

# College of Social Work

***INNOVATION AND ENTREPRENEURSHIP POLICY  
APPROVED BY THE GOVERNING BOARD  
COLLEGE OF SOCIAL WORK, NIRMALA NIKETAN INSTITUTE FOR APPROVAL***

1. Annual Resource mobilisation plan shall be worked out at the institute for supporting pre-incubation, incubation infrastructure and facilities. College shall have two to three Assistant Professors who will look in to Nirmiti Centre for Social Innovation and Entrepreneurship
2. College will strive to raise resources for funding and supporting innovation and start-ups related activities through creation of separate 'Innovation fund'. The strategy involves raising funds from diverse sources to reduce dependency in particular, college shall approach corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013. It shall also raise funding through sponsorships and donations. Alumni network shall be tapped for promoting Innovation & Entrepreneurship (I&E).
3. Importance of innovation and entrepreneurial agenda shall be known across the institute through conferences, convocations, workshops, etc.
4. Strategic international partnerships shall be explored through international exchange programs, internships, engaging the international faculties in teaching and research
5. College shall strive to establish Institution's Innovation Council (IIC), participate as Innovation Ambassadors, and enrol in Smart India Hackathon
6. The college shall create pre-incubation and incubation facilities for nurturing innovations and start-ups
7. College shall offer mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis.
8. College shall establish processes and mechanisms for creation and nurturing of Start-ups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential start up applicants even from outside the institutions.
9. Student inventors/ innovators may also be allowed to opt for start-up in place of their research project/ term paper (subject to the decision of BoS, AC and Governing Board regulation).
10. College shall allow enterprising students to take a semester/year break to work on their start-ups and re-join academics to complete the course/ program.
11. Institute shall set up a review committee for review of start up by students
12. College shall offer Short-term/ full time entrepreneurship training, and provide mentorship support on regular basis. It shall also offer facilitation in a variety of areas including ideation, creativity, design thinking, fund raising, financial management, cash-flow management, new venture planning, business development, product development, social entrepreneurship, product costing, marketing, brand-development, human resource management as well as law and regulations impacting a business.
13. Institute shall extend this start-up facility to alumni of the institute as well as outsiders.
14. Participation in start-up related activities shall be considered as a legitimate activity of faculty in addition to teaching, research, industrial consultancy and management duties
15. 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. On the other hand, if product/ IPR is developed by innovators not using any institute facilities, outside office hours (for staff and faculty) or not as a part of curriculum by student, then product/ IPR will be entirely owned by inventors in proportion to the

contributions made by them. If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialisation), two of the institute's alumni/ industry experts (having experience in technology commercialisation) and one legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this.

16. Institute incubation unit will only be a coordinating and facilitating agency for providing services to faculty, staff and students. If institute is to pay for patent filing, then the advisory committee shall examine whether the IPR is worth patenting/ copyrighting.
17. In return of the services and facilities, institute shall take 2% equity/ stake in the startup/company, based on brand used, faculty contribution, support provided and use of institute's IPR. However a waiver shall be offered if the start up is focusing on social issues.
18. For staff and faculty, institute shall take 20% stake of shares that staff / faculty takes while drawing full salary from the institution. The staff / faculty may not spend more than 20% of office time on the startup in advisory or consultative role and should not compromise with their existing academic and administrative work / duties.
19. Faculty members with prior exposure and interest shall be deputed for training to promote I&E.
20. To ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, mechanisms shall be devised at institution level
21. For better coordination of the entrepreneurial activities, norms for faculty on start-ups shall be developed by college. It will also 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 start-up activities. Faculty start-ups may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
22. There shall be an Institute Ethics Committee set up for research and innovation activities. Human subject related research in start-ups should get clearance from ethics committee of the institution.
23. E-Cell will organize competitions, boot camps, workshops, awards, etc.
24. Entrepreneurship education shall be imparted to students at curricular/ co-curricular/ extracurricular level through elective/ short term or long-term courses on innovation, entrepreneurship and venture development.
25. There shall be formal and informal mechanisms such as internships, teaching and research exchange programmes, etc
26. There shall be periodic impact assessment of institute's entrepreneurial initiatives such as pre-incubation, incubation, and entrepreneurship education using well defined evaluation parameters.
27. This policy shall be reviewed every two years, however the Principal is empowered to make minor amendments as per suggestions received from Ministry of Education from time to time.

**Approved by the Governing Body on 26<sup>th</sup> April, 2022**

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**First Amendment on 20<sup>th</sup> September, 2022 (Point No. 17 & 18 inserted) and informed to stakeholders via Office Order.**