



# ***National Innovation and Startup Policy (NISP) for students and faculty in HEIs***

***By***

***Dipan Sahu***

**National Coordinator - NISP, ARIIA, IIC, MBA in IEV Program  
MHRD's Innovation Cell, AICTE, New Delhi**



**Smart India Hackathon**



**Institutions' Innovation Council**



**Atal Ranking of Institutions on  
Innovation Achievements**

**NISP**

**National Innovation and Start-up  
Policy 2019 for Students & Faculty**

**Hackathon**

**International Hackathons**

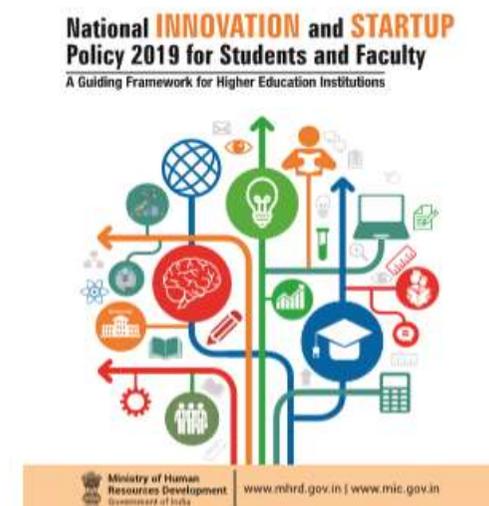
# Initiatives of MHRD's Innovation Cell



# National Innovation and Start-up Policy 2019 for Students & Faculty



- NISP 2019 was launched by Hon'ble Minister of Human Resource Development on 11 September 2019.
- The policy intends to guide HEIs to promote students' and faculty driven innovations & startups.
- It will be instrumental in leveraging the potential of student's problem solving & entrepreneurial mind-set and promoting a strong intra and inter-institutional partnerships.





MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



## Thrust Areas of NISP 2019

A. HEIs Strategies & Governance for Promoting Innovation & Entrepreneurship

A1. Creating Innovation Pipeline and Pathways for Entrepreneurs

A2. Building Organizational Capacity, Human Resources and Incentives

B. Norms for Faculty & Students Driven Innovations and Startups

B1 & B2. Incentivizing Faculty & Students for Entrepreneurship

B3. Norms for Faculty Startup

C. Incubation & Pre-Incubation support

D. IP Ownership Rights for Technologies Developed at HEI

E. Pedagogy & Learning Interventions for Supporting Innovations & Startups

A3. Collaboration Co-creation and Business Relationship and Knowledge Exchange

F. Entrepreneurial Performance Impact Assessment



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

# Highlighting features of the policy

Creation of 'Innovation fund' for supporting innovative projects and Start-ups by allocating minimum 1% of institution's total budget

Academic break for a semester/ year to work on their startups  
Credits for working on innovative prototype/ business models

2% - 9.5% Equity/ stake in startup/ company by Institute's incubator  
Complete Ownership of IPR by the inventors in case of non-usage of institute's facilities/ resources

Services to be offered by institution in lieu of equity, fee based or zero payment model



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



## A. Strategies & Governance for promoting Entrepreneurship

- Major Dimension of HEIs Strategy and Should formulate University/HEI level Document in accordance with the NISP and State Startup Polly.
- Achieved through Mission Statements rather than Stringent Control System
- Entrepreneurial Agenda Should be the responsibility of a Senior Person at the level of Dean/Director/Equivalent Position with less hierarchy and autonomy.
- Intra and Inter institutional Relation to promote E&I agenda and Institute can provide services and facilities to outsider entrepreneurs too.
- Resource Mobilization Plan Should be in Place
  - Own Resource: 1% fund of the total annual budget
  - Raising fund from Diverse Sources ( State and Central Agencies)
  - Incubation Fund support under CSR, Section 135 of the Company Act 2013
  - Sponsorship, Donation from Alumni Network
- All HEIs should join the Institution's Innovation Council (IIC) network and participate, participate in Smart India Hackathon (SIH) and participate in Atal Ranking of Institutions Innovation Achievement (ARIIA)



**MHRD**



**MHRD'S  
INNOVATION CELL**  
(GOVERNMENT OF INDIA)



**INSTITUTION'S  
INNOVATION  
COUNCIL**  
(Ministry of HRD Initiative)

## **A1. Creating Innovation Pipeline and Pathways for Entrepreneurs**

- HEI to ensure 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.
- HEI should link and collaborate their Incubation unit with external agencies and ecosystem enablers and provide network support to incubate startups.
- Connecting student entrepreneurs with incubate startups for internship, experience sharing and encouraging participation of students in innovation and business plan competitions and organize such competitions/hackathons on campus.



