



MANGALAM COLLEGE OF ENGINEERING

Ettumanoor, Kerala

Accredited by NAAC & ISO 9001:2000 Certified Institution

Mangalam Innovation, Entrepreneurship, IPR and Startup Policy [MIEIS] w.e.f September 2022 (Framed As Per NISP Policy 2019)

Vision

To be recognized as centre for excellence for faculty and students in innovation, entrepreneurship and Startup's in Kerala.

Mission

To motivate the students' and develop world-class entrepreneurial Faculty and student workforce who are competitive and skilled enough with innovative and entrepreneurial edge holding intellectual property rights to incubate the diversified and social relevant start-ups and build an ecosystem with advanced reliable technology.

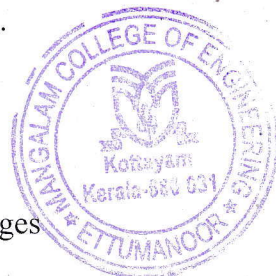
Formed in 2016 the IEDC (Innovation and Entrepreneurship Development Centre) acts as the pivotal centre for the implementation of Innovation, Entrepreneurship, Incubator and Startup in Mangalam College of Engineering. The Innovation Think Tank for the Mangalam College of Engineering is done by IIC (Institution Innovation Council). The IPR rights are significantly addressed by the Mangalam Research and Consultancy Centre (MRCC). So IEDC acts as a pillar the along with IIC and MRCC to form MIEIS and facilitate the students to develop startups.

Objectives of MIEIS

- IIC defines Innovation Parameters
- MRCC defines the IPR parameters
- IEDC defines the Incubation, Entrepreneurship and Startup parameters
- To introduce the Digital pedagogy for the skill development of Engineering faculty to solve the grand challenges.
- To ensure the incubation creates technology-based start-ups which are socially vibrant.
- To form the Mangalam Technology Business Incubator [**MTBI**] or legal entity known as **M C Varghese Foundation**.
- To form an innoyation/Corpus fund with approval from Head of Institution.

Performance Indicators of MIEIS

- The framework for performance Indicators relies on the addressing challenges





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- Challenge in absence of Content Knowledge and Classroom based product making knowledge.
- Challenge in absence of content knowledge and Startup knowledge.
- Challenge in absence of Startup knowledge.
- Challenge in absence of classroom-based product making knowledge.
- Formation of Community based projects and IPR
- Incubation Parameters including Preincubation, Post Incubation parameters.
- Stakeholder Survey:

Board of Directors of MTBI

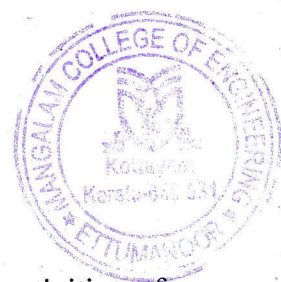
- Chairman of Mangalam College of Engineering
- Five Invited CEOs of Organisations
- Principle of Mangalam College of Engineering (Chair to BoD)
- Legal Advisor with IPR and Startup Knowledge.
- IEDC Nodal Officer (Providing IEDC to MTBI)
- IEDC Assistant Nodal Officer /Manager of MTBI/ Appointee of Principal
- IQAC Coordinator (Performs Annual Qualitative and Quantitative Assessments)
- AICTE/UGC/NAAC/NBA Nodal Officers
- All HoD of the Departments/Deans of Schools

Executive Committee of MTBI

All the members of executive committee of MTBI are students who are elected and ratified by Board of Directors and principally works under the Manager of MTBI (i.e. Assistant Nodal Officer/ Appointee of Principal). The Executive Committee Members are:

- Manager -Head Corporate Connect
- Senior Associate Finance- Student by Nomination/Elect
- Senior Associate Incubation Applications- Student by Nomination/Elect
- Senior Associate Incubation Support and Investor Relations- Student by Nomination/Elect
- Senior Associate Startup Funding and Investor Connect- Student by Nomination/Elect
- Associate Communications and Design- Student by Nomination/Elect
- Associate Product Design Consultant- Student by Nomination/Elect
- Associate Incubation Applications- Student by Nomination/Elect
- Associate Events Coordinator- Student by Nomination/Elect
- Associate Workshop Operations- Student by Nomination/Elect
- Associate SCPDP Framework- Student by Nomination/Elect

Steering Committee for supporting MTBI is formed to support the activities of Executive Committee of MTBI and the members are the Department IEDC





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Coordinators nominated by the respective Head of the Department approved by Principal.

