St Antony's College of Arts and Sciences for Women

Thamaraipadi, Dindigul-624005

SAC's INNOVATION and STARTUP Policy (NISP)-2022

ST.ANTONY'S COLLEGE OF ARTS AND SCIENCES FOR WOMEN

Amala Annai Nagar,Thamaraipadi, Dindigul-624 005, Tamilnadu, India.
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Preface

The National Innovation and Startup Policy (NISP) 2022 for students and faculty of SACIIC will enable active engagement of students, faculties and staff in innovation and entrepreneurship related activities. This framework will also facilitate Ministry of Education (MoE) to bring 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. The committee members formulated the guidelines after multiple deliberations for promoting innovation and start up culture at SACIIC and formulated the mechanism for identification, promotion, technology transfer and commercialization of innovative ideas. This will also set up new incubator facilities for students, to turn the existing research being undertaken in various departments into their own entrepreneurship opportunities. In the next five years, the SACIIC plans to start several interdisciplinary research programs and incubator facilities as per the implementation of the NISP-2022 mandate, in collaboration with various departments of SACIIC and other research/academic organizations at National/International level

St Antony's College of Arts and Sciences has joined the campaign on implementing National Innovation and start Policy (NISP) under the aegis of the Ministry of Education Innovation Cell (MIC) and adapted the policy framed by MIC. The policy aims at promoting innovation and start-up culture among the students and faculty of Higher Education Institutes. A copy of the NISP document is attached below

National Innovation and Start-up Policy

Vision

To make St Antony's College of Arts and Sciences as Advancement Center and the foremost favored goal for Start-ups by 2027

Mission

To produce, reinforce and develop a dynamic Start-up biological system in

St Antony's College coming about in advancement and enterprise driven business and

financial development

Short term Objectives

1. To facilitate developmental entrepreneurial ecosystem in the organization

2. To support and develop startups with all amenities

Long term objectives

1. To spread awareness among the students and the faculty on research and IPR activities

2. To extend dedicated support to Indian based startups developing innovative technology solutions for serving the basic needs of our society.

3. To provide a platform for young students to develop products with global recognition that can generate business opportunities.

4. To encourage start-up initiatives providing opportunities to explore more into consultancy activities.

5. To create and facilitate an exclusive cell for fabrication and creation.

6. To create an endorsement team to exhibit the innovation that is happening inside the college.

7. To get financial assistance from domestic financial institutions and international institutions

and also get aid from government aided programs.

8. To collaborate with industrial sectors for training, consulting and training through

DIC/SIPCOT

9. To Venture R&D centre under the guidance of research deans.

COMMITTEE MEMBERS

The Committee members of the NISP team will be consisting of Head of the institution, Convenor, external advisors and other expertise on each field. The committee has a horizontal approach in participation and execution on each program that will be happening under this policy. This dynamic team will be consisting of Planning and formation, Organizing and execution, Directing and evaluating, Report creation and analysis. Committee works on PDCA cycle as members are divided equally to have a harmonic work. This committee structure facilitates the continuous working even if the attrition in the committee continues.

S.No	NAME	POSITION	CONTACT DETAILS
1	Rev Dr Mary Pramila Santhi	Head of the Institution	8754223821
2	A.Angayarkanni	NISP Co-Ordinator & Convenor	7598360192
3	Dr S.Sivaranjani	Member	9789573440
4	Dr V.Seema	Member	9345427624
5	Mrs J.Rohini	Member	9789516039
6	Dr Jesintha	Member	9787228626
7	Dr Dharani	Member	9894746087
8	Dr S.Rajendran	Member	9443631628
9	Ms Preethi	Alumni Entrepreneur	9578562785
10	Mr Jainson Bennoda	External Member	9788975361

Policy Problem or Thrust area

The proposed thrust areas for the incubation are chosen based on the regional needs and the strengths of resources available to the college. The policy problems are carefully diagonized by Ishikawa method. The problem areas are then segregated based on the cause-and-effect analysis. The concluded analysis makes way for the finding the thrust area that we need to focus on the college.

There chosen focus areas include:

1. Rural innovation and social entrepreneurship

2. Agree business (farmer Producer Company, postharvest technology, and foundation and seed production program)

3. Information and communication technologies (to include Social media and e-commerce).

4. Data Analytics, Education and Education Technologies,

5. Operations and Supply Chain Management, Social Startups with the focus on creating social impact Management of Innovation, creation of IPR, Management of Innovation, Types of IPR Patents and Copyrights, Patents in India, Details are as follows:

Plan

The NISP will be consisting of various programs that will happen inside the college. The activities that come under the NISP will have a PDCA structure. This will facilitate easy planning of short time and long term program. Each program will be updated inside the college records starting from the plan till action. The Plan will have a FMEA analysis for each program which will lead to zero failures and high success rate. An extensive Cause and effect will be done for elimination of the problem. A proper Gantt chart for the timeline of each activity may be maintained by the Committee.

