



SHRI VISHNU ENGINEERING COLLEGE FOR WOMEN
(Autonomous)
APPROVED BY A.I.C.T.E & AFFILIATED TO JNTUK, KAKINADA
Vishnupur, BHIMAVARAM - 534202
West Godavari District, Andhra Pradesh, India.

Innovation & Startup Policy

Centre for Innovation & Entrepreneurship

Revised Version - June 2023



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



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1 Introduction

Shri Vishnu Engineering College for Women (SVECW) had a vibrant and dynamic Institute Innovation Cell (IIC) with Design thinking, Ideation, Intellectual property and pre incubation cells as four pillars. SVECW has been promoting student's creativity by offering business and technology training and building the required infrastructure to support their innovative ideas turn to reality through its incubation facility – “Vishnu Foundation Technology Business Incubator (VISHVA TBI)”. In order to transform the innovative ideas/problems of the staff and students into tech-solutions with a workable business model, SVECW is committed to promoting innovation and entrepreneurship. To encourage students and staff at the institute to interact with design thinking, innovation, ideation, and incubation in diverse sectors, the IIC has been organizing a variety of events. In order to generate ideas/proof of concepts (PoCs), students and faculty will come up with technological solutions to issues from industry, society, and the market. They will assist in turning these ideas into prototypes and mentor students to create ready business models. Consequently, from the institute's students, teachers, and graduates, a robust pipeline of tech-based potential start-ups will be developed for incubators industry. The Centre for Innovation and Entrepreneurship (CIE) at SVECW seeks to encourage and support graduates and students who are nearing graduation in their entrepreneurial endeavours. In order to meet the requirement to inculcate innovation and an entrepreneurial culture in higher education institutions (HEIs), All India Council of Technical Education (AICTE) produced a Start-up Policy document for AICTE accredited institutions on November 2016. A National Innovation and Start-up Policy (NISP) was developed by the MHRD's Innovation Cell later in the year 2019 as a set of guidelines for all HEIs. As a result, the institution's new start-up, innovation and entrepreneur policy was created. This policy document is the result of discussions that took place after the special committee was established.

2 Vision

Promotion of an innovative culture and an ecosystem cantered on entrepreneurship for students, faculty, and start-ups.

3 Mission

- Creating a thriving and active start-up ecosystem across every department.
- Make it possible for the institute to actively include faculty, staff, and students in activities relating to innovation and entrepreneurship.
- Establishing a setting for cooperation, co-creation, business connections, and knowledge sharing.
- Facilitate the management of Intellectual Property (IP) ownership, technological licencing, and equity sharing for the institute.
- The incorporation of entrepreneurial culture through education, research, and mentoring.

4 Objectives

1. Design a setting that would encourage students to learn about business and to acquire entrepreneurial skills.
2. To provide the information to support the creation of an entrepreneurial learning environment.
3. To promote faculty entrepreneurship based Research projects.
4. To build a start-up ecosystem by strategically investing, growing, and offering knowledgeable consulting while taking advantage of the current setting for innovation.
5. To foster early-stage entrepreneurial projects based on innovation and technology.
6. To seek out and promote the development of cutting-edge technological solutions with the potential for business ventures and social effect in industries such as clean environment, green energy and alternative energy, health care, food and beverage, and education, among others.
7. To raise awareness of business creation as a potential career path among career path.

5 Financial Strategy

To ease organizational challenges towards working on the entrepreneurial agenda, a sustainable financing strategy has been developed.

Lack of funding to commercialise a concept is one of the greatest challenges for start-ups.

As a result, the majority of ideas created by our young never ever reached the prototype development stage. A significant roadblock in the innovation ecosystem is a lack of funding. A component of the institutional finance strategy is investing in entrepreneurial endeavours. A separate "Innovation Fund," which would serve as a master fund, should be established with a minimum 1% of the institution's total yearly budget set aside for funding and supporting innovation and start-up - related activities.

To support innovators at the idea or pre-seed stage of development for prototyping, a portion of the Innovation Fund will be used as a "Seed fund". This fund is intended to support innovators who require start-up capital to pursue their research breakthroughs, college project concepts, etc. The Innovation Seed Fund intends to reduce the early-stage expenditures associated with firm formation, patent application, quality certifications, travel, etc.

