Innovation and Startup Policy

Vision: Foster an entrepreneurial culture at **Bhawanipur Global Campus (An Autonomous Institution)**, aligning with India's National Innovation and Startup Policy (NISP) and our mission of societal impact. This policy supports students and faculty in conceiving, developing and commercializing ideas (especially in business management & administration (with focus on MSME sector), health-tech, pharmaceuticals, education technology, sustainability, etc.), by providing governance, infrastructure, funding, mentorship and industry linkages. Bhawanipur Global Campus (An Autonomous Institution) already has an active Innovation ecosystem – e.g. an **Institution's Innovation Council (IIC)** and the TAG ("Think, Act & Grow") Incubation Centre for Entrepreneurship– which will be strengthened under this policy. All initiatives will be driven by a senior leader (e.g. Dean/Director of Innovation) as recommended by NISP.

Scope and Focus Areas: This policy applies to **Bhawanipur Global Campus (An Autonomous Institution)**. It prioritizes innovations leveraging Institution's strengths: business management & administration, healthcare and allied sciences (health-tech, biotech, pharmaceuticals), business and management (including edtech solutions), hospitality and tourism (sustainable hospitality), computing (data science, cybersecurity), and environmental sustainability projects. These focus areas tap into Institution's programs (e.g. Health Sciences, Pharmacy, Business School, Engineering & IT) and regional needs.

1. Governance and Committees

- **Innovation & Startup Steering Committee:** Chaired by the Director (or Dean of Innovation) and including the IIC chairperson, faculty innovators, administrators and external experts. This committee will oversee policy implementation, set targets (e.g. KPI on start-ups, patents), and review progress. Consistent with NISP, decision bodies on incubation/IP will comprise experienced faculty and technology experts (not just administrators).

- **Institution's Innovation Council (IIC):** The IIC (constituted as per MoE guidelines) will be the nodal body executing innovation activities – idea contests, workshops, hackathons, etc. The IIC will receive its own annual budget for innovation activities and will coordinate all entrepreneurial programs.

- **IP & Commercialization Committee:** A five-member committee (two senior faculty with IPR experience, two industry/alumni experts, one legal/IPR specialist) will adjudicate IP ownership or licensing disputes and will evaluate patent proposals if INSTITUTE funds filing.

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- **Incubation Advisory Board:** Oversees the TAG Incubation Centre and any related entity (ideally a Section-8/SPV per NISP), setting incubation terms (equity, fees) and mentor pool. This board includes faculty and industry mentors.

- **Startup Review Committee:** Reviews student and faculty startup requests (for academic credit, leaves, etc.) and monitors progress. For example, a student startup seeking a semester break or credit will be reviewed by this committee.

- **Start-up Support Services:** Provide training on aspects like preparation of feasibility reports for bank finance, simple accounting and financial control, legal requirements etc.

- **Faculty Startup Cell:** Develops guidelines on conflicts of interest and faculty startup norms (roles, equity limits, sabbaticals).

2. Funding and Resources

- **Institutional Innovation Fund:** At least 1% of Bhawanipur Global Campus (An Autonomous Institution)'s annual budget will be earmarked for the Innovation Fund. This fund will provide seed grants, prototype grants, support for IP filing, and event sponsorship.

- **External Funding:** The Institute will aggressively pursue external grants and donations – central and state schemes (DST, DBT, BIRAC, Startup India, Invest India, etc.), CSR partnerships, industry sponsorships, alumni contributions and endowments. For example, tapping CSR or alumni to expand the fund is encouraged.

- **Seed Fund / Equity Support:** Institute will facilitate student/faculty startups in accessing external angel or VC funds and may consider creating a campus seed fund after early success. In exchange for facilities (mentorship, lab space), INSTITUTE may take a small equity stake (typically 2–9.5% of startup equity, lower if only part-time support). Faculty/staff founder shareholding while on payroll will be capped (e.g. no more than 20%). Fee-based or no-fee incubation models are also allowed.

- **Infrastructure:** Institute will invest in state-of-the-art prototyping labs and co-working space within TAG. The incubation facility will be accessible 24×7 to all students, faculty and staff across disciplines. If needed, institute can partner with nearby incubators to support its innovators.

