

UNIPUNE ID : IMM013250

DTE CODE : 6167

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AICTE PERMANENT ID : 1-3675161



KAMALA EDUCATION SOCIETY'S

# PRATIBHA INSTITUTE OF BUSINESS MANAGEMENT

Recognised by Government of Maharashtra,  
Affiliated to Savitribai Phule Pune University and Approved by AICTE  
ACCREDITED BY NAAC

**Date: 12 August 2022**

## Notice

Pratibha institute of Business Management, has formed the "National Innovation and Startup Policy" under Ministry of Education. It is a guiding framework to envision an educational system oriented toward start-ups and entrepreneurship opportunities for students and faculties. The expert committee has already been formed and I&E policy has framed and approved in the NISP meeting.

Dr. Mahima Singh

Coordinator- NISP

Prof. Gururaj Dangare

Vice- Chairman- NISP

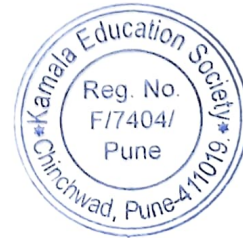
Dr. Sachin Borgave

Chairman-NISP

For Kamala Education Society

Bhupali

President Secretary Treasurer



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## NEW INNOVATION and STARTUP POLICY

### ❖ VISION

To create a comprehensive framework that fosters a culture of entrepreneurship and innovation.

### ❖ MISSION

- Establishing a Vibrant Start-up Ecosystem Across Departments
- Engaging Students, Faculty, and Staff in Innovation and Entrepreneurship
- Facilitating Intellectual Property Management, Technology Licensing, and Equity Sharing

### ❖ OBJECTIVES

- Establish dedicated innovation centres or labs that facilitate research and development of cutting-edge technologies.
- Impart essential skills to develop entrepreneur from the institute
- Establish start up incubators and accelerators within the institution.
- Collaborate with other educational institutions, both locally and internationally, to share resources, research opportunities, and best practices.
- Establish strong relationships with industry partners and corporations by offering research collaborations, sponsored projects, and consulting services.

### ❖ SHORT TERM GOALS

#### Developing Critical Thinking Skills:

- ✓ Introduce workshops, seminars, and courses that emphasize critical thinking, problem-solving, and creativity.



- ✓ Encourage faculty members to incorporate real-world problem-solving and case studies into their teaching methods.
- ✓ Organize brainstorming sessions and innovation challenges to stimulate critical thinking among students and faculty.

### **Building Innovation and Incubation Ecosystem:**

- ✓ Develop clear guidelines and application processes for students and faculty to access innovation and incubation resources.

### **In-House Competency Development:**

- ✓ Offer training programs, workshops, and mentorship to students to enhance their abilities to mentor and guide aspiring entrepreneurs.
- ✓ Collaborate with industry experts and successful entrepreneurs to provide hands-on training and real-world insights.
- ✓ Create a repository of knowledge and best practices related to entrepreneurship and innovation within the institution.

### **Strengthen Intra and Inter-Institutional Linkages:**

- ✓ Foster collaboration with local and regional innovation ecosystems, including start-ups, incubators, accelerators, and industry associations.
- ✓ Facilitate partnerships with other educational institutions, encouraging knowledge exchange and joint initiatives.
- ✓ Attend and actively participate in relevant regional and national innovation and entrepreneurship events to expand your network.

### **Defining Key Performance Indicators (KPIs):**

- ✓ Identify specific KPIs that align with our goals, such as the number of start-ups incubated, successful product launches, and student/faculty participation in entrepreneurial programs.
- ✓ Regularly review and adapt KPIs to ensure they accurately reflect the progress and impact of your efforts.

## **❖ LONG TERM GOALS**

### **Obtaining Scientific and Technical Patents:**

- ✓ Connect start-ups with legal and intellectual property experts to navigate the patent application process.
- ✓ Promote a culture of intellectual property awareness and protection among innovators and entrepreneurs.

