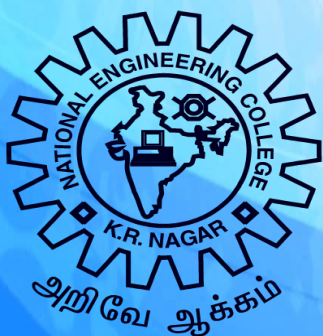


**NEC
ISP
2020**

**NATIONAL ENGINEERING COLLEGE
INNOVATION AND STARTUP POLICY 2020
FOR STUDENTS, FACULTY, STAFF, ALUMNUS AND
EXTERNAL ENTREPRENEURS**



**K.R. INNOVATION CENTRE
NEC BUSINESS INCUBATOR**



ESTD:1984

NATIONAL ENGINEERING COLLEGE

(An Autonomous Institution Affiliated to Anna University, Chennai)
K.R.NAGAR, KOVILPATTI, THOOTHUKUDI, TAMILNADU – 628503
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1. SUMMARY

National Engineering College (NEC), Kovilpatti is an self-financed autonomous engineering institute affiliated to Anna University, Chennai offering various programmes under engineering and technology. The faculty, staffs and students of NEC are always committed towards knowledge generation in emerging thrust areas. K.R. Innovation Centre (KRIC), NEC Business Incubator motivates students, faculty and staff to do activities related to innovation and entrepreneurship through the implementation of NEC Innovation and Startup Policy 2020. This Policy highlights the intellectual property ownership management, technology licensing and commercialization, thus enabling the creation of a robust innovation and Startup ecosystem in the college and also in the southern region of Tamilnadu.

- 1.1. Applicable to : Students, Faculty, Staff, alumnus of National Engineering College, Kovilpatti and external entrepreneurs
- 1.2. Policy Development Team :
 - 1. Director, National Engineering College
 - 2. Coordinator, KRIC
 - 3. Chief Executive Consultant, KRIC
- 1.3. Review Team :
 - 1. Principal, National Engineering College
 - 2. Dean (Academics), National Engineering College
 - 3. Heads of all academic departments
 - 4. Members of Board of Studies
- 1.4. Version : NEC ISP 2020 V1.0 (Draft)
- 1.5. Related Documents :
 - 1. National Innovation and Startup Policy 2019 for Faculty and Students
 - 2. Tamil Nadu Startup and Innovation Policy 2018-23
 - 3. National Engineering College IPR Policy – <https://nec.edu.in/ipr-policy>
- 1.6. Date of Implementation : 01st January 2021

2. ABSTRACT

National Engineering College (NEC), Kovilpatti envisions to become a top Innovation and Startup (I&S) creation & supporting Institute among all private Colleges in India by 2025. Our Institute has developed and implemented an Innovation & Startup Entrepreneurship strategy and policy in order to integrate the entrepreneurial startup ventures and innovation activities across students and faculty members of various departments, alumnus, outside entrepreneurs, thus enabling free flow of communication among all stakeholders. Moreover, these guidelines will facilitate K.R. Innovation Centre (KRIC) (NEC Business Incubator) in bringing uniformity across our Institute in terms of startup incubatee support, innovation management, and technology transfer & licensing, thus enabling creation of a robust innovation and startup ecosystem across our Institution. Entrepreneurship promotion and development is the major objective of KRIC. To facilitate development of an entrepreneurial ecosystem in the organization, specific objectives and associated performance indicators are defined here in our innovation and startup policy document. These guidelines will also help emphasize that startup entrepreneurship is all about creating an innovative business venture, which is financially successful in the long run. In our region of the state, innovation is still not the main focus of engineering education. In order to achieve the cultural and attitudinal shift, we ensure that ‘Innovation and Startup’ culture is the primary motive of our Institution. Therefore, this policy framework and guidelines are the need of the hour. These guidelines will enable our Institution Business Incubator to actively support our faculty, staff, students, alumnus and outside entrepreneurs to participate in Innovation and Entrepreneurship (I&E) related activities, thus creating more Jobs in our local region.

CREATING AN INNOVATION & STARTUP ECOSYSTEM:

NEC is the driving force in developing entrepreneurship culture in our vicinity (regional, district and community level). This includes giving opportunity for regional startups, provision to extend facilities for outsiders and active involvement of our institute in defining strategic direction for local development. NEC has established processes and mechanisms for easy creation and nurturing of startups by students, staff, faculty members, alumnus and outside entrepreneurs. NEC also set up pre-incubation & incubation facilities which are accessible to all startups incubated in our campus. In case, if any Institute doesn't have adequate facility/ infrastructure of its own in our nearby districts, then it may reach out to our incubation facilities and we are ready to facilitate access to their students, staff and faculty to support their innovation and startup venture.

2.A. VISION AND MISSION

Implementation of I&E policy at our institute level will be achieved through our vision and mission statements of KRIC.

VISION:

To nurture entrepreneurs through startups towards economic and industrial growth creating employment opportunities for engineering graduates.