To reduce the dependency on internal funding, all efforts shall be made to bring funding from external Central and State Government sources such as DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, Start-up India, Invest India, MSME, etc. The funds received through such sources contributing to Innovation and Entrepreneurship (I & E) shall be utilized under a new initiative

6 I & E Promotion Strategy

1. Increased alumni network involvement is required to advance I&E. Pre-incubation and incubation facilities must include specific benefits in their policies and procedures for alumni who wish to use the institution's incubation facilities.
2. The importance of I&E and the five-point agenda for achieving this policy's aims must be widely understood throughout the institute. The Institution's Innovation Council (IIC) and Entrepreneurship Cell of the Institution will play key roles in promoting I & E. The same will be emphasised throughout the institutional programmes, including conferences, seminars, workshops, skill-building initiatives, etc.
3. In order to break down silos and integrate entrepreneurial activity across different schools, departments, special facility centres, and faculties within the university,

the IIC and Entrepreneurship Cell will take proactive measures.

4. Product to market strategies must be devised on an individual basis to assist the commercialization of products, services, and technologies created by entrepreneurs and inventors.
5. With national and international innovation clusters, as well as other pertinent organisations, strategic international collaborations should be formed through bilateral and multilateral channels.

The policy is subject to periodical review and amendments. It will be the responsibility of the companies admitted to CIE to update themselves from time to time on amendments in the incubation policy and procedures. SVECW(A) reserves the rights to make an exception of all or any of the terms of the policy for a particular company or a promoter on a case to case basis.

7 Incubation Eligibility

1. Any person desirous of availing incubation facilities has to incorporate a private/public limited company under the Indian Companies Act and apply in the prescribed format along with the required documents. No application for incubation shall be entertained if the applicant has not incorporated a private/public limited company under the Companies Act.
2. The companies promoted by Faculty of SVECW(A) shall be governed by Faculty Entrepreneurship Policy as approved by the Institute. The companies promoted by students enrolled for fulltime Degree at an educational institute shall not be offered incubation if the student is holding an Executive position; however, companies promoted by students are eligible to apply for incubation provided the student is not actively engaged with the company beyond any engagement which may be permitted by the Institute.
3. A company if promoted by regular staff or employee of an organization shall be granted incubation only upon submission of 'No Objection Certificate' from the competent authority or employer. However, companies having employees as shareholders are eligible to apply for incubation.
4. Any company that is engaged or proposing to be engaged in imparting educational courses and/or training programs including vocational trainings or is planning to undertake such activities during or after its incubation at CIE is not deemed eligible for incubation and their application will not be entertained.

8 Incubation Admission procedure

All the applicants shall have to read and agree to the terms and conditions of the incubation. Then only their applications shall be processed.

Stage 1: Submit Executive Summary/ Business Plan: As a first step in the admission process, the prospective company should submit an Incubation Application containing the Business plan, Certificate of incorporation and Memorandum & Articles of Association. CIE then shall present the executive summary to an internal review committee for comments on technical and business feasibility of the idea. Here are the Evaluation Criteria:

1. Some representative criteria to be applied for evaluation (not limited to these).
2. Strength of the product idea in terms of its technology content, innovation, timeliness and market potential.
3. Profile of the core team/ promoters.
4. Intellectual Property generated and the potential of the idea for IP creation.
5. Financial/ Commercial Viability and 5 year projections of P&L, Balance Sheet and Cash Flows.
6. Funds requirement and viability of raising finance.
7. Time to market.
8. Break-even period.
9. Commercial potential, demand and requirement in India.
10. Scalability.

Stage 2: Presentation to Evaluation committee of CIE

If the initial evaluation of the business plan executive summary is positive, CIE will arrange a meeting with the company founders, during which the company will be expected to present a PowerPoint presentation describing critical aspects of the business plan to the evaluation committee. The presentation will be followed by Q&A session. After the presentation, a final decision will be made regarding the company's entry into the incubator. The company will be informed of the final decision after the presentation. The presentation through video conferencing is also permitted. The constitution of the evaluation committee will be according to the MoU between SVECW(A) and CIE comprising representatives of CIE and SVECW(A) along with technical, financial and other experts.