Mentors of MTBI

- Fifteen Alumni Mentors who are Technocrats/Entrepreneurs nominated by Alumni Association.
- Fifteen Industry Mentors who are Technocrats/Entrepreneurs/ Directors of Industry nominated by Manager of MTBI.
- One representation from any department of government related to industry as industry mentor nominated by principal.
- Fifteen members nominated by Women in Research and Engineering as Mentors
- Four Domain experts in respective technological areas nominated by Principal.

Resource Mobilisation for MTBI

- Investment in the entrepreneurial activities should be a part of the Institutional financial strategy. Minimum 1% fund of the total annual budget of the Institution should be allocated for funding and supporting innovation and startup related activities.
- The strategy should also involve raising funds from diverse sources including Government agencies (state and central) like DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Startup India, Invest India, MeitY, MSDE, MSME, etc. and non-government sources should be encouraged.
- To support technology incubators, academic Institutes may approach private and corporate sectors to generate funds under Corporate Social Responsibility(CSR) as per Section 135 of the Company Act 2013.
- Institute may also raise funding through sponsorships and donations. Institute should actively engage alumni network for promoting Innovation & Entrepreneurship (I&E).
- Institution shall establish processes and mechanisms for easy creation and nurturing of Start-ups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential startup applicants even from outside the Institutions.
- While defining their processes, Institutions will ensure to achieve the following:
Incubation support: Offer access to pre-incubation & Incubation facility to startups by students, staff and faculty for mutually acceptable time-frame. Will allow licensing of IPR from Institute to start up: Ideally students and faculty members intending to initiate a startup based on the technology developed or codeveloped by them or the technology owned by the institute, shall be allowed to take a license on the said technology on easy term, either in terms of license fees and/or royalty to obviate the early-stage financial burden.
- Will allow setting up a startup (including social startups) and working part-time for the startups while studying / working: HEIs may allow their students / staff to work on their innovative projects and setting up startups (including Social Startups) or work as intern/part-time in start ups (incubated in any recognized HEIs/Incubators) while studying / working. Student inventors may be allowed to opt for start up in place of





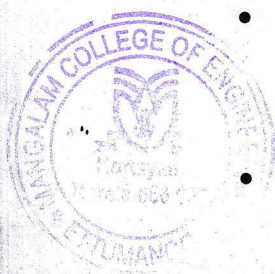
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their mini project/ major project, seminars, summer trainings. The area in which student wants to initiate a startup may be interdisciplinary or multi- disciplinary.

- Students who are under incubation, but are pursuing some entrepreneurial ventures while studying shall be allowed to use their address in the Institute to register their company with due permission from the Head of the Institution. A request letter shall be forwarded to the Head of the Institution by the HoD of the department through the IIC. The Students will be given special permission to do works related to incubation. However, Students will be given permission to attend the examination only if they have above 80% attendance. Faculty members will also be allowed to indulge in start up activities without affecting the works related to their academics.
- The students may be permitted to take a semester/year break (or even more depending upon the decision of review committee constituted by the Institute) to work on their startups and re-join academics to complete the course.
- The Institute shall explore provision of accommodation to the entrepreneurs within the campus for some period of time.
- Allow faculty and staff to take off for a semester/year(or even more depending upon the decision of Head of the Institution) as sabbatical/ unpaid leave/casual leave/earned leave for working on startups and come back. Institution shall consider allowing use of its resource to faculty/students/staff wishing to establish start up as a fulltime effort. The seniority and other academic benefits during such period shall be preserved for such staff or faculty.
- Institute shall facilitate the startup activities/ technology development by allowing students/faculty/ staff to use Institute infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners
 - Short-term/ six-month/ one-year part-time entrepreneurship training.
 - Mentorship support on regular basis.
 - Facilitation in a variety of areas including 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.
 - Institute shall link the startups to other seed-fund providers/ angel funds/venture funds or it may setup seed-fund once the incubation activities mature.
 - License the Institute IPR.
- All Consultancy Policy of Mangalam College of Engineering is applicable here.
- 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.
- Inventors and Institute could together license the product/ IPR to any commercial organization, with inventors having the primary say. License fees could be either/or a mix of upfront fees or one-time technology transfer fees, royalty as a percentage of sale-price, shares in the company licensing the product (applicable after establishing SPV)
- If one or more of the inventors wish to incubate a company and license the product to this company, the royalties would be 4% of sale price for hardware product and 2% for





