SREE NARAYANA COLLEGE, VARKALA

INNOVATION AND STARTUP POLICY

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Introduction

The National Innovation and Startup Policy 2019 for students and faculty of Higher Education Institutions (HEIs) was launched by the Hon'ble Minister of Human Resource Development on 11 September 2019. It is a guiding framework to envision an educational system oriented towards startups and entrepreneurship opportunities for student and faculties. This policy will enable the institutes to actively engage students and faculties in innovation and entrepreneurship related activities. These guidelines provide ways to Indian HEIs for developing entrepreneurial agenda, managing IPR ownership, technology licensing and equity sharing in Startups or Enterprises established by faculty and students. This framework will also facilitate Ministry of Human Resource Development in bringing uniformity across HEIs in terms of Intellectual Property ownership management, technology licensing and institutional Startup policy, thus enabling creation of a robust Innovation and Start up ecosystem across all HEIs.

Sree Narayana College, Varkala in the name of the visionary Sree Narayana Guru follows His doctrines closely to its heart in all its teaching learning process. The college established in 1964 is affiliated to University of Kerala and ever since the inception, the institution has made an indelible impression in the realm of higher education in Kerala. In line with the policy and guideline mentioned in the NISP 2019 document, Sree Narayana College, Varkala has formulated its Innovation and Startup Policy, elaborated in this document, to facilitate students and faculty members to carry out Innovation, Startup, IPR and Entrepreneurship related activities.

Sree Narayana College, Varkala
Innovation and Startup Policy

Vision

The institution follows Sree Narayana Guru's doctrines in all its teaching learning process. Among His vision is the upliftment of society by implementing vocational institutions to promote entrepreneurship culture among the downtrodden. In view of the same, the institute inculcates a culture of entrepreneurship in the campus to enhance the overall development of student community.

Mission

To create a better environment with adequate infrastructure to support students and faculty to innovate and establish their potentials effectively inorder to compete with the current industrial trends and seek support from Government and reputed institutions globally.

Policies

1. Strategies and Governance

    i. An Innovation and Entrepreneurial council with defined specific objectives and associated performance indicators for assessment has been established for the development of an entrepreneurial ecosystem in the organization

    ii. Resource mobilisation plan will be worked out at the institute for the funding and supporting innovation and startup related activities. A sustainable financial strategy will be defined in order to reduce the organizational constraints to work on the entrepreneurial agenda.

    iii. Minimum 1% fund of the total annual budget of the institution will be allocated for funding and supporting innovation and startups related activities.

    iv. However, revenue earning activities will be encouraged to minimize the burden of the institute. The strategy will also involve raising funds from diverse external funding sources through government (state and central) such as DST, DBT, KSUM, KCSTE etc. and nongovernment sources.

    v. The college will also raise funding through sponsorships and donations. It will actively engage alumni network for promoting Innovation & Entrepreneurship.

vi.   Importance of innovation and entrepreneurial agenda should be known across the college and should be promoted and highlighted in various programs such as, conferences, seminars, workshops, etc

vii. Institution level action plan will be formulated, having well-defined short-term and long-term goals.

viii. Product to market strategy for startups can be developed by the college on case to case basis.

2. Startups Enabling Institutional Infrastructure

Pre-incubation and incubation facilities for nurturing innovations and startups will be created. Incubation and Innovation can be organically interlinked and effort will be to link Innovation to Enterprises to Financial Success. The college shall earmark required physical space for the activities of the centre.

3. Nurturing Innovations and startups

i.   Institute shall establish process and mechanism for easy creation and nurturing of startup/ enterprise by students (UG, PG, and Ph.D), staff (including temporary), faculty and alumni even from the outside institutions.

ii. Students who are under incubation while studying shall be allowed to use their address in the institute to register their company with due permission from the institution.

iii. Institute may allow their students / staff to work on their innovative projects and setting up start-ups (including Social Start-ups) or work as intern / part-time in start-ups (incubated in any recognized Incubators) while studying / working with due approval of competent authority

iv. Faculty engaged in entrepreneurial activities shall be appraised at the end of the academic year.

v.   The PTA, alumni and outside participation related to entrepreneurial activities should be linked to the Institution to motivate and strengthen the innovative eco system.

4. Product Ownership Rights for Technologies Developed at Institute

i.   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. The terms may be subject to review by the internal panel if need arises.

ii. The Product licensing need the participation of the institute also. The license fee with regard to technology transfer, royalty and shares are decided and engraved in the agreement between the stakeholders.

iii. Any disputes are internally dealt by the committee constituted for the purpose. Research and publications related to the same are promoted by the college itself.

5. Organizational capacity, Human Resources and Incentives.

i. All the faculty members of the college will be encouraged to participate in any training programmes or other faculty development programmes related to entrepreneurship and innovation. The college will take interest to coordinate such activities in the college with the help of external experts also. All these will enhance the entrepreneurship and innovative culture in the campus.

ii. 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.

iii. 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.