**MHRD**



**MHRD'S  
INNOVATION CELL**  
(GOVERNMENT OF INDIA)



**INSTITUTION'S  
INNOVATION  
COUNCIL**  
(Ministry of HRD Initiative)

## **A2. Building Organizational Capacity, Human Resources and Incentives**

- Institute should recruit staff that have a strong innovation and entrepreneurial/industrial experience , behavior and attitude, this will held in fostering the I&E agenda and culture in HEI.
- Faculty and departments of the institute have to work in coherence and cross departmental linkage and maximum utilizations internal resources and knowledge.
- Faculty and staff should be encouraged to do courses/trainings/certificates on innovations, entrepreneurship and IPR.
- To retain talent, institute shod develop academic and non-academic incentives and reward mechanism for all staff, faculty and stakeholders.
- A performance matrix should be developed and used for evaluation as part of annual performance and contribution of faculty/staff towards achieving I&E agenda should be part of matrix.



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## A3. Collaboration, Co-creation and Business Relationship and Knowledge Exchange

- Institute should develop a policy or guideline document for forming and managing the relationships with external stakeholders including private industries.
- Knowledge exchange through collaboration and partnership should be made as part of institutional policy.
- Mechanisms should be devised by the institute to ensure maximum exploitation of entrepreneurial opportunities with industrial and commercial collaborations.
- Knowledge development should be done by the institute through development of innovation knowledge platforms using ICT capabilities. Repository of ideas, PoCs, Innovations and Startups can be managed through the platform.



**MHRD**



**MHRD'S  
INNOVATION CELL**  
(GOVERNMENT OF INDIA)



**INSTITUTION'S  
INNOVATION  
COUNCIL**  
(Ministry of HRD Initiative)

## **B. Norms for Faculty and Student Driven Innovations & Startups**

### **B1. Incentivizing Students for Innovation and Entrepreneurship**

HEIs should establish process/clear guideline and mechanism for easy creation and nurturing of startups/enterprises by students (UG, PG and PhD), faculty and staff of HEI by setting up a committee and working committees on following:

- Allow students to setup Startup ( Social and tech and non-tech ) or working part-time for the startup while studying/working as intern
- Allowing students to earn credit for working on Innovative prototypes/business Models.
- Student Innovators/entrepreneurs may allowed to opt for startup in place mini project /major project, seminar and summer training etc.
- Allow student entrepreneurs to take a semester break/year break to work o their startup
- Allowing student entrepreneurs/innovators to sit for the examination. (institute need to set up minimum attendance and after reviewed by committee on case to case basis).
- Allowing Student entrepreneurs to use the address of Hostel (or) pre-incubation and (or) incubation unit to register their venture while studying at HEI.



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## B2. Incentivizing Faculty for Innovation and Entrepreneurship

- Allowing faculty to start 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.
- 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.
- 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 consultants role and don't compromise with their existing academic and administrative work or duties.
- In case faculty/staff is drawing salary form institute, institute's stake/equity on startup should be limited to 20% of total share of faculty/staff or 9.5% of total stake which ever is minimum.



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## B3. Norms for Faculty Startup

- Role of faculty while teaching may be as owner/founder/co-founder/Director-promoter/adviser/mentor/consultant but cant take role of employee as CEO or other managerial role in his/her startup and cant draw salary from startup and cant accept gifts from his own startup. He/she can take share on profit and dividend only if any from startup as owner/shareholder.
- Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/company.
- In case selection for acceleration or incubation, he 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



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## C. Incubation & Pre-Incubation support Facility Creation and Access