9 Research & Due Diligence

Throughout the application process, on an as-needed basis, CIE will perform research and due diligence of the company, the management team, the industry, and the

current and future competitive elements facing the business. CIE may require further information from the applicant, and may ask the applicant to revise the executive summary and/or presentation. CIE may at its discretion seek advice of various government bodies who have sponsored the incubation centre like DSIR, DST, TDB, NSTEDB, TIDE, MCIT, MSME, etc.

Non-Disclosure: CIE, SVECW(A) adheres to strict confidentiality throughout the application process. However, CIE- SVECW (A) will not sign any 'non-disclosure' agreements.

10 Infrastructure & services provided to the Incubatees

Upon admission to CIE, the following facilities will be offered to the incubated companies on an individual basis:

- Office space.
- Computers - Up to two on rental basis. More than two can be availed at market rates.
- Printer.
- Broad Band Internet Connection (wired and wireless) .
- Phone connection - Each company will pay the rentals and bills.
- Standard Furniture as decided by CIE.
- One Accommodation to Director/Promoter depending upon the availability (One room in Guest house/ student residential hostel).
- Common Infrastructure: CIE provides a common pool of hard and soft infrastructure to be shared by all incubated companies.
- The following resources are provided:
 - Fax machine.
 - Photocopying machine.
 - Document Scanner.
 - Access to college Library: Management Books, Subscription to IT, Business, Management and Trade journals and newspapers.

- Meeting/Conference room with Audio and projection equipment.
- Tele or Video conferencing facilities.

11 Institute infrastructure

CIE may facilitate access to the Institute infrastructure or laboratories as per the norms of SVECW(A).

Services: CIE may associate with professionals for accounting, IP, legal and management expertise on a part-time basis. The incubated companies can avail their services. Any direct services provided to an incubatee would have to be paid for by the incubatee to the service provider. CIE will also provide soft infrastructure and business services to the incubated companies. The possible services and support items are listed as follows: Common secretarial pool/staff.

Intern Support: To provide support in Technology and management, incubates will be assigned from M.Tech., B.Tech. and MBA student, if desired.

12 Mentoring and Advisory Services

Strategic Checkups: The CIE Head will meet the company CEOs at least once a month for strategy reviews and discussion of operational issues. An incubated company will have to take a faculty advisor as a mentor on technology issues. Specialized mentors will also be made available to the companies to assist with particular strategic areas or to provide project-oriented consultation. These arrangements may begin as a pro bono arrangement with an option for both parties to graduate to paid relationship. . An incubated company may avail the consulting services by empanelled professionals

*Mentorship:*One of the objectives of Incubation is to utilize the technical expertise and lab infrastructure of SVECW(A). Therefore, every company that is offered incubation at CIE has to select one faculty member from the Institute who shall act as a mentor to the incubated company and guide the company on product development. The company has to offer minimum 1% of share equity to the mentor as a consideration of mentorship.

Industry Mentor: CIE has created a database of Industry mentors. Every company incubated at CIE may select one Industry mentor within six months from the date of joining the centre. In case the incubatee opts for an industry mentor, the company has to offer a minimum 1% of equity to the mentor as a consideration of mentorship Tenure of Incubation. The companies will be permitted to stay in the

incubator for a period of two years. They may be granted maximum two extensions for 6 months each at a time at the sole discretion of the Institute. Exit: An incubated company will leave the incubator under the following circumstances:

- Completions of two years stay (if no extension granted).
- Underperformance or non-viability of business proposition as decided by CIE on case to case basis.
- Irresolvable promoters dispute as decided by CIE on a case to case basis.
- Violation of SVECW(A) policy.
- When the company enters in an acquisition, merger or amalgamation or reorganization deal resulting in a substantial change in the profile of the company, its promoters, directors, shareholders, products or business plan.
- Change in promoters'/ founders' team without concurrence of CIE.
- Any change of more than 50% of equity ownership would require a prior approval of CIE.
- Any other reason for which CIE may find it necessary for an incubated company to leave.
- Not with standing anything written elsewhere, CIE's decision in connection with the exit of an incubated company shall be final and shall not be disputed by any company