MISSION:

- To provide state of the art infrastructure to the incubatees to innovate in the field of engineering and technology.
- To conduct innovation and entrepreneurial activities to convert innovative ideas into minimal viable startup business.
- To offer seed fund/grant to support the early stage startups.
- To collaborate with industries, investors, government, academia and other reputed business incubators for knowledge sharing, co-incubation and technology transfer.

2.B. OBJECTIVES:

The goal of our effort is to create more Jobs through our Incubatee Startups and by 2030 we are planning to give 100% placement to all our graduates or internship for the students through our startup incubatee companies. The entrepreneurial agenda is to bring in required commitment and our senior management very well understands that entrepreneurship requires a different type of mindset as compared to our regular academic activities. Our innovation and startup policy and action plan has been formulated at Institute level, which is in line with the current document along with well-defined short-term and long-term goals.

2.C. TEAM AND AUTONOMY FOR BUSINESS INCUBATOR

To reach the mark, we acknowledge the fact that we need high quality technical managerial human resources capable of next generation technological innovation and deep-tech entrepreneurship. Our Incubation Centre has recruited staff who has got strong innovation and

entrepreneurial/ industrial experience, behavior and attitude. This will help in fostering the I&S culture in our Institute. We have very carefully chosen our NEC Business Incubation and Institution Innovation Council (IIC) team as they not only understand the I&S businesses but also in sync with our vision, mission and objectives. Resource mobilization plan has been worked out at our institute for supporting pre-incubation, incubation and IIC activities. For expediting the decision making, hierarchical barriers have been minimized and individual autonomy and ownership of initiatives have been permitted for the Incubation management team. Micro action plan has also been developed by our team members to accomplish these policy objectives.

2.D. FINANCIAL SUSTAINABILITY

A sustainable financial strategy has been defined in order to reduce the organizational constraints to work on the entrepreneurial agenda. Investment in entrepreneurial activities is a part of our institutional financial strategy. Minimum 1% fund of our total annual budget of the institution is set to be allocated every year for funding startups and Innovation related activities by allocating a separate ‘NEC Startup Innovation fund’. Apart from this we have formed a strategy to raise funds from diverse sources to reduce dependency on the public funding. We already have New Generation Innovation and Entrepreneurship Development Centre (NEWGen IEDC) fund for 5 years through National Science and Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology (DST), New Delhi and we also have a committed Corporate Social Responsibility (CSR) fund from local industry to support our technology incubator for next 10 years, under CSR as per section 135 of the company act 2013. We are also in the process to raise more CSR funds. NEC actively engages alumni networks for promoting Innovation & Startups (I&S). Alumni are also funded through our Startup Program

3. CONDUCIVE INFRASTRUCTURE AND FACILITIES

NEC already created pre-incubation and incubation facilities for nurturing innovations and startups in our institutions. Our management understands that without innovation, new enterprises are unlikely to succeed. NEC has already created facilities within our institution for supporting pre-incubation (e.g. IIC as per the guidelines by the Ministry of Education’s Innovation Cell (MIC), Entrepreneurship Development Cell (ED-Cell), New-Gen IEDC, Innovation Cell, Startup Cell, etc.) and Incubation centre

by mobilizing resources from internal and external sources. This Pre-Incubation/Incubation facility is accessible till 9 PM to students, staff and faculty of all disciplines and departments across the institution. KRIC is a separately registered entity or Special Purpose Vehicle (SPV) of our educational trust, registered as section-8 of company act 2013 with independent governance structure. This will make our incubation management team free in decision making with less administrative hassles for executing the programs related to innovation, and Startups. This will have better accountability towards investors or any grants supporting our incubation facility.

4. IIC AND INCUBATION ACTIVITIES : WORKSHOPS AND SEMINARS

- 4.1. Importance of innovation and entrepreneurial agenda is very well known across our institute and has been promoted and highlighted at institutional programs such as National conferences, ideathon, workshops, webinars, etc.
- 4.2. Aspiring entrepreneurs get support on a regular basis if they are interested in new startup creation through our yearly “Startupathon” program.
- 4.3. Workshops related to technology development, 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 are regularly conducted.
- 4.4. Our Institute will incubate the startups and technology development by allowing students/ faculty/ staff /outside Entrepreneurs to use the institute infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners either Short-term/ six-month/ one-year or 2 Years.
- 4.5. Lot of efforts have been made that the events we organize DON'T BECOME an end goal. Therefore, the primary focus of our business incubator is to create successful Startup ventures.

