



SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH
(A Deemed to be University declared under Section 3 of UGC Act 1956)

Comprising Sri Devaraj Urs Medical College
[Constituent unit of Sri Devaraj Urs Educational Trust for Backward Classes (Regd.)]

Research and Development Cell

TAMAKA, KOLAR-563 103, KARNATAKA, INDIA

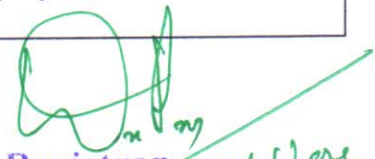
Ph: 918152-243003, +91 9448395232, Fax : +918152 - 243008 E-mail - registrar@sduahe.ac.in / office@sduahe.ac.in. Website: www.sduahe.ac.in

No: SDUAHER/KLR/ADMN/ 862/2024-25

Date: 06.06.2024

Notification of Committee for Innovation and Incubation Cell

| Sl. No | Name & Designation | Role |
|--------|---|---|
| 1. | Dr. Ashwini N S Professor, Department of Anatomy, SDUMC | Chief Co-ordinating Officer |
| 2. | Dr. Prabhakar K Dean Faculty of Medicine, SDUAHER | Co-ordinating officer Medical Sciences |
| 3. | Dr. Arvind Natarajan Dean FAH & BS, SDUAHER | Co-ordinating officer Allied and Basic Sciences |
| 4. | Dr. Kalyani R Director, R&D Cell, SDUAHER Professor & Former HoD, Dept. of Pathology, SDUMC | Liaison Officer |
| 5. | Dr. Anand Thirunavukarasou Head, Sri Ramachandra Innovation Incubation Centre, SRIHER, Chennai | External Member |
| 6. | Dr. Venkateswarlu Raavi Deputy Co-ordinator - 1 R&D Cell, SDUAHER Assistant Professor, Dept. of Cell Biology and Molecular Genetics, FAH & BS | R&D Cell Member – Allied Health & Basic Sciences |
| 7. | Dr. Shashidhar K Deputy Co-ordinator-2 R&D Cell, SDUAHER Associate Professor, Dept. of Anatomy, SDUMC | R&D Cell Member –Medical Sciences |
| 8. | Dr. Azeem Mohiyuddin S.M Professor & Head, Dept. of ENT, SDUMC | Member |
| 9. | Dr. Sahana S Murthy Assistant Professor, Dept. of Psychiatry, SDUMC | Member |
| 10. | Mr. Likith Shetty Lecture, Dept. of Physiotherapy, FAH & BS, SDUAHER | Member |
| 11. | Dr. KalaiPriya S Assistant Professor, Dep. of Clinical Nutrition and Dietetics, FAH and BS, SDUAHER | Member |
| 12. | Dr. Sudarshan K Senior Resident, Dept. Pathology, SDUMC | Deputy Co-ordinator-1 |
| 13. | Dr. Lalith Kumar Venkareddy Assistant Professor, Dept. of Cell Biology and Molecular Genetics, FAH & BS, SDUAHER | Deputy Co-ordinator-2 |


Registrar
Sri Devaraj Urs Academy of Higher
Education and Research
Tamaka, Kolar - 563 103.



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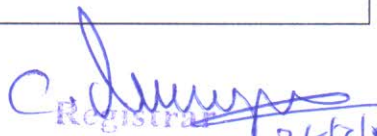
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No: SDUAHER/KLR/ADMN/ 1376/2024-25

Date: 24.07.2024

Notification of Committee for Innovation and Incubation Cell

| Sl. No | Name & Designation | Role |
|--------|---|---|
| 1. | Dr. Ashwini N S Professor, Department of Anatomy, SDUMC | Chief Co-ordinating Officer |
| 2. | Dr. Prabhakar K Dean Faculty of Medicine, SDUAHER | Co-ordinating officer Medical Sciences |
| 3. | Dr. Arvind Natarajan Dean FAH & BS, SDUAHER | Co-ordinating officer Allied and Basic Sciences |
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| 8. | Dr. Azeem Mohiyuddin S.M Professor & Head, Dept. of ENT, SDUMC | Member |
| 9. | Dr. Sahana S Murthy Assistant Professor, Dept. of Psychiatry, SDUMC | Member |
| 10. | Naveen Kumar I Assistant Professor, Dept. of Physiotherapy, FAH & BS, SDUAHER | Member |
| 11. | Dr. Kalaipriya S Assistant Professor, Dep. of Clinical Nutrition and Dietetics, FAH and BS, SDUAHER | Member |
| 12. | Dr. Sudarshan K Senior Resident, Dept. Pathology, SDUMC | Deputy Co-ordinator-1 |
| 13. | Mr. Likith Shetty Lecturer, Dept. of Physiotherapy, FAH & BS, SDUAHER | Deputy Co-ordinator-2 |