Periodic Assessment: A committee set up by CIE will evaluate the performance of incubatee every 3 months. The emphasis of evaluation will be on checking if the milestones specified in the business plan are met, for a company which has taken seed fund loan, additional checks will be done on the financial health of the company in terms of its order booking, expenses, profitability, utilization of seed money loan for the specified purposes and its ability to repay the loan. Further seed fund disbursement will be dependent on the progress shown in previous appraisal. Periodic assessment would vary depending on the stage of incubation the company is in. Some representative criteria for evaluation are:

A. Ideation / Innovation stage

- Concept development / Opportunity spotting
- Product Development
- Market assessment / Competition analysis.
- First level Business Planning / Business Modelling.
- Founding Team.
- Intellectual property protection
- Seed Funding

B. Pre-Market Stage:

- Proof of Concept/ Prototyping
- Product Development and enhancement. Financial Assistance Required

- Test marketing
- Full scale business planning including production, sales and sourcing

C. Implementation Stage. Full scale Business Planning:

- Pitching for Venture Funding
- Scaling up operations
- Large scale commercialization
- Mature Team Formation

D. Exit stage:

- Going National/ Global
- Exit options for SVECW(A).
- Full scale business Graduation.
- Post incubation Survival
- The incubatee may be asked to provide more frequent updates to CIE.

Conflicts of Interest: In case of any conflicts of interests, the decision of the Institute shall be final and binding upon the parties.

Disclaimer: CIE, SVECW(A) does not guarantee success and/or feasibility of the technology transferred from the Institute. CIE/ SVECW(A) or any person representing them shall not be liable for any acts or omissions of the incubated company. However, in case of any such event the incubated company shall do all that is required to hold CIE/ SVECW(A) or any person representing them harmless from any loss including damage, penalty.

13 Agreements:

All incubatees shall enter into the following agreements with the Institute:

1. *Incubation Agreement:* Contain rules and other incubation norms, consideration, equity holding, etc. (Applicable to all.)
2. *Seed-Fund Agreement:* Contain rules of disbursement and repayment. (Applicable to incubatees availing seed-fund.)
3. *Technology Commercialization Agreement:* Applicable to incubatees using technology or IP developed by SVECW (A) (Copies of Agreement rules can be put under Readable)

14 Intellectual Property

Students and faculty members intending to initiate a startup based on the technology developed or co-developed by them or the technology owned by the institute, may be given a license on the said technology as per the policy.

- 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.
- 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 inventor's 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.
- Institute IPR cell or incubation centre will only be a coordinator and facilitator for providing services to faculty, staff and students. If an institute is to pay for patent filing, they can have a committee which can examine whether the IPR is worth patenting. The committee should consist of faculty who have experience and excelled in technology translation. If inventors are using their own funds or non-institute funds, then they alone should have an owner of patenting.
- Inventors and institute could together license the product / IPR to any commercial organisation, with inventors having the primary say. License fees could be either or a mix of
 1. Upfront fees or one-time technology transfer fees
 2. Royalty as a percentage of sale-price
 3. Shares in the company licensing the product
- If one or more of the inventors wish to incubate a company and license the product to this company, the royalties would be around 4% of sale price, preferably 1% to 2%, unless it is a pure software product. If it is shares in the company, shares will again be 1% to 4%. For a pure software product licensing, there may be a revenue sharing to be mutually decided between the institute and the incubated company.
- Interdisciplinary research, publication on start-up and entrepreneurship would be promoted by the institution.

15 Business Plan Template:

The following template can be used for creating a comprehensive business plan. Though the sequence shown is not mandatory, the plan must cover all the sections listed in the template-:

- Introduction / Company overview
- Concept / Proposition / Product description
- Market opportunity
- Competition survey
- Development plan and milestones
- Marketing plan
- Management I Organizational chart
- Financials
- Risks and de-risking strategies
- Appendix

Conflict and Agreement:

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16 Agreements

All incubatees shall enter into the following agreements with the Institute:

1. Incubation Agreement: Contain rules and other incubation norms, consideration, equity holding, etc. (Applicable to all.)

2. Seed-Fund Agreement: Contain rules of disbursement and repayment. (Applicable to incubatees availing seed-fund.)
3. Technology Commercialization Agreement: Applicable to incubatees using technology or IP developed by SVECW (A).