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

i. Ensure the exposure of maximum students to innovation and pre-incubation activities at their early stage and to support the pathway from ideation to innovation.

ii. Spreading awareness among students, faculty and staff about the value of entrepreneurship and its role in career development should be a part of the entrepreneurial agenda.

iii. Students should be encouraged to develop entrepreneurial mindset through experiential learning by exposing them to training in cognitive skills by inviting first generation local entrepreneurs or experts to address young minds. Initiatives like idea and innovation competitions, workshops, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition should be routinely organized.

iv. IIC and ED Club should guide the College in conducting various activities related to innovation, startup and entrepreneurship development. Collective efforts should be undertaken to identify, acknowledge, support and reward proven student ideas and innovation.

7. Norms for Faculty Startups

For better coordination of the entrepreneurial activities, norms for faculty to do startups should be created by the college. Only those technologies should be taken for faculty startups which originate from within the same College.

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

ii. The College should work on developing 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.

iv. 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.

v. Faculty must clearly separate and distinguish on-going research at the college from the work conducted at the startup/company.

vi. Participation of faculty in startup related activities shall be given due consideration while evaluating the performance of the faculty for their career advancement. These provisions are subject to the guidelines from the affiliating university, Govt. of Kerala, University Grants Commission, or any other appropriate authorities.

vii. Human subject related research in startup should get clearance from ethics committee of the college.

8. Pedagogy and Learning Interventions for Entrepreneurship Development

i. Each department shall take initiatives for conducting seminars and workshops for enlightening the students with knowledge on wider scope for innovation, research and development in their respective fields.

ii. The college should start annual 'Innovation & Entrepreneurship Award' to recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute.

iii. Entrepreneurship education should be imparted to students at curricular/cocurricular/extra-curricular 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.

iv. Industry linkages should be leveraged for conducting research and survey on trends in technology, research, innovation, and market intelligence.

v. Customized teaching and training materials should be developed for startups.

vi. 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 institutes for inculcating entrepreneurial culture should be constantly reviewed and updated.

vii. Induction programmes for students at the commencement of academic year be made mandatory to create an awareness on the importance of startups among students.

viii. The academic prominence should be given to field visit to successful start up's.

ix. Institution –industry linkages should be given top priority

x. Review of student projects should be done periodically to convert it to startups, if possible.

xi. Interdisciplinary learning approach is to be encouraged.

xii. Departments and other clubs, committees associated with innovations and entrepreneurship should actively convene seminars, workshops, camps etc to encourage students towards entrepreneurial tasks.

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

We should find potential partners, resource organizations, micro, small and medium sized enterprises (MSMEs), social enterprises, schools, alumni, professional bodies, private industries and entrepreneurs to support our entrepreneurship and innovative ventures. This could bring a strong base for technological and innovative advances in the field.

10. Entrepreneurial Impact Assessment

The impact assessment of the innovative and entrepreneurial efforts is to be assessed at the end of the year using parameters such as involvement of student and faculty participation in startups, amount of fund raised, the number of startups, support extended by the college for the unique ventures, satisfaction of stake holders, distribution channels and market identified and finally the extent of the commercialization of innovative product.

IMPLEMENTATION PANEL

A committee has been formed by identifying the experts having expertise and experience in the domain of innovation, IPR and start up to start the work of policy formation and implementation of guidelines at the institute.

SI. No.	Designation	Name	Institute /Company name
1.	President and principal	Dr. K C Preetha	SreeNarayana College,Sivagiri,Varkala
2.	Vice President & Alumni	Aji S R M	SRM Constructions
3.	NISP Co-ordinator	Dr. Archana. S.R	SreeNarayana College,Sivagiri,Varkala
4.	IIC Co-ordinator	Jubilie. S.V	SreeNarayana College,Sivagiri,Varkala
5.	ARIIA Co-ordinator	Dr Sreela SR	SreeNarayana College,Sivagiri,Varkala
6.	Faculty Member	Aruna S Ajayan	SreeNarayana College,Sivagiri,Varkala
7.	Faculty Member	Jyothish B	SreeNarayana College,Sivagiri,Varkala
8.	Faculty Member	Dr. Lekshmi Prasannan	SreeNarayana College,Sivagiri,Varkala
9.	Faculty Member	Sreerenjini. S	SreeNarayana College,Sivagiri,Varkala
10	Faculty Member	Induja. P	SreeNarayana College,Sivagiri,Varkala
11	Institute alumni / Industry expert	Jain Chakra	Chakra Furnitures

Policy Reforms

Sree Narayana College, Varkala maintains a flexible approach regarding reforming the existing policies if required for the greater good of the College. Any policy of this scale needs suggestion and reforms from time to time. With time, the need and requirement changes. The following framework shall be followed for amending the policy.