S.No	Plan
1	Strategies and Governance for Promoting Innovation and Entrepreneurship
2	Creating Innovation Pipeline and Pathways for Entrepreneurs
3	Building Organizational capacity, Human Resources and Incentives
4	Collaboration Co-creation, Business Relationship and Knowledge Exchange
5	Norms for Faculty and Students Driven Innovation Start-Ups
6	Incentivizing Faculty and Students for Entrepreneurship
7	Incubation and Pre-Incubation Support
8	IP Ownership for Technologies Developed at SACIIC
9	Pedagogy and learning Interventions for Supporting Innovations and
10	Entrepreneurial Performance Impact Assessment

Benchmark - KPI Monitor & Evaluation

The NISP will benchmark on each activity internally with reference to the active Gantt chart by which the NISP programs are held. The benchmarking will be displayed on the college outlets and other digital sources. The KPI's that help to monitor the activities that are consolidated into for the four sections of PDCA cycle. On each spectrum of the activity the KPI's are carefully done. The prime mean of verification will be done by the report creation and analysis team of the committee. This will be used as a feedback and taken for the next upcoming activities.

Hierarchy of Objectives	Key Performance Indicators(KPIs)	Means and Verification
Vision	• 5% Increase in Self-Employment Rate • 2 Established Start-ups	• ARIIA and • NIRF rankings • PDCA
Impact	• Enable Environment with multiple level of support for Innovation & Entrepreneurship in SAC • 5% of Graduate students will choose Entrepreneurship as career • 10% of student and Graduates Practice Entrepreneurship	• Biannual survey • Quarterly news letter • PDCA
Outputs	• 50% of student and faculty mass exposed to awareness/orientation building programs • 50% of students covered through entrepreneurship Education, MOOC, Classroom, Experiential learning etc. • 10% Students projects turns to (commercialize) Innovations • 2-3 IPR Registration to be done • 25% of in-house trained professional developed for advisory services • 10% of Research studies on Entrepreneurship published • 05 Regional, National, International linkages established for the start-up and innovation. • 10% Representatives of experts & entrepreneurial students across Dept and Disciplines	• Biannual survey • MonthlyProgress Report • PDCA

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2 Education/Skill certification program on Entrepreneurship, IPR, Innovation etc.
2 of Workshop Awareness, Market outreach events, Orientation
2 of networking events (Intra& Inter - institutional, enablers stakeholders) organized
2 of skill competency development training programs/FDPs/EDPs organized
3 of Research studies related to entrepreneurship conducted
Incentivizing Entrepreneurship and Innovation; services and facilities; Start-up Manual, policies, tool kits etc.,
1% of total budget/year spend against institution revenue for start-up
Budget allocation and spend ratio for the start-up mandate in institute

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Biannual survey
MonthlyProgress
Review Report
PDCA

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Tentative Plan for the next 5 years

S.No	Activity	Frequency
1	Oneday Workshop on "Entrepreneurship and Innovation as career Opportunity"	**Yearly**
2	Oneday Workshop on 'Problem Solving/Design Thinking/Ideation workshop/Campus Hackathon etc.,	**Half Yearly**
3	Field/Exposure visit to Village/Society/School/Industry/Market- Identity real life problem	**Yearly**
4	Special Talk on My story- Entrepreneur's Life Crossroad_Motivational Talk to be shared by the entrepreneurs	**Yearly**
5	Product Development Phases –Story Telling-(Innovators in Campus)	**Yearly**
6	National Conference on Start-up/social Innovation and Entrepreneurship	**Yearly**
7	Demo Day, Exhibition cum Demo Day, for PoC and Mentorship	**Yearly**

	Session for Innovators(or) Students entrepreneurs	
8	Internship at Innovation and Start-up centre/ Startups/Incubation during Semester Break duration may vary from minimum 15 day	**Yearly**
9	Field/Exposure Visit to Incubation Unit/Patent Facilitation Centre/ Technology Transfer Centre	**Yearly**
10	Business Plan Contest	**Yearly**
11	Workshop on Business Model Canvas(BMC) and or Business plan Competition to invite innovation business Models from student	**Yearly**
12	One day Workshop on "How to plan for Start-up and Legal and Ethical Steps"	**Yearly**
13	Half day Interactive/Online interactive Session/Mentoring Session "Hangout with successful Start-ups" (Entrepreneurs in campus)	**Yearly**
14	One day Awareness on Mentoring Session on IPR/IP Management session for Innovation and Start_Up	**Yearly**
15	Seminar on Accelerator/Incubation Opportunity for Student Faculty-Early-Stage Entrepreneurs	**Yearly**
16	Seminar on understanding Angel and Venture Capital Funding-What is there for Early Innovator and Entrepreneurs	**Yearly**
17	Bootcamp for Innovation product Development	**Yearly**
18	Innovation Day Celebrations (Birthday of Dr APJ)	**Yearly**
19	National Science Day	**Yearly**
20	Workshop Funding Opportunities for Innovation and Entrepreneurship Development	**Yearly**
21	Short Time Training course on Innovation/Start-up/Entrepreneurship	**Yearly**
22	Innovation and Entrepreneurship Annual Day	**Yearly**

Policy and Governance

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1.Responsibilities

The ultimate decision-making authority in the determination of the permission to the Staff and Student led Start-up will be the Secretary and Director of the institution in consultation with the Academic Director and Principal. The NISP Policy Committee shall be the advisory boarding for any such decisions on Start-up cost sharing equity etc.,