17 Seed Fund Guidelines

Seed Funding Process:

1. CIE may provide seed loan subject to the availability of funds/ grants/ schemes meant for this purpose. Seed loan will be sanctioned only to the registered companies and shall be based on the merits of each company. Further, the admission to CIE shall not automatically entitle the companies to seed loan.
2. A company desirous of getting seed loan may submit an application for seed fund after three months of incubation at CIE. The seed loan will be sanctioned based on the eligibility criteria as decided by CIE. It would also be subject to the terms stipulated as per the Seed Funding Guidelines of CIE.
3. One of the criteria for approval of the seed loan will be the contribution brought in by the promoters to the capital of their companies. Preference will be given to the companies who already have some sources of revenue or some customer order booking. CIE will have the sole discretion to sanction or reject an application for seed loan and the decision of CIE in this regard shall be final. CIE is not bound to give any reason in case an application for seed loan is rejected.
4. Though seed loan may be sanctioned at the time of approval of the proposal for admission, disbursement shall be subject to CIE Head's satisfaction over the suitable progress made by the company.
5. Notwithstanding anything contrary contained herein, the Seed fund sanction and disbursal shall be governed by Seed Fund Guidelines of CIE.

The processing of seed capital involves:

- A company wanting of getting seed loan may submit an application for seed fund after three months of incubation at CIE.
- The seed loan will be sanctioned based on the eligibility criteria as decided by CIE. It would also be subject to the terms stipulated as per the Seed fund Guidelines of CIE. One of the criteria for approval of the seed loan will be the contribution brought in by the promoters to the capital of their companies. Preference will be given to the companies who already have some sources of revenue or some customer order booking.

- The final decision regarding it will be announced within a month. CIE will have the sole discretion to sanction or reject an application for seed loan and the decision of CIE in this regard shall be final. CIE is not bound to give any reason in case an application for seed loan is rejected.
- The applicant would then enter into a Seed Fund Agreement with the Institute.
- After execution of agreement, the funds will be transferred to the project account within 10 days. Both the company's CEO and the CIE coordinator will be in charge of the bank account.
- Though seed loan may be sanctioned at the time of approval of the proposal for admission, disbursement shall be subject to CIE Head's satisfaction over the suitable progress made by the company. Notwithstanding anything contrary contained herein, the Seed fund sanction and disbursal shall be governed by Seed Fund Guidelines of CIE.
- The company will be subjected to regular performance reviews.
- Repayment Options: The repayment options have been decided by a committee comprising members from the grant agencies, advisory Board CIE, Industry Experts, CA & legal consultant.

18 Incentives for students and faculty

- As part of policy, HEI supports students and faculty whose ideas are shortlisted in Ideation Camps in the first phase.
- As part of support, Institution will bare complete expenses spent on making prototype of their Innovative ideas and validate them in the market.
- HEI will also support and subsidize early-stage startups of faculty and students with required resources to get started and register the idea under State or Central Government Scheme.
- At a stage where start-ups equip with all the expertise by validation and proof of concept. In launch pad Institution will be one of the funding partners and also help start-ups of faculty and students with Investment connect.

Other options for faculty and student start-ups:

Option I:

- Full amount would be paid back with an interest, which will be prime lending rate of SBI (on the date of sanction) less 4% and remains fixed for the tenure of the-loan.

Option II:

- 50% of the total seed fund sanctioned will be interest free loan; repayment would start after 18 months from the date of first disbursement.
- 50 % of the seed fund sanctioned would be convertible into equity (@ 5% equity against loan up to Rs. 5 lakh).

Option III:

- 75% of the total seed fund sanctioned will be a loan and will be paid back with an interest of PLR less 6
- 25% of the seed fund sanctioned would be convertible into equity (@3 % equity against loan up to Rs.5lakh) at par.

Option IV:

- 100 % of the seed fund sanctioned would be convertible into equity (@ 9% equity against loan up to Rs. 10 lakh)

19 Norms for Faculty & Students Startups

- Pre-incubation & Incubation support will be offered to the startups by students, staff, and faculty for one year at the initial stage, which may be extended after the approval from the expert committee.
- Students involved in setting up of startups shall be given a relaxation in attendance up to 20% with due permission and inputs from the concerned institution/ department authorities.
- Student inventors/innovators are allowed to opt for startup in their mini project/ major project, seminars, and summer training. The area in which a student wants to initiate a startup may be interdisciplinary or multidisciplinary. However, the student must describe how they will separate and clearly distinguish their ongoing research activities as a student from work being conducted at the startup.
- The institution may allow the students to take a semester/year break (or even more depending upon the decision of the review committee constituted by the Institute) to work on their startups and re-join academics to complete the course.