3. Intellectual Property (IP) and Ownership

- **Joint Ownership:** If institute resources (laboratories, funding, curriculum projects) are substantially used, the IP will be co-owned by inventors and INSTITUTE. In practice, inventors have primary say in commercial licensing; INSTITUTE may receive royalty (suggested 1–4%) or equity. If INSTITUTE funds patent filing, a faculty IPR evaluation committee will assess the invention's merit.

- **Inventor Ownership:** If a startup project is developed entirely on personal time and resources (no use of institute facilities or grants), then the inventor(s) retain full ownership. They may commercialize or license it independently.

- **Licensing Terms:** Startups can license campus-originated technology on easy terms (equity, royalty or fees) to reduce early-stage burden. For example, software-based inventions may involve revenue-sharing as mutually agreed. Institute will generally cap royalty at a few percent (e.g. 1–4%).

- **Dispute Resolution:** Any IP ownership disputes will be handled by the aforementioned 5-member committee, which will mediate between students, faculty and the Institute.

- **IPR Cell Role:** The institute IPR Cell/Incubator will facilitate patent filings and commercialization but will not unilaterally decide patent matters.

4. Student Entrepreneurship Support

- **Academic Flexibility:** Student innovators are encouraged to pursue ventures without penalty. Institute will allow: (a) **Part-time engagement:** Students can work on startups or intern with incubated startups while studying; they may also substitute a project/course requirement with a startup project. (b) **Campus address:** Incubated student ventures may use Institution's address for company registration with institutional permission. (c) **Attendance and Exams:** Student entrepreneurs may sit for exams despite low attendance with approval. (d) **Study Leave:** Students may take a semester or year off to work on a startup and return to complete their degree. A Student Startup Review Committee will grant such leave/credit based on venture progress.

- **Entrepreneurship Education:** Institute will integrate entrepreneurship learning across curricula. This includes electives, workshops and certificate courses on innovation and venture development. Institute will hold regular bootcamps, hackathons and design-thinking workshops to build an entrepreneurial mindset. An induction program on "I&E culture" will orient new students each year.

- **Student Clubs and Awards:** Student clubs and bodies (e.g. E-Cell, Innovation Club) will organize idea-competitions, prototyping contests, hackathons and our annual "Innovation & Entrepreneurship Award" to recognize outstanding ideas and ventures. Institution's IIC and TAG will host speaker series and collaborate on events like the Institute Innovathon (hackathon), business plan contest etc. to spark solutions in our focus areas.

- **Mentorship:** All student teams will have access to faculty and alumni mentors. The IIC will create a mentor pool (drawing from experienced entrepreneurs, Institute alumni and industry) to guide teams through ideation to business planning.

- 5. Faculty Entrepreneurship Support

- **Startup Norms:** Faculty can found or co-found startups based on Institute-originated technologies. Institute will adopt a clear conflict-of-interest policy: faculty must separate institute research from startup work and ensure teaching/research duties are not compromised. Faculty may take on roles as owner, mentor or consultant in startups.

- **Leaves and Incentives:** Faculty innovators can apply for sabbatical or unpaid leave to work on startups. If a faculty is selected by a national/international incubator, up to one year's leave may be granted (as sabbatical or duty leave) by the Institute's Startup Review Committee. All faculty participation in startups (mentoring or founding) will be counted as legitimate academic service and factored into annual appraisal and promotions. The Institute will offer incentives (reduced teaching load, awards, travel grants) to faculty who actively contribute to startups.

- **Equity and Workload:** Institute may hold up to 20% equity of faculty-startup ventures (with limits as per NISP) if full-time support is given. Faculty spending >20% effort on a startup will move to part-time status or leave. Research staff are generally not to be diverted to a faculty startup without clear permission.

6. Incubation and Infrastructure

- **TAG Incubation Centre:** The existing TAG centre will be expanded as the campus incubation hub. It will provide prototyping labs, co-working space, meeting rooms and 24×7 access to innovators across all departments. If appropriate, TAG may be registered as an independent Section-8 company or society for flexibility.

- **Pre-Incubation Activities:** Institute will run awareness programs through the TAG, IIC and EDC (Entrepreneurship Development Cell) – including idea workshops, bootcamps, design sprints and startup bootcamps. These events will explicitly invite students/faculty to form teams and work on campus-tech or societal problems.