- Creation of Pre-Incubation and Incubation (SPV – Section 8 of Company Act or Society Act)
- Pre-incubation and Incubation Support: Attach with nearest Incubation Unit if not exist in campus
- Promotion and intensification of Technology Commercialization efforts. Allow Licensing of IPR from Institute to Startup incubated at Incubation Unit.
- Facility should be accessible to 24x7 to student, staff and faculty of all discipline and department across the institute.
- Provision and streamline relevant services and mentoring support through pre-incubation/incubation units in-return for fees, equity sharing (or) zero payment basis.
- In return of services offered (Space, Infrastructure, mentorship, seed fund, accountant and legal and patent support) and use of facilities at institute/incubation unit may take 2-9.5% equity/stake in the startup/company incubated.
- In case of compulsory equity model, startup may be given a cooling period of 3 months to use the incubation services on rental basis to take final decision



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## D. IP Ownership Rights for Technologies Developed at HEI

- If fund and (or) resource of HEI used substantially, then IPR should be made jointly by Institute and inventor and license together and revenue sharing among the parties.
- If any one of inventor want to start a startup based on the technology developed as above, then it can be licensed to inventor with royalty would be no 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 between 1-4%. In case software share divide is based on mutually decided between the institute/incubation unit and incubate company.
- On any dispute on IPR ownership and revenue sharing and licensing, then a five member committee setup at HEI will look into the matter and recommend.
- Interdisciplinary research and publication on startup and entrepreneurship should be promoted by HEIs.



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## E. Pedagogy and Learning Interventions for Entrepreneurship Development

- Adopt and produce desirable learning outcomes as part of curricular, co- curricular and extra curricular level.
- Create and publish tool kit on innovation and startup and IPR for open access to students and faculties.
- Student clubs/bodies on innovation and IPR and Startup must be established and engaged.
- HEI should start recognizing and giving Innovation and Entrepreneurship awards to best achievers form campus annually. And confer gold medal kind of rewards during convocations ceremony.
- Teaching on tolerating and encouraging failures.
- Creating awareness among students and teaching methods should include case studies of real business stories of failure and success, experiential learnings.
- Pedagogy changes nee to be done to ensure that maximum number of students projects and innovations are based around life challenges. It should be constantly reviewed and updated.
- Start a part time or full time MS/MBA/PGDM in Innovation , Entrepreneurship and Venture Development Course to be offered through Incubation Unit as per the AICTE guideline.



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

## F. Entrepreneurial Performance Impact Assessment

- Performance Analysis of services and facilitates on regular basis
- Development of key performance indicators
- Focus on Input, process, output, outcome and impact level



MHRD



MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)



INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)

- Download the Copy of NISP & Share with Students, faculties, and Head of Institute for Adoption.  
[https://mic.gov.in/assets/doc/startup\\_policy\\_2019.pdf](https://mic.gov.in/assets/doc/startup_policy_2019.pdf)
- Institutes can join the NISP Campaign launched by MHRD's Innovation Cell:  
[https://mic.gov.in/startup\\_application.php](https://mic.gov.in/startup_application.php)
- Institutes can Implement NISP by Appointing a Sr. Faculty as In charge and Nominate Details at  
[https://mic.gov.in/nominate\\_faculty\\_for\\_nisp.php](https://mic.gov.in/nominate_faculty_for_nisp.php)
- e-Feedback & e-Assessment on National Innovation & Startup Policy (NISP) for Students and Faculties in HEIs <https://forms.gle/5nXBaZM7apihBgcdA>



**MHRD**



**MHRD'S  
INNOVATION CELL  
(GOVERNMENT OF INDIA)**



**INSTITUTION'S  
INNOVATION  
COUNCIL  
(Ministry of HRD Initiative)**

# Thank you

Visit us at

[www.mic.gov.in](http://www.mic.gov.in) & [www.aicte-india.org](http://www.aicte-india.org)

Email: [startup@aicte-india.org](mailto:startup@aicte-india.org)

**For General Query**

**Dr. Pooja Rawat**

**Contact: 011-2958 1509**

**Innovation Officer, NISP Implementation Team**

**For Specific Query**

**Mr. Dipan Sahu**

**Contact: 011-2958 1226**

**National Coordinator & NISP Implementation Team,  
MHRD's Innovation Cell, AICTE, Nelson Mandela Marg  
New Delhi-110070**