



**PAAVAI ENGINEERING COLLEGE**  
(Autonomous)  
NH44, Paavai Nagar, Pachal, Namakkal-637018



## **STARTUP POLICY**

The Startup Policy for students and faculty of Paavai Engineering College, Namakkal would enable the institute to actively engage faculty (teaching and non-teaching) and students in innovation and entrepreneurship related activities. The policy focuses on the mechanism for the initiation of start-ups by the faculty and students. The main aim of the policy is to safeguard academic integrity and to promote startup culture in the college.

### **Vision**

To promote and provide knowledge on entrepreneurship and encourage both students and faculty towards innovations & start-ups which will empower our country to emerge as a robust economy.

### **Mission**

The entrepreneurial ecosystem of the college is well established by motivating all the students and faculty members to ideate, design and develop them into a successful business model by nurturing initiatives like boot camps, project contest and workshops on capacity building.

### **Policy**

- The NISP committee of the college and review committee is responsible for innovation and startup related activities.
- The process is a mechanism of nurturing startups by students (undergraduate, post graduate and Ph.D.), faculty members, alumni and potential startup by collaborating with outside institutions also.
- Offer access to pre-incubation and incubation facilities for students and faculty for mutually acceptable time frame.
- Student entrepreneurs may earn academic credits, while creating an enterprise. Review committee may review the progress of the student's startup and it may be consider for giving appropriate credits.
- Institutions will facilitate the use of resource to its faculty members/Students who wish to establish a startup as a fulltime effort. The faculty could avail leave as per the rules of the college.
- The student entrepreneurs are provided with activities like boot camp, Ideation, Innovation contest, Awareness program on business model, financial budgeting of startup, visit to local industries/manufacturing facilities, arranging entrepreneurial interactions to get exposure to societal problems and real time entrepreneurs.

- The students, faculty members, alumni and potential entrepreneurs from outside should abide by the rules and regulation of the institution.

### **To support early phase of entrepreneurship development including the pre-start up as well as early post start-up phase and growing enterprises**

The main objectives of the entrepreneurship policy will be as follows:

- To provide a platform to the faculty and students to pursue their own ideas towards becoming partners in economic development process.
- To build entrepreneurial culture in the institution.
- To promote knowledge based and innovation driven enterprises.
- To promote employment opportunities amongst students.
- To offer platform for dynamic start-ups by motivating educated youth to consider entrepreneurship as a preferred and viable career.
- To support early phase of entrepreneurship development including the pre-start up as well as early post start-up phase and growing enterprises.
- To ensure adequate availability and flow of information to potential entrepreneurs, eliminate entry and exit barriers, create a business friendly environment in order to reduce various kinds of compliances and regulations.
- To offer an improved incubation facilities which lead to better entrepreneurial eco system.
- To associate with various government organization like DST, CII, MSME and other academic institutions.
- To encourage the students and faculty to work on innovative projects based on commercial products which will serve economic need of our country.

### **Scope**

This policy will cover and guide all the entrepreneurial activities of bonafide students (undergraduate, post graduate and Ph.D.), alumni and faculty of the college.

### **Policy**

#### **The selection Procedure for Startup:**

**1. Review:** Each proposal would be initially reviewed by a review committee comprising of member from academia and industry. The Review Committee will measure the strength of the proposed innovation and business-worthiness. Selected Applicants will be required to enter into Memorandum of Understanding with the Paavai Engineering College.

**2.Modalities for application:** Any faculty /student/researcher desirous of starting an innovation based start-up would apply formally to head of the institution after getting due recommendation from the EDC cell of the college.

**3. The Administrative Composition of starting a company:** The role of the faculty/student in starting a company must be clearly defined whether as a promoter (ownership), as mentor (volunteer service), as a consultant (paid service) or on the Board of Directors of a company (holding shares without promoter).

**4. The administrative body of the company:** In case of faculty being a promoter, the company can comprise of Faculty members alone, Faculty members and students of the home institute, Faculty members of the home institute and members of faculty of other institutes, Faculty members, students, alumni and any other entrepreneurs with at least one of those being either the faculty/staff/ student at Paavai Engineering College.

**5. Usage of Institution facilities:** As startups will be incubated at college campus, the use of lab facilities will be governed the rules and regulation of the institutions.

**6. Support to the startup:** The College will depute one faculty with each startup owned by the students to offer services such as guide, coach or mentor in the company, if the start-up is incubated by the policy to be framed in this regard.