### **Collaboration, Co-Creation, and Technology Exchange:**

- ✓ Encourage collaboration and co-creation by organizing workshops, Hackathons, and innovation challenges.
- ✓ Facilitate technology exchange and commercialization through partnerships with industry, research institutions, and government agencies.
- ✓ Establish mechanisms for start-ups and innovators to showcase their technologies to potential collaborators and investors.

### **Emerging Successful Innovation and Start-ups:**

- ✓ Celebrate and showcase successful start-ups and innovations emerging from your institution.
- ✓ Share success stories and case studies to inspire and motivate other students and faculty.
- ✓ Establish alumni networks to connect successful entrepreneurs with current students for mentorship and guidance.

### **Increasing Technical Employment Rate through Start-ups:**

- ✓ Promote entrepreneurship as a viable career option among students and faculty.
- ✓ Offer support and resources for start-ups to scale and create job opportunities for graduates.
- ✓ Collaborate with industry partners to facilitate recruitment and internships at start-ups.

### **Creating Societal, Ethical, and Technological Entrepreneurs:**

- ✓ Integrate ethical and societal considerations into entrepreneurship courses to foster responsible entrepreneurship.
- ✓ Promote social entrepreneurship and innovation that address pressing societal challenges.
- ✓ Encourage students and faculty to develop technologies and start-ups that have a positive impact on society.

### **❖ DELIVERABLES**

#### **Inculcating Awareness of Innovation and Start-ups:**

- ✓ Organize awareness campaigns, workshops, and seminars on the importance of innovation and entrepreneurship.

#### **Imparting Education on Innovation and Entrepreneurship Development:**

- ✓ Develop and offer courses on innovation and entrepreneurship as part of the curriculum.
- ✓ Facilitate extracurricular activities such as entrepreneurship clubs, pitch competitions, and hackathons.

### **Enterprise Support from Corporate Social Responsibility (CSR):**

- ✓ Collaborate with corporations and organizations to secure entrepreneurial initiatives.
- ✓ Develop mutually beneficial partnerships with CSR-focused companies that align with your institution's goals.

### **Arena with Skilled Professionals:**

- ✓ Offer mentorship and training programs conducted by experienced industry professionals.
- ✓ Invite guest lecturers and experts from various fields to share their knowledge and insights with students.

### **Promoting Active Research & Advocacy:**

- ✓ Encourage faculty and students to engage in research projects that have practical applications and entrepreneurial potential.

### **Inter-Department Linkages and Inter-Institutional Linkages:**

- ✓ Promote collaboration between different departments within the institution to encourage interdisciplinary innovation.
- ✓ Forge partnerships with other educational institutions, research centers, and industry players to expand the network and resources available to your institution.

### **❖ PROMOTION**

#### **Organize Workshops, Lectures, Seminars, e-Talks, and Competitions:**

- ✓ Host regular workshops, lectures, and seminars featuring industry experts, successful entrepreneurs, and thought leaders.
- ✓ Organize competitions to provide hands-on experience and practical skills to participants.

#### **Conduct Classroom Education and Training, Mentoring:**

- ✓ Offer courses on innovation, entrepreneurship, and related topics.

- ✓ Establish a mentorship program that connects experienced entrepreneurs and mentors with aspiring startups.

### **Integration of Experiential Learning:**

- ✓ Encourage experiential learning by incorporating real-world projects, internships, and entrepreneurship experiences into the curriculum.
- ✓ Foster a culture of learning by doing, where students apply classroom knowledge to practical challenges.

### **Scout, Recognize, and Support Ideas, Innovation, and Startups:**

- ✓ Develop mechanisms to identify and recognize innovative ideas and startups within the institution.
- ✓ Provide financial support, grants, and resources to promising startups to help them grow and scale.

### **Innovation and Start-up Repository Build-up:**

- ✓ Create a repository or database to catalogue innovations, startup projects, and research outcomes.
- ✓ Use this repository to showcase success stories and track the progress of entrepreneurial initiatives.

