



Policy related to Innovation, Incubation, Startup and Entrepreneurship ^{Draft}

1. Vision & Objectives

- Foster a culture of **innovation, entrepreneurship, and applied research**.
- Enable students and faculty to **translate ideas into enterprises**.
- Align institutional efforts with **national missions** (Startup India, AIM, ARIIA, NISP).

2. Governance & Structure

- Establish an **Entrepreneurship Cell (I&E Cell)** under IIC.
- Create a Section 8 company (**Galgotias Startup Cell Foundation**) for incubation activities, ensuring independent governance.
- Recruiting CEO of this company (having **entrepreneurial/industrial experience**), and two managers to look-after all the concerned works
- Form an **Advisory Board** with faculty, industry experts, alumni, and investors.
- Encourage **cross-departmental collaboration** and external experts.
- Provide **career development, incentives, sabbaticals, reduced teaching loads, awards** for faculty/staff engaged in entrepreneurship.

3. Infrastructure & Facilities

- Provide **minimum 10,000 sq. ft. incubation space** (labs, co-working, prototyping facilities).
- Ensure **24x7 access** to incubation and pre-incubation facilities for students and faculty.
- Build sector-specific labs (aligned with institute strengths: e.g., manufacturing, energy, healthcare, AI/ML).

4. Funding & Sustainability

- Allocate **minimum 1% of annual budget** to an “Innovation Fund.”
- Mobilize external funding from **DST, DBT, MSME, CSR, alumni donations**.
- Provide **seed funding and grants** to incubated startups.
- Aim for **self-sustainability within 5 years** through equity sharing, service fees, and partnerships.

5. Startup Creation & Support

- HEIs should establish mechanisms to nurture startups by **students, faculty, staff, alumni, and even outsiders**.
- Provide **pre-incubation and incubation facilities**; if unavailable, collaborate with nearby HEIs.
- Allow **licensing of institute-owned IPR** to startups on easy terms (equity, royalty, or fees).
- Students and staff can **work part-time on startups** while studying/working, with credits for prototypes or business models.
- Students may use the **institute’s address for company registration** and can take **semester/year breaks** to pursue startups.



6. Faculty & Staff Participation

- Faculty/staff may take **sabbaticals or unpaid leave** to work on startups, with seniority preserved.
- Startup involvement should be recognized as a **legitimate faculty duty** alongside teaching and research.
- Faculty performance evaluation should include **mentoring startups, commercialization, and innovation activities**.

7. Academic Integration

- Allow students to **convert projects/seminars into startups** and earn credits.
- Permit **semester breaks** for startup development with re-entry flexibility.
- Introduce **entrepreneurship-focused courses** (Innovation, Venture Development, Startup Management).
- Recognize startup work as part of **major/minor projects**.

8. Institutional Support & Equity

- Institutes should provide services like **mentorship, training, fundraising, legal/financial guidance, and seed funding**.
- In return, institutes may take **2–9.5% equity** in startups (to limit liability).
- Faculty/staff equity capped at **20% of their own shares** while drawing salary.
- Startups may first use incubation services on a **rental basis (cooling period)** before equity sharing.

9. Intellectual Property (IPR) Rights

- If institute facilities/funds are used, **IPR is jointly owned by inventors and institute**.
- Institute to retain **IPR ownership**, but allow licensing to startups on easy terms (equity/royalty).
- Create transparent **IP declaration and licensing processes**.
- Facilitate **technology commercialization units** for smooth transfer.
- Licensing options: upfront fees, royalties (1–4%), or equity (1–4%).
- If developed independently (outside institute resources), **IPR belongs fully to inventors**.
- Disputes resolved by a **committee of faculty, alumni/industry experts, and legal advisors**.

10. Programs & Activities

- **Pre-incubation programs** (3–6 months) for idea validation.
- **Incubation programs** (12–24 months) for registered startups.
- **Acceleration programs** for scaling ventures.
- Regular **hackathons, ideathons, bootcamps, project exhibitions, industry talks**.
- Outreach activities: **school programs, rural innovation, women empowerment, eco-friendly initiatives**.

11. Monitoring & Evaluation

- Quarterly **progress reports and impact assessments** (startups created, patents filed, jobs generated).
- Annual **entrepreneurial impact assessment** aligned with ARIIA/NAAC/NBA metrics.
- Continuous review and refinement of policy.



12. Innovation Pipeline

- Promote awareness of entrepreneurship as a **career path**.
- Encourage **design thinking, critical thinking, hackathons, bootcamps, competitions, exhibitions**.
- Link startups with **investors, seed funds, and wider ecosystems**.
- Establish **Institution's Innovation Councils (IICs)** with dedicated budgets.
- Provide subsidized **labs, IT services, mentoring, incubation facilities**.

13. Norms for Faculty Startups

- Faculty startups should originate from institute technologies.
- Roles may include **owner, mentor, consultant, or board member**.
- Policies on **conflict of interest** must be in place.
- Faculty must clearly separate **academic research from startup work**.
- Leave provisions for faculty selected by external accelerators.
- Ethical

14. Outcomes Expected

- Creation of **sustainable startups** in core engineering domains.
- Enhanced **industry-academia collaboration**.
- Improved **student employability and entrepreneurial mindset**.
- Contribution to **regional development and national innovation ecosystem**.

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Director (Officiating)

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2. All the Deans and HQDs, COE
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