**7. Hosting office:** All departments wherever the faculty member(s) are employed would provide required space, as per the availability, for hosting offices and lab access (the concerned faculty entrepreneur may write to the Head of the institution for the approval), initially for a period of three years to provide sufficient incubation period, with review being done every year by the reviewing committee. After the period of three years, a fee would be paid to the college as per the decision of the committee duly formed in this regard under the chairmanship of Principal of the College according to the guidelines issued by Paavai Engineering College Management Committee.

**8. Seed Funding:** The Institution shall endeavor to create the Corpus out of which the seed funding shall be given as loan/equity to the startups. The amount of funding to be provided to a startup will be decided on case to case basis as per the guidelines of Paavai Engineering College Management Committee, Namakkal.

**9. Norms for the Faculty, Staff and Students Startups:** This policy permits faculty, staff and students to transform the ideas based on IPR owned / co-owned by them for running Startup Company. Faculty startup may a faculty member alone or with students or with faculty of other institutes or alumni or with other entrepreneurs.

- Paavai Engineering College may take 2 to 9.5% equity or stake in a Start-up that utilizes the facilities of the institute.
- No restriction on the shares that faculty / staff can hold, as long as they do not spend more than 20 % of office time on the startup company in the role mentioned and do not compromise in their academic and administrative work / responsibilities.
- Institute may allow their students to take a semester/year break (or even more depending upon the decision of review committee constituted by the institute) to work on their start-ups and re-join academics to complete the course.

**10. Incentives:** In order to attract and retain right people, institute should develop academic and non-academic incentives and reward mechanisms for all staff and stakeholders that actively contribute and support entrepreneurship agenda and activities.

- i. The reward system for the staff may include sabbaticals, office and lab space for entrepreneurial activities, reduced teaching loads, awards, trainings, etc.
- ii. The recognition of the stakeholders may include offering use of facilities and services, strategy for shared risk, as guest teachers, fellowships, associateships, etc.
- iii. A performance matrix should be developed and used for evaluation of annual performance.

**11. Intellectual Property Rights Protection and licensing:** Intellectual Property Rights (IPR) denotes the specific legal rights of the inventors to hold and exercise Patents, Trademarks, Copyrights, Industrial Designs, etc. IPR aims to exclude third parties from exploiting the protected subject matter for a certain period of time (normally 20 years), without explicit authorization from the right holders. The IPR developed by the Institute / startup has to be protected and licensed as per the Institute norms.

- If the same intellectual property is to be commercialized, the license fee could either be
  - i. Royalty as percentage of sale price
  - ii. Shares in company licensing the product
  - iii. Upfront fees or one time technology transfer fees
- If there is a dispute in ownership minimum 5 members committee consisting of faculty members with expertise in IPR, alumni or industrial experts, legal Advisors with experience in IPR will examine the issue and settle the same.
- Paavai Engineering College will provide guidance for IPR management if required by the start-up or the firm
- Interdisciplinary research and Publication on start-up and entrepreneurship will be promoted by the institution.

**12. Internships:** The College under this policy will also support Internships for students in the company wherein, students may be hired to work even if they may not want to begin a company themselves. They may be put under a mentorship process with IP experts, entrepreneurs, and design experts. Any student would be eligible to apply. The duration would range between 3-6 months. The internship program aims to motivate students to innovate by nurturing an innovation based ecosystem. This would help the company to get the motivated human resource and at the same time would also provide the students a unique opportunity to develop a hands-on experience in innovation, development at early stage inventions and entrepreneurship.


**13. Conflict of Interests:** Whenever a faculty member of the College starts a new venture, his/her time spent on company related work may overlap with his/her other responsibilities of the Institution. A comprehensive conflict of interest's policy in this regard will be elaborated as per the policy of Paavai Engineering College, Namakkal.

## References

1. National Innovation and Startup Policy 2019 for Students and Faculty MHRD, GOI  
[www.mhrd.gov.in](http://www.mhrd.gov.in) / [www.mic.gov.in](http://www.mic.gov.in)
2. Tamil Nadu Startup and Innovation Policy: 2018-23, Entrepreneurship Development and Innovation Institute, Chennai, [www.editn.in](http://www.editn.in)
3. Startup Policy – 2016, AICTE – New Delhi [www.aicte-india.org](http://www.aicte-india.org)
4. Anna University Start-Up Policy for Faculty, Staffs and Students

  
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