- Student entrepreneurs may earn academic credits for their efforts while creating an enterprise. In this regard, a review committee will be formed to review the startup by students, and based on the performance and progress made, appropriate credits may be given.
- The Institute might allow faculty and staff to take a break for a semester/year (or even more depending upon the decision of the review committee constituted by the institute) as unpaid leave/ casual leave/ earned leave for working on startups and rejoin. In this regard, the Institution would consider allowing use of its resources to faculty/students/staff wishing to establish a startup as a full-time effort. The seniority and other academic benefits during such period may be preserved for such staff or Faculty. However, Faculty must not involve research staff or other staff of the Institute in activities at the startup and vice-versa.
- At any point, faculty must not accept gifts from the startup.
- All the pre-incubation/incubation facilities of SVECW will be accessible 24X7 to students, staff, and Faculty of all disciplines and departments across the Institution.
- To support technology incubations within the Institute, the institutes may approach private and corporate sectors to generate funds under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013. Further, the Institute would also raise funding through sponsorships and donations.
- The Institute would explore the provision of accommodation to the student entrepreneurs within the campus for two weeks, depending upon accommodation availability.
- The institute would offer mentoring and other relevant services through pre-incubation/incubation units in-return for fees, equity sharing, and (or) zero payment basis.
- In return for the services and facilities, institute would take 2% to 9.5% equity/ stake in the startup/company (on case to case basis) based on brand used, faculty contribution, the support provided and use of the institute's IPR. Other factors for consideration should be space, infrastructure, mentorship support, seed funds, support for accounts, legal, patents etc.
- For staff and faculty, institute would take no more than 20% of shares that staff/faculty takes while drawing a full salary from the institution; however, this share will be within the 9.5% cap of company shares listed above.
- No restriction on shares that faculty / staff can take, as long as they do not spend more than 20% of office time on the startup in advisory or consultative roles and do not compromise with their existing academic and administrative work / duties.
- Participation in startup related activities needs to be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and must be considered while evaluating the annual performance of the faculty. Related guidelines and formats shall be included in the

HR policy. Every faculty shall be encouraged to mentor at least one startup or innovative ideas of students.

- Product development and commercialization as well as participating and nurturing of startups shall be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities and then respective faculty shall be evaluated accordingly for their performance and promotion. Performance evaluation policies for faculty and staff shall be updated/revised accordingly.
- The faculty's role may vary from being an owner/ direct promoter, mentor, consultant, or on-board member of the startup.
- Faculty must not involve research staff or other staff of the institute in activities at the startup and vice-versa without taking permission from the competent authority following proper channels.
- Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/ company
- Startups involving human/ animal subjects and activities related to such research must get clearance from the Institution's ethics committee.

20 SVECW – Start-up Evaluation Committee

Institute Level Evaluation Committee:

1. Principal
2. Vice Principal
3. Dean R&D
4. IIC President
5. VISHVA TBI CEO
6. Start-up cell In-charge
7. Department HOD
8. IIC Design thinking / Ideation/Intellectual property/ pre incubation coordinators

Upon review of the institute evaluation committee the idea will be evaluated at society level and decision will be taken for further processing.

Society Level Evaluation Committee:

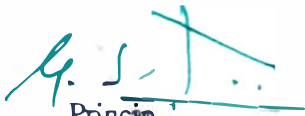
1. Chairman
2. Vice Chairman
3. Principal
4. Vice Principal
5. VISHVA TBI CEO
6. Start-up cell In-charge
7. Department HOD

A committee has been formed by identifying the experts having expertise and experience in the domain of innovation, IPR and start-up to start the work of policy formation and implementation of guidelines at the institute.

Copy to:

- Vice Principal
- Deans and Heads of all the departments
- IIC members
- VISHVA TBI
- IQAC
- AO Office File




Principal
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