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Outward No. NBNSCOE/

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**NBNSCOE Innovation and Startup Policy**

The SPSPM's NBNSCOE in-line with Govt. of India's National Innovation and Startup Policy 2019 takes initiative to build a strong eco-system for nurturing Innovation and Startups in the country that will drive sustainable economic growth and generate large scale employment opportunities. The Government through this initiative aims to empower Startups to grow through innovation and design. The Institute has a desire to initiate and help the Staff / Faculty / Students / Alumni of our Institute to setup the startups. SPSPM's NBNSCOE, is committed to motivate and facilitate the teaching staff as well as, students/alumni to initiate the research activities in the Institute and to register their research at the regulatory authorities at the National and International level. This will help to the researcher to protect their rights and the research carried out by them.

Following are certain policies which describe the **Role / Initiative of the Institute and Expectations from Faculty / Staff / Students / Alumni** to set the strong bonding and lucrative trade between faculty / staff / students / alumni and Institute.

1. The Institute is committed to allocate 1% of its annual budget towards "Innovation & Research Fund" as its own resource apart from reaching out to State and Central Agencies for raising funds. The Institute shall equally reach out to Industry to fetch funding via CSR and also Alumni network for sponsorships and donation towards institutes "Innovation & Research fund". The Institute will assist the students/alumni for generating the seed money with the help of various schemes of State and Central Government.
2. The Institute shall continue and is committed towards its active participation in Ministry of Education's (MoEs) Institution Innovation Council (IIC), participation in Smart India Hackathon, Atal Ranking of Institutions on Innovation Achievements (ARIIA) and every call from MoE towards promotion of Entrepreneurship, Innovation, Incubation and Startups.

3. The Institute will arrange the seminars/workshops regularly to motivate and guide the faculty / staff / students / alumni for startups. The Institute will ensure that maximum student should participate and go through pre-incubation process of Problem identification, Solution development, Proof of Concept validation and prototype development, business model and proposal development.
4. The Institute will link and collaborate its Incubation unit with external agencies and ecosystem enablers and provide network support to incubate startups. It will connect its student entrepreneurs with incubate startups for internship, experience sharing and encouraging participation of students in innovation and business plan competitions and shall also organize such competitions / hackathons on campus.
5. The Institute shall recruit faculty / staff having a strong innovation and entrepreneurial / industrial experience, behavior and attitude. It will ensure that faculty and departments will work in coherence and cross departmental linkage for maximum utilizations internal resources and knowledge. It will motivate and encourage staff to do courses /trainings and certifications on innovations, entrepreneurship and IPR. To attend the workshop related to startups Institute will provide duty leaves to teaching staff members. The Institute will provide the teachers as mentors if required by students/alumni for startups.
6. The Institute has incentives and reward mechanism for evaluation as a part of annual performance index of staff towards I&E agenda to retain talent.
7. The Institute has its own policy document for forming and managing the relationships with external stakeholders including private industries in the form of Memorandum of Understanding (MoU) for knowledge exchange through collaboration and partnership.
8. The Institute shall allow students to setup Startup (Social Technical or Non-Technical) or working part-time for the startup while studying / working as an intern. It will allow students to earn credit for working on Innovative prototypes/business Models.
9. Institute will motivate student Innovators / entrepreneurs by allowing them to opt for startup in place mini project / major project, seminar and summer training etc. The student entrepreneurs will be allowed to take a semester break/year break to work on their startup. It will allow student entrepreneurs / innovators to sit for the examination as long as the minimum attendance criteria set is not violated which may be reviewed by committee on case to case basis.





10. Institute will allow Student entrepreneurs to use the address of Hostel (or) pre-incubation and (or) incubation unit to register their venture while studying at Institute.
11. The Institute will promote Interdisciplinary research and publication on startup and entrepreneurship. The Institute shall allow its faculty to initiate Startup based on the technology developed in the lab at the institute or previously developed somewhere else but have ownership on IP, if technology based. The Institute will assist the teaching staff members / students / alumni for getting the IPR. It will allow faculty and staff to take off for a semester / year as sabbatical / unpaid leave / casual leave / earned leave for working on startup and come back. There shall be no restriction on shares that staff and faculty can take as long as they don't spend more than 20% of office time on the startup in advisory or consultant's role and don't compromise with their existing academic and administrative work or duties. In case faculty / staff is drawing salary from institute, institute's stake / equity on startup will be limited to 20% of total share of faculty / staff or 9.5% of total stake whichever is minimum.
12. The Institute will allow its faculty while teaching to take role as owner / founder /co-founder / Director- promoter / adviser / mentor / consultant but he / she can't take role of employee as CEO or other managerial role in his/her startup and can't draw salary from startup and can't accept gifts from his / her own startup. He / she can take share on profit and dividend only if any from startup as owner / shareholder.
13. The Institute expects that faculty clearly separates and distinguishes his / her on-going research at the institute from the work conducted at the startup / company. In case selection for acceleration or incubation, he / she may take sabbatical leave or other leave up to one semester or year or more based on committee recommendation. Faculty must not involve research staff or other staff engaged in academic projects of institute in activities at the startup
14. The Institute is committed for upgrading its Incubation unit and shall also collaborate with other Government and Private Incubators. It will promote and intensify its developed technology commercialization efforts allowing licensing of IPR from Institute to Startup incubated at Incubation Unit.



15. The Institute will ensure that its Incubation facility is accessible 24x7 to student, staff and faculty of all discipline and department across the institute. The available resources and equipments will be made available in non-working hours or holidays for startups. This facility may be availed by startups on the basis of returning the equipments in working condition after the accomplishment of work or whenever the Institute / departments will need the same. The checking of equipments must be done meticulously by both the parties before and after using the same. The amount of repairing the equipments will be paid by the corresponding party if the equipments are damaged or found in non working condition.
16. The Institute shall provision and streamline its services and mentoring support through its incubation units in-return for fees, equity sharing (or) zero payment basis with an MoU with the incubate startup. In return of services offered (Space, Infrastructure, mentorship, seed fund, accountant and legal and patent support) and use of facilities at institute / incubation unit will take 2-9.5% equity / stake in the startup / company incubated. In case of compulsory equity model, startup will be given a cooling period of 3 months to use the incubation services on rental basis to take final decision.
17. If fund and (or) resource of Institute is used substantially, then IPR will be made jointly by Institute and inventor and license together and revenue sharing among the parties. If any one of inventor wants to start a startup based on the technology developed as above, then it will be licensed to inventor with royalty not more than 4% of sales price, preferably 1-2%, unless it is pure software product. If it is in form of shares, then it will again be between 1-4%. In case software the share divide will be based on mutual decision of the institute / incubation unit and incubate company.
18. The Institute shall constitute a five member committee for any dispute on IPR ownership and revenue sharing and licensing to look into the matter and recommendations.



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