### **Setup Advisory Service Expert Pool:**

- ✓ Form an expert pool comprising industry professionals, mentors, and advisors who can provide guidance and support to startups.

### **Training - Faculty Development Programs (FDPs) and Entrepreneurship Development Programs (EDPs):**

- ✓ Organize faculty development programs focused on innovation, entrepreneurship, and the latest industry trends.
- ✓ Offer entrepreneurship development programs for students and aspiring entrepreneurs to develop their entrepreneurial skills.

### **Incentives for Experts from Industry:**

- ✓ Create incentives, such as honorariums or recognition, for industry experts who contribute their time and expertise to support entrepreneurship programs.
- ✓ Collaborate with industry partners to offer internships and project opportunities to students.

## **Mentorship, Start-up Cell Network, Business & Referral Service:**

- ✓ Foster a network of mentors and advisors who can offer guidance and connections to startups.
- ✓ Provide referral services that connect startups with relevant resources, partners, and investors.

### **❖ PROCESSES and MECHANISMS**

#### **I. INCUBATION SUPPORT**

##### **1. Start-up Creation and Part-Time Engagement:**

**Startup Incubation Program:** Establishing a dedicated program that guides and supports individuals (students, faculty, and research staff) interested in starting their own ventures and along with that providing mentorship, resources, and networking opportunities.

**Flexibility in Scheduling:** Creating a flexible academic or work schedule that allows individuals to allocate time to their startups without compromising their studies or primary roles.

**Clear Policies:** Development of clear policies and guidelines outlining the expectations, responsibilities, and benefits for individuals engaged in part-time startup activities.

##### **2. Facilities for Pre-Incubation and Incubation:**

**Innovation and Incubation Centers (IICs):** Already Set up IICs in line with MoE's Innovation Cell guidelines to serve as hubs for innovation, pre-incubation, and incubation activities.

**Incubation Infrastructure:** Creating dedicated spaces within the institution that provide startups with access to subsidized facilities, including office spaces, mentoring and research facilities.

##### **3. Business Incubation Facilities:**

**IT Services:** Ensuring startups have access to IT infrastructure, including high-speed internet, software, and technical support.

**Training and Mentoring:** Offering training programs and mentorship services that cover various aspects of entrepreneurship, including business planning, marketing, and financial management.

To effectively implement these initiatives, consider the following steps:

- ✓ Develop a comprehensive entrepreneurship support framework that includes policies, resources, and support services.
- ✓ Engage with external partners, such as industry associations, venture capital firms, and local startup ecosystems, to mobilize external resources and support for incubation and acceleration programs.
- ✓ Create a structured application and selection process for startups seeking incubation support, considering factors such as the viability of the business idea, scalability, and market potential.
- ✓ Foster a culture of entrepreneurship and innovation within the institution through awareness campaigns, events, and success stories of alumni entrepreneurs.
- ✓ Regularly assess and evaluate the impact of your startup incubation and support programs to make improvements and track the success of the ventures that emerge from your ecosystem.

## **II. STUDENT SUPPORT**

### **1. Induction Program:**

- ✓ In induction program for first-year students highlights of the importance of innovation and entrepreneurship will be given.
- ✓ Showcasing of success stories of alumni entrepreneurs and startups that have been emerged from the institution.
- ✓ Introducing students to the available support systems, such as mentorship programs, entrepreneurship courses and seed money.

### **2. Support for Students:**

- ✓ Providing clear guidelines and support for students who wish to engage with the entrepreneurship.
- ✓ Ensuring that administrative processes are streamlined to facilitate student participation in entrepreneurship initiatives without academic hindrances.

### **3. Student Clubs and Bodies:**

- ✓ Creating student clubs or bodies focused on entrepreneurship and innovation.
- ✓ Encouraging students to organize and participate in competitions, hackathons, workshops, and events related to innovation and entrepreneurship.
- ✓ Fostering a sense of community and collaboration among students who share an interest in startups and innovation.

