

CARMEL COLLEGE(AUTONOMOUS) MALA

Affiliated to the University of Calicut



CARMEL INNOVATION AND STARTUP POLICY (CISP)

August- 2022



**INSTITUTION'S
INNOVATION
COUNCIL**
(Ministry of HRD Initiative)

NISP-Committee Members

Sl.No	Name	Designation	Position
1.	Dr .Licy A.D.	Principal	Head of the Institution
2.	Dr.Vidya Francis	Assistant Professor	NISP Coordinator & Convenor
3.	Ms.Mary Philip	Assistant Professor	IQAC Coordinator
4.	Dr.Bindhu.K.B.	Assistant Professor	IIC President
5.	Ms. Nithya P	Assistant Professor	ARIIA Coordinator
6.	Dr.Roby T J	Assistant Professor	IPR Activity Coordinator
7.	Dr.Pretty John P	Assistant Professor	Startup Activity Coordinator
8.	Sr.Jisha Chakkunny	Assistant Professor	Innovation Activity Coordinator
9.	Ms.Nayana P	Assistant Professor on contract	Social Media Coordinator
10.	Umaiban Sadik	External Expert	Startup-Alumni Entrepreneur

Introduction

It has been rightly said ‘The value of an idea lies in the using of it’. The aim and existence of a Start-up policy is based on such a line of thought. Carmel, since the time of its inception, has always tried to encourage and empower young women to educate and equip themselves to find for themselves a means of livelihood or ways to keep themselves happy and satisfied in their existence. Given the rural setting of the college, the ideas or avenues of employment identified by the students may be small but still the institution is determined to encourage every small or big initiative because we at Carmel strongly believe that the best way to predict future is to create it.

Carmel Innovation and Start-up Policy (CISP), 2022 formulated in line with MHRD’s NISP 2019 provides a formal framework for all entrepreneurial and innovation related activities of the College. With the help of the Skill development centres and the various entrepreneurial initiatives of the various departments, the institution aims to capture the ideas of the young minds and help materialize them through start-ups.

Vision

Empowering the rural women through entrepreneurial and innovation-oriented activities

Mission

- To support and encourage the students, faculty and alumni to be part of innovation and entrepreneurial activities.
- To transform the institution into one with a Startup ecosystem where every small idea is encouraged and nurtured.

CARMEL INNOVATION AND STARTUP POLICY (CISP)

1. Strategies and Governance

- a) The NISP implementation team shall be formulated for the development of an entrepreneurial ecosystem in the campus
- b) Resource mobilisation plan shall be worked out at the institution for supporting pre-incubation, incubation infrastructure and facilities. Investment in the entrepreneurial activities shall be a part of the institutional financial strategy
 - i) A definite amount of the total annual budget of the institution shall be allocated for funding and supporting innovation and start up related activities through creation of separate 'Innovation fund'.
 - ii) The institution shall try to bring in external funding through government (state and central) such as DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Start-up India, Invest India, MeitY, MSDE, MSME, etc.
 - iii) The institution will try and approach private and corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013.
 - iv) The Institution will also try to raise funding through sponsorships and donations. Institute shall work towards the active engagement of the alumni network for promoting Innovation & Entrepreneurship (I&E).
- c) Importance of innovation and entrepreneurial agenda shall be made known across the institution and shall be promoted and highlighted at institutional programs such as conferences, convocations, workshops, etc.

2. Startups Enabling Institutional Infrastructure

- The IIC, YIP, IPR, ED club and the Skill Development Centres and their facilities shall be made available to students, faculty, staff, alumni and women in general in the initial one month of operation and later on shall be provided in-return for fees, equity sharing and (or) zero payment basis.
- This Pre-Incubation/Incubation facility will be accessible to all students, staff and faculty of all disciplines and departments across the institution.
- The institution will 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

3. Nurturing Innovations and Start ups

- a. Institution will establish processes and mechanisms for easy creation and nurturing of Start-ups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty and alumni
- b. Institution will offer access to pre-incubation & Incubation facility to start ups by students, staff and faculty for mutually acceptable time-frame. Institution will also allow licensing of IPR from institute to start up: Students and faculty members intending to initiate a start-up 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.

- c. 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 institution.
- d. Student entrepreneurs who are generating a significant amount of income shall be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the institute.
- e. In return of the services and facilities, institute 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.
- f. The institute should also 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.

4. Product Ownership Rights for Technologies Developed at Institute

- 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.
- 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:
 - i. Upfront fees or one-time technology transfer fees
 - ii. Royalty as a percentage of sale-price
 - iii. Shares in the company licensing the product
- 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.
- If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members, two of the institute's alumni/ industry experts 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.
- 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.

5. Organizational Capacity, human Resources and Incentives

In order to improve the organizational capacity of the institution, the staff and students shall be encouraged to participate in programmes related to entrepreneurial ventures, orientation programmes and the like. An Innovation and Entrepreneurship Award, as a recognition for outstanding ideas and contributions for the promotion of innovation.

6. Norms for Faculty Start-ups

- a. Faculty start up may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- b. Faculty must clearly separate and distinguish on-going research at the institute from the work

conducted at the start up/company.

- c. 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/ canned 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.
- d. Faculty must not accept gifts from the start up.
- e. Faculty must not involve research staff or other staff of the institution, who are not a part of the skill development or incubation centre in activities at the start up and vice-vena.

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

- i) Stakeholder engagement shall be given prime importance in the entrepreneurial agenda of the institution. The Institution shall try to find potential partners, organizations, micro, small and medium-sized enterprises (MSMEs), social enterprises, schools, alumni, professional bodies and entrepreneurs to support entrepreneurship.
- ii) The institute will develop policy guidelines for forming and managing the relationships with external stakeholders including private industries.

8. Entrepreneurial Impact Assessment

Impact assessment of institute's entrepreneurial initiatives such as pre-incubation, incubation, entrepreneurship education shall be performed regularly using well defined evaluation parameters. Key performance indicators will be made quantifiable with weightage assigned and assessment will be done based on the modalities given by the appropriate authorities. Relevant norms related to facilities/ support for students, faculty and staff put forward periodically by The Kerala State Higher Education Council and University of Calicut, Kerala, will be adopted by the institution based on needs identified on a case to case basis. A review committee for I and E shall be constituted at the institutional level for initiating related action.