as well as outsiders on terms and condition.
- The IIC to initiate participation in startup related activities needs to be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and be considered while evaluating the annual performance of the faculty. Every faculty may be encouraged to mentor at least one startup.
- The IIC to help in product development and commercialization as well as participating and nurturing of startups, 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.
- The IIC also need to update/change/revise performance evaluation policies for faculty and staff as per startup policy norms.
- The IIC to ensure that at no stage any liability shall be accrue to it, because of any activity of any startup.
- The IIC where a student/ faculty startup policy is pre-existing then the IIC may consider modifying the clauses as per policy in spirit of these guidelines.

Product Ownership Rights for Technologies Developed at Institute

- The IIC 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 IIC.
- The IIC may allow 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

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this case, inventors can decide to license the technology to third parties or use the technology the way they deem fit.

- The IIC in case of dispute in ownership, a minimum 05 membered committee consisting of 02 faculty members (having developed sufficient IPR and translated to commercialization), 02 of the institute's alumni/ industry experts (having experience in technology commercialization) and 01 legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction. The IIC can use alumni/ faculty of other institutes as members, if they cannot find sufficiently experienced alumni / faculty of their institute.
- The IPR cell or incubation center will only be a coordinator and facilitator for providing services to faculty, staff and students. They have no say on how the invention is carried out, how it is patented or how it is to be licensed. If IIC 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.
- The IIC 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.
- The IIC should promote Interdisciplinary research and publication on startup and entrepreneurship.

Organizational Capacity, Human Resources and Incentives

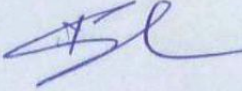
- The IIC to recruit staffs that have a strong innovation and entrepreneurial/ industrial experience, behaviour and attitude to foster the Innovation & Entrepreneurship culture.

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- The IIC to propagate, Faculty and departments to work in coherence and cross-departmental linkages be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- The IIC to make available periodically 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.
- The IIC to promote Faculty and staff should be encouraged to do courses on innovation, entrepreneurship management and venture development.
- The IIC in order to attract and retain right people, to develop academic and non-academic incentives and reward mechanisms for all staff and stakeholders that actively contribute and support entrepreneurship agenda and activities.

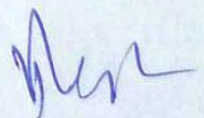
Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level

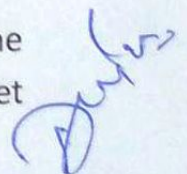
- The IIC to ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, mechanisms should be devised accordingly.
- The IIC to link their startups and companies with wider entrepreneurial ecosystem and by providing support to students, showing potential, in pre-startup phase. IIC is instrumental in connecting student entrepreneurs with real life entrepreneurs that 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.
- The Institution's Innovation Councils (IICs) be established as per the guidelines of MHRD's Innovation Cell and allocate appropriate budget for its activities. IICs should guide institutions in conducting various

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activities related to innovation, startup and entrepreneurship development. Collective and concentrated efforts should be undertaken to identify, scout, acknowledge, support and reward proven student ideas and innovations and to further facilitate their entrepreneurial journey.

- The IIC required to strengthen the innovation funnel of the institute, access to financing must be opened for the potential entrepreneurs.
- The IIC 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.

Norms for Faculty Startups

- The IIC for better coordination of the entrepreneurial activities, norms for faculty to do startups be created. Only those technologies should be taken for faculty startups which originate from the institute.
- The IIC 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.
- The IIC to clearly separate and distinguish on-going research of Faculty at the institute from the work conducted for the startup/ company.
- The IIC in case of selection of a faculty for startup 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 IIC) may be permitted to the faculty.
- The IIC sensitize the faculty that they may not accept gifts from the startup.

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- The IIC to inform that faculty must not involve research staff or other staff of institute in activities at the startup and vice-versa.
- The IIC before involving in human subject related research in startup should get clearance from ethics committee of the institution.

Pedagogy and Learning Interventions for Entrepreneurship Development

- The IIC to diversify the approach be adopted to produce desirable learning outcomes, including cross disciplinary learning using mentors, labs, case studies, games, etc. in place of traditional lecture-based delivery.
- The IIC must impart entrepreneurship education 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.
- The IIC may involve pedagogical changes need to be done to ensure that maximum number of student projects and innovations are based around real life challenges. Learning interventions developed by the IIC for inculcating entrepreneurial culture should be constantly reviewed and updated.

Collaboration, Co-creation, Business Relationships and Knowledge Exchange


- The IIC to give prime importance to stakeholder engagement in the entrepreneurial agenda. IIC should find potential partners, resource organizations, micro, small and medium sized enterprises (MSMEs), social enterprises, schools, alumni, professional bodies and entrepreneurs to support entrepreneurship and co-design the programs.
- The IIC should develop policy and guidelines for forming and managing the relationships with external stakeholders including private industries.
- The IIC be made a part of institutional policy for knowledge exchange through collaboration and partnership and provide support mechanisms

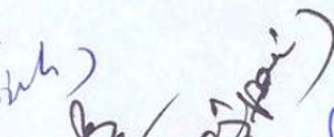
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and guidance for creating, managing and coordinating these relationships.

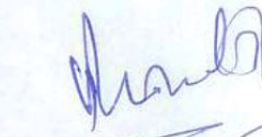
Entrepreneurial Impact Assessment

- The IIC be assess the impact of entrepreneurial initiatives such as pre-incubation, incubation, entrepreneurship education performed regularly using well defined evaluation parameters.
- The IIC to go hand in hand in formulation of strategy and assessment of impact of the activities be used for developing and reviewing the entrepreneurial strategy.
- The IIC to assess the impact in the market of measuring the success in terms of sustainable social, financial and technological. Also for innovations at pre-commercial stage, development of sustainable enterprise model is critical. IIC to assess the COMMERCIAL success in the long run.


(Dr. V. P. Singh)


(Dr. A. B. Singh)


Dr. Nivedita


(Dr. P. N. Singh)

Mgh
(Megha Sharma)

Durjan
(Dr. Durjan
Sankar)

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