### **4. Innovation & Entrepreneurship Awards:**



- ✓ Establish an annual "Innovation & Entrepreneurship Award" program to recognize outstanding ideas, successful enterprises, and contributors to the entrepreneurial ecosystem within the institution.
- ✓ Define clear evaluation criteria and a selection process for award nominees and winners.
- ✓ Celebrate the achievements of award recipients through a formal recognition ceremony.

To successfully implement these initiatives:

- ✓ Collaboration of faculty members, student leaders, and administrators to design and execute the induction program, create student clubs, and organize award programs.
- ✓ Communicate the availability of these resources and opportunities through multiple channels, including the notices, whatsapp, social media, e-mails.
- ✓ Continuously assess the impact of these initiatives and gather feedback from students and participants to make improvements.
- ✓ Encourage interdisciplinary collaboration among different departments and colleges to foster a holistic approach to innovation and entrepreneurship.

### **III FACULTY SUPPORT**

#### **1. Staff Recruitment:**

- ✓ Recruiting candidates who have a track record of innovation, entrepreneurial success, or industrial experience in addition to their academic qualifications.
- ✓ Include innovation and entrepreneurship-related competencies and attitudes as criteria during the recruitment process.
- ✓ Prioritize candidates who can serve as role models and mentors for students aspiring to become entrepreneurs.

#### **2. Cross-Departmental Collaboration:**

- ✓ Encouraging faculty and departments to collaborate on projects, courses, and research initiatives that promote innovation and entrepreneurship.
- ✓ Create interdisciplinary teams and task forces to address complex challenges and foster a culture of cross-disciplinary innovation.
- ✓ Develop mechanisms for sharing resources and expertise across departments.

### **3. Faculty and Staff Education:**

- ✓ Provide opportunities and incentives for faculty and staff to enroll in courses related to innovation, entrepreneurship management, and venture development.
- ✓ Offer flexible scheduling or online options to accommodate their professional development needs.

### **4. Guest Lectures by Subject Matter Experts (SMEs):**

- ✓ Organizing series of guest lectures featuring subject matter experts from various industries and domains.
- ✓ Inviting successful entrepreneurs, venture capitalists, and industry leaders to share their insights and experiences with students and faculty.
- ✓ Encouraging interactive sessions where participants can ask questions and engage in discussions with the guest speakers.

To effectively implement these strategies:

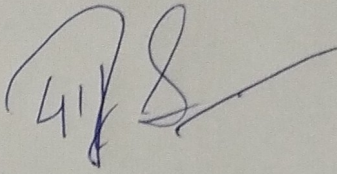
- ✓ Developing a clear plan and timeline for staff recruitment, ensuring that the selected candidates align with your institution's innovation and entrepreneurship goals.
- ✓ Establishing a cross-departmental committee or task force responsible for promoting collaboration and communication among faculty and departments.
- ✓ Creating a catalogue of relevant courses on innovation and entrepreneurship management and actively promote these offerings to faculty and staff.
- ✓ Coordinating guest lecture series in advance, identify topics of interest, and involve faculty and students in the selection of speakers to ensure relevance and engagement.

## **IV. NETWORKING or COLLABORATING SUPPORT**

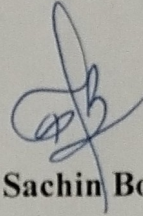
### **1. Seed-Fund Linkage:**

- ✓ Establishing partnerships or collaborations with seed-fund providers, angel investors, venture capitalists.
- ✓ Facilitating introductions and matchmaking between startups within our incubation program and potential investors.
- ✓ Exploring the possibility of setting up an in-house seed fund to provide initial capital to promising startups as they mature.

- ✓ IPR/ Copy right , Writing papers in SCOPUS, ABDC Journals, UGC CARE , Web of Science, attending FDP, Refresher course, Workshops, Book Publication Seminars, Conferences within State, National, International, NPTEL or any other MOOC courses
- ✓ Faculties/ Students need to submit the proof of the same along with the voucher and then submit the same with sanction of Director to the Finance department
- ✓ Finance department disburse the amount to the concerned faculty



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