- **External Incubators:** If needed, Institute may partner with other incubators or tech parks so its innovators can access specialized facilities (e.g. biotech labs).

7. Mentoring, Networking and Industry Collaboration

- **Mentor Pool:** Institute will build a strong network of mentors (faculty, alumni entrepreneurs, industry experts) to guide startups on technology, business planning and fundraising. The IIC will host mentor-mentee meetups and pitch events each semester.

- **Industry Partnerships:** Institute will collaborate with hospitals, pharmaceutical companies, educational organizations and sustainability firms for projects and internships. Departments will identify partner companies for joint R&D – for instance, the Pharmacy and Health Sciences

schools can co-develop health-tech prototypes with hospital partners. Industry experts will be invited to join policy committees and give guest lectures.

- **Networking Events:** Regular networking and demo days will be organized so student/faculty startups can pitch to investors and corporates. Institute will ensure a single-point-of-contact (SPOC) in the entrepreneurship office for all external stakeholders (startups, companies, investors).

- **Knowledge Exchange:** Collaboration with MSMEs, NGOs, schools and other institutes will be promoted to co-create solutions. For example, joint hackathons with local schools on sustainability or with biotech startups on community health could be run. Lessons and market feedback from these partnerships will be fed back into curricula and incubation support.

8. Pedagogy and Culture

- **Curriculum Integration:** Courses will incorporate real-world problems and startup case-studies. Where possible, entrepreneurship topics (business planning, IP law, design thinking) will be added as electives or modules in programs. All students will participate in at least one project on an innovation or social problem by graduation. External experts will be involved in teaching to expose students to industry practices.

- **Awareness & Mindset:** Workshops on creativity, critical thinking and tolerance of failure will be routinely held. Institute will celebrate entrepreneurial "heroes" and share lessons from startup failures to destigmatize risk-taking. Each department may nominate an "Innovation Champion" among faculty or students to lead local I&E initiatives.

- **Awards and Recognition:** Institute will institute an annual Innovation Award to recognize outstanding student/faculty ventures and contributors. Success stories (like previous startup alumni) will be publicized on campus and social media to inspire peers.

9. Focus on Priority Areas

To leverage Institution's strengths, the policy explicitly encourages startups in Business Management & Administration (priority on MSME sector), HealthTech & Pharma, Education Technology, Sustainability & Environment, and allied fields. For instance, Pharmacy and Nursing students may work on low-cost diagnostic kits or e-health apps; Computer Science students on adaptive learning platforms; Hotel/Design students on eco-tourism solutions. Dedicated "challenge statements" in these areas will be circulated each year to channel student projects.

10. Implementation Timeline

- **0–6 months:** Constitute the Steering and IPR committees; formally adopt this policy via INSTITUTE governance; allocate the Innovation Fund; kick off awareness seminars; launch the IIC calendar (hackathons, workshops); audit current incubation facilities.

- **6–12 months:** Begin seed grant disbursements from the Innovation Fund; formalize TAG Centre's operational model; set up mentorship program; integrate innovation modules into select courses; organize first Demo Day for campus teams; finalize IP licensing guidelines.

- **Year 2:** Scale up incubation: admit the first cohort of 5–10 startups (students/faculty); host industry networking summits; review and refine policies based on feedback; initiate regular impact tracking (see below).

- **Year 3 and beyond:** Expand focus areas and funding (aim for industry-sponsored projects); connect with national incubator networks; evaluate metrics (startups formed, patents filed, funds raised) and iterate policy. INSTITUTE will publish an annual report on innovation outcomes.

11. Monitoring & Evaluation

Progress will be monitored through clear metrics: number of startups/incubated ventures; patents filed, or licenses granted; funds raised by startups; participation in entrepreneurship events; and curricular innovations. The Steering Committee and IIC will conduct annual reviews (with external advisory members) to assess outcomes against targets. Results will be reported to the INSTITUTE Governing Body and shared on the institutional website. Regular impact assessment (as per NISP) ensures accountability.

This policy institutionalizes support for entrepreneurship at Bhawanipur Global Campus (An Autonomous Institution). By integrating NISP guidelines with campus realities – leveraging our existing IIC and TAG Center – it aims to nurture a continuous pipeline of innovators and startups from our campus, contributing to student careers, faculty engagement and regional development.

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