2. Entrepreneurship developments (ED Cell):

The institution has established an entrepreneurship development cell (EDC) to assist the institution in promotion of entrepreneurship and organizing relevant activities. The Cell organizers activities aligning to the activities proposed by the ED Hub which promotes the establishment and sustenance of the entrepreneurial spread among the faculty and students the actuators of the cell are

a. Outreach/awareness programs to the students of the college as well as other institutions and schools

b. Relationship management with potential entrepreneurs,

c. Organizing Skill development courses.

d. Organizing entrepreneurship promotion activities and events

3. Startup activities

The institution has signed a MoU with Dr P.Uma, Unique Research Consultancy and Services, Madurai for training, consultancy and startup guidelines for promotion of leadership and entrepreneurship skills among the students. The coordinators of the Innovation and Start-up shall organise programs that enable talent acquisition and capacity building for contribution towards nation building, entrepreneurial development and leadership training.

Institution will facilitate the startup activities/ technology development by allowing students/faculty/staff to use instructor infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners:

i. Short-term/ one-month/ three months part time entrepreneurship training.

ii. Mentorship support on a regular basis by connecting with the startups, entrepreneurs, industries etc.

iii. Mentorship support on regular basis by connects with startups, entrepreneurs, industries etc.

iv. As per the policy a total of 1% of the annual budget spent by the institution for various activities pertaining to academic/research/infrastructure maintenance etc. shall be earmarked for promotion of innovation and Entrepreneurship related activities either on case to case basis or through the Institution Innovation Council.

v. Institute shall prefer recruiting staff who have a strong innovation and entrepreneurial/industrial experience, behavior and attitude forcing the I&E culture

Start-up engagement, students will be free to dedicate any time outside their regular academic hours and duties towards their companies. However, if deemed necessary, they may be allowed special leave towards start-up activities subject to approval from the respective department heads and under no circumstance they will be allowed to avail this leave during the time of their scheduled exams both Continuous Internal Assessment (CIA) and End Semester Examinations (ESE)

4. IPR Cell

To achieve better engagement of staff in innovation and IP activities, institutions will have a separate IPR policy in existence with the objective to facilitate IPR filing by students and faculty members.

5. Incubation support

Setting up a start-up and allowing students, faculty and research staff to work part-time for the start-ups while studying/working.

i. Creating facilities within the instruction for supporting pre-(eg.IICs as per the guidelines by MoE's Innovation cell, EDC, IEDC,New-Gen IEDC, Innovation cell, Start-up cell, Students clubs etc) and Incubation/acceleration by mobilizing resources from internal and external sources.

ii. Provide business incubation facilities:

iii. Premises at subsidised cost.

 iii.Laboratories,

iv.Research facilities,

v.Services,

vi. Training and Mentoring Services, etc.

vii.Licensing of IPR from institute to startup

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

For all the activities relevant to the entrepreneurial agenda of the institute, participation and collaboration of industry partners, institutes of national importance, international Institutions, social enterprises, schools, alumni, professional bodies and entrepreneurs will be encouraged. EDC and the team will be a Single Point of Contact (SPOC) in the institute for the students, faculty collaborators, partners and other stakeholders.

6. Startups Enabling Institutional Infrastructure

Institute has already developed institutional infrastructure to enable startups and progress in this direction from cell establishment to its promotion into integration as a part of development infrastructure you dedicated building with 5000 square feet of operational area consisting of wellequipped cubicles for startup working with all the facilities of coworking space prototyping entering for IPR marketing business plan development product development extra is available in the campus.

The list of all the pre-incorporation units in the campus that are hobby clubs, students' clubs working on various technologies E cell, advanced labs and design centres, centres of excellence and innovation centre has been disseminated. A functional IIC is managing all the activities regarding innovation Entrepreneurship and startup related activities within the institute. A separate policy document has been created to offer mentoring and other relevant services through the Pre-incubation/incubation units for nominal charges for or payment basis. The modalities regarding Equity sharing in Startups supported through these units will depend upon the nature of services offered by these units under elaborately explained in the policy document.

7. Entrepreneurial Impact Assessment

The various parameters to be considered for Entrepreneurial Impact Assessment are

a. Satisfaction of the participants in micro degree certification program workshops and training programs.

b. Participation in awareness programs

c. Utilisation of pre-incubation facilities by students

d. Number of curriculum projects addressing real life problems

e Participation in various idea, PoC, Prototype, b-plan competitions and hackathons

f. Participation in pitching for fundraising and grants/support from Government and non-government agencies

g. Contribution in industrial projects and consultancy projects

h. Idea to PoC projects

i. POC to Prototype/ MVP projects

j.Product development and its launching in the market

k.Fund raising

l. Startup registrations and company incorporation

m. Annual Turn over

n. IPR application filing, grant and commercialization

The EDC team will be responsible for assigning appropriate weightages to the above parameters depending on the maturity of the process. A separate document regarding this will be made available by IIC and reviewed annually.

Signature of the Head of the Institution,

SACNISP