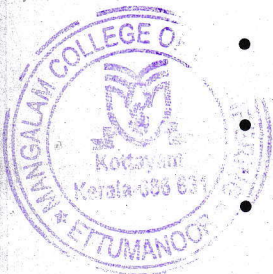
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pure software product. If it is shares in the company, shares will again be 4% (after establishing SPV).

- 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. In this case, inventors can decide to license the technology to third parties or use the technology the way they deem fit.
- If there is a dispute in ownership, KAPILA Funding Committee will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction.
- Interdisciplinary research and publication on startup and entrepreneurship shall be promoted by the institution. The record for which may be maintained by the MRCC of the Institution.
- Faculty and departments of the Institutes have to work in coherence and cross departmental linkages shall be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- Periodically, external subject experts such as industry personnel/ alumni shall be invited
- for interaction and provide strategic advice and bringing in skills which are not available internally.
- Faculty and staff shall be encouraged to do courses on innovation, IPR, entrepreneurship management and venture development.
- Spreading awareness among students, faculty and staff about the value of entrepreneurship and its role in career development or employability.
- Students shall be encouraged to develop entrepreneurial mind set through experiential learning by exposing them to training in cognitive skills (e.g. design thinking, critical thinking, etc.), by inviting first generation local entrepreneurs or experts to address young minds. Initiatives like idea and innovation competitions, hackathons, workshops, boot camps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition should be routinely organized.
- Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the startup.
- Faculty members shall float their own start-ups without compromising their assigned academic duties.
- Faculty startup may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- In case the faculty/ staff holds the executive or managerial position for more than a month in a startup, they will go on sabbatical/ leave without pay/utilize existing leave.
- Faculty shall clearly separate and distinguish on-going research at the institute from the work conducted at the startup/company.
- The reward system for the staff may include sabbaticals, office and lab space for entrepreneurial activities, reduced teaching loads, awards, trainings, etc
- The recognition of the stakeholders may include offering use of facilities and services, strategy for shared risk, as guest teachers, fellowships, associateships, etc.





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- A performance matrix should be developed and used for evaluation of annual performance.
- Networking events must be organized to create a platform for the budding entrepreneurs to meet investors and pitch their ideas.
- Provide business incubation facilities: premises at subsidised cost. Laboratories, research facilities, IT services, training, mentoring, etc. should be accessible to the new startups.
- Institute must develop a ready reckoner of Innovation Tool Kit, which must be kept on the homepage on institute's website to answer the doubts and queries of the innovators and enlisting the facilities available at the institute.
- Only those technologies should be taken for faculty startups which originate from within the same institute
- In case the faculty/ staff holds the executive or managerial position for more than three months in a startup, they will go on sabbatical/ leave without pay/ utilize existing leave.
- Faculty must not accept gifts from the startup.
- Entrepreneurship education should be imparted to students at curricular/ co-curricular/ extra- curricular level through elective/ short term or long-term courses on innovation, entrepreneurship and venture development. Validated learning outcomes should be made available to the students.
- Single Point of Contact (SPOC) mechanism should be created in the institute for the students, faculty, collaborators, partners and other stakeholders to ensure access to information.

The Institute will make all the necessary efforts to involve the students, faculty and staff in "Mangalam Technology Business Incubator/ M C Varghese Foundation Activities".

Dated: 1st September 2022

Chairman

Principal