5. NORMS FOR STUDENT STARTUPS

- 5.1. Students are allowed setting up a startup including social startups and working part-time for the startups while studying.
- 5.2. NEC allows their students to work on their innovative projects and setting up startups with the same idea.
- 5.3. NEC will allow students to work as intern / part-time in any startups (startups that are incubated

- in KRIC or any recognized HEIs/Incubators) while studying.
- 5.4. Student Entrepreneurs may earn credits for working on innovative prototypes/business models. Student innovators may also be allowed to opt to start a startup in place of their mini project/major project, or for their final year project.
 - 5.5. The area in which a student wants to initiate a startup may be interdisciplinary or multi-disciplinary.
 - 5.6. Students who are under NEC incubation, and are pursuing some entrepreneurial ventures while studying are allowed to use their address in our institute to register their company with due permission from the institution management
 - 5.7. If the student entrepreneurs have less attendance than the prescribed percentage, then they are provided flexible timing for compensation classes.
 - 5.8. NEC allows our students to take a semester/year break (or even more depending upon the decision of the review committee constituted by our institute) to work on their startups and re-join academics to complete the course in accordance with the regulations of Anna University.
 - 5.9. Student entrepreneurs may earn academic credits for their efforts while creating a startup business. NEC will set up a review committee for the review of innovative startup by students, and based on the progress made, it may also be considered for giving appropriate credits in the academics.
 - 5.10. Our institute has provision of free accommodation to entrepreneurs if they are starting a startup within the campus for some period of time during their Incubation period.

6. NORMS FOR FACULTY STARTUPS

- 6.1. Roles of NEC faculty may vary from being an advisor or mentor or consultant or as on-board members of the startup.
- 6.2. NEC has developed a policy on 'conflict of interests' to ensure that the regular duties of the faculty won't get disturbed due to his/her involvement in the startup activities.
- 6.3. Faculty startup may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- 6.4. Faculty must clearly separate and distinguish on-going research at our institute from the work conducted at their startup company.
- 6.5. In case of selection of a faculty start up by an outside national Incubator or international accelerator, a maximum leave (as sabbatical/ existing leave/ unpaid leave/ casual leave/ earned

- leave) of one semester/ year (or even more depending upon the decision of review committee constituted by our institute) may be permitted to the faculty.
- 6.6. Faculty must not accept gifts from any startup incubated in our Incubator.
 - 6.7. Faculty must not involve research staff or other staff of our institute in activities at the startup and vice-versa.
 - 6.8. No restriction for faculty/staff in starting a startup, as long as they do not spend more than 20% of office time on the startup in an advisory or consultative role and do not compromise with their existing academic and administrative work / duties.
 - 6.9. In case the faculty/ staff holds the executive or managerial or full time Director position for more than three months in a startup, then they will go on sabbatical or leave without pay.
 - 6.10. Participation in startup related activities are considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and are considered while evaluating the annual performance of our participating faculty.
 - 6.11. In spirit of NISP guidelines, product development and commercialization as well as participating and nurturing of startups would now be added to their existing faculty-duties and any faculty can choose a mix and match of these activities (in addition to minimum required teaching, research, administrative and other academic duties) and then respective faculty are evaluated accordingly for their performance and promotion.

7. ZERO FEE MODEL AND SOFT LOAN FOR STARTUPS

- 7.1. We provide prototype fund or minimal viable product (MVP) fund or pre-seed fund on the basis of Soft Loan where the Startups can return that fund after they raise significant Capital of at least Rs.1 Crore from external investors or their turn over crosses 2 Crore on any given financial year.
- 7.2. We provide co-working space and infrastructure access free for few eligible tech Entrepreneurs if they are at the very early stages of Startup Incubation.
- 7.3. If an incubatee team has more than 10 employees with good revenue stream from their startup, then KRIC provides co-working space at a very affordable cost. So, a startup may choose to avail only the co-working space from our institute on rental basis.
- 7.4. KRIC may facilitate and connect the incubatees with external technologists, Business management experts, Patent attorneys or experts, chartered accountants (CA), company secretaries (CS), legal professionals, consultants, startup advisory or venture builders through

third party service providers, agents etc.

- 7.5. Incubatees, if they wish, can avail services from these third party service providers based on the terms and conditions set forth by those external professionals or agents.
- 7.6. All outside entrepreneurs can avail the provided KRIC incubation facilities for which they apply for office space at least 6 months in advance and it is subjected to the availability of co-working space for eligible aspiring Entrepreneurs.
- 7.7. NEC provides co-working space on both fee-based (affordable) and zero payment models.

8. IPR LICENSING AND TECHNOLOGY TRANSFER

- 8.1. If KRIC business incubator facilities or funds are used for prototype development, then IPR will be jointly owned by inventors and institute Business Incubation Centre.
- 8.2. Inventors and our Business Incubation Centre could together license the product/IPR to any commercial organization or individual, with inventors having the primary say.
- 8.3. If our institute holds a joint patent with any inventor and if the Inventor intends to commercialize the product or service, by themselves, then the technology would be transferred to the Inventor with one-time technology transfer fee.
- 8.4. If product/IPR is developed by KRIC incubatees or external Entrepreneurs using their own funds without using our business incubation centre facilities, then product/ IPR will be solely owned by the incubatees. In this scenario, inventors can decide to license the technology to third parties or use the technology the way they deem fit.
- 8.5. Institute IPR cell or incubation center will only be a facilitator for providing services to faculty, staff, students and outside Entrepreneurs.