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Institution' s Innovation Council (IIC)

| Sl. No | Name & Designation | Role |
|--------|---|---|
| 1. | Dr. Ashwini N S Professor, Department of Anatomy, SDUMC | Chief Co-ordinating Officer |
| 2. | Dr. Prabhakar K Dean Faculty of Medicine, SDUAHER | Co-ordinating officer Medical Sciences |
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| 7. | Dr. Azeem Mohiyuddin S.M Professor & Head, Dept. of ENT, SDUMC | Member |
| 8. | Dr. Ashok Kumar BS Principal, College of Pharmacy, SDUAHER | Member |
| 9. | Dr. Sahana S Murthy Assistant Professor, Dept. of Psychiatry, SDUMC | Member |
| 10. | Mr. Naveen Kumar I Assistant Professor, Dept. of Physiotherapy, FAH & BS, SDUAHER | Member |
| 11. | Mr. Franklin John Clinical Demonstrator Respiratory Therapy FAH and BS, SDUAHER | Member |
| 12. | Ms. Nithyasri N Clinical Demonstrator, Cardiac Perfusion Technology FAH and BS, SDUAHER | Member |
| 13. | Dr. Sudarshan K Senior Resident, Dept. Pathology, SDUMC | Deputy Co-ordinator-1 |
| 14. | Mr. Likith Shetty Lecture, Dept. of Physiotherapy, FAH & BS, SDUAHER | Deputy Co-ordinator-2 |
| 15. | Dr. Geetha S Assistant Professor Nursing college, SDUCON | Member |


Registrar
SDUAHER

SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH



(A Deemed to be University Declared under Section 3 of the UGC Act, 1956)

Vide MHRD, Government of India Notification No.F-9-36/2006-U.3 (A) dated 25th May 2007

Comprising Sri Devaraj Urs Medical College

{Constituent unit of Sri Devaraj Urs Educational Trust of Backward classes (Regd.)}

E-mail: co.rd@sduu.ac.in , Naac.crt3@sduu.ac.in & dir.research@sduu.ac.in
Extension No: 480

Research and Development Cell

INCUBATOR USE AND OPERATION POLICY

Director
Department of Research and Innovation
Sri Devaraj Urs Academy of
Higher Education & Research
Tumakuru, Kolar, Karnataka - 563103


Registrar
Registrar
Sri Devaraj Urs Academy of Higher
Education and Research
Tumakuru, Kolar - 563103.



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No.SDUAHER/KLR/ADMN/ *469* /2020-21

Date : 18th June 2020

NOTIFICATION

**Sub: Implementation of R.L.Jalappa Health Science Incubator
use and operation policy - Reg.**

The Academy aims to produce new generation of health professionals who are trained not only in knowledge but also with skills. Education is meaningful only if it can enable the student to gain employment opportunities and the society gains from the knowledge and skills of the new work force. The Academy aims to support this by establishing an incubation centre as R. L. J. Health Science Incubator and prepared its use and operational policy.

The purpose of this centre is to provide resource for establishing companies that convert knowledge into societal benefits. Through the incubation centre of The Academy, entrepreneurs gain access to our technological platforms, skilled students and faculty mentors. The involvement of the industry in the academic environment increases employability of our students and enables knowledge transfer.

Accordingly, The Academy hereby announces and notifies the R.L.Jalappa Health Science Incubator use and operational policy and shall come into effect from the date of notification.

**Registrar
Registrar**

**Sri Devaraj Urs Academy of Higher
Education and Research
Tamaka, Kolar - 563 103.**

Copy to:

1. P.A. to V.C., SDUAHER.
2. The Dean, Faculty of Medicine, SDUAHER.
3. The Dean, Faculty of Allied Health & Basic Sciences, SDUAHER.
4. The Controller of Examinations, SDUAHER.
5. The Finance Officer, SDUAHER.
6. The Principal, SDUMC.
7. The Medical Superintendent, RLJH&RC.
8. The Director, R&I, SDUAHER.
9. The Coordinator, IQAC, SDUAHER.
10. The Prof. & HoDs of all the departments, SDUMC.
11. The Prof. & HoDs of all the departments, Faculty of AH & BS, SDUAHER.
12. O/c.

R. L. J. Health Science Incubator

Sponsored by

Sri Devaraj Urs Academy of Higher Education and Research

Kolar, Karnataka State, India

Use and Operation Policy

2020



PURPOSE OF THE POLICY

Sri Devaraj Urs Academy of Higher Education and Research is a Deemed to be University declared under section 3 of UGC Act, 1956. The Academy currently offers academic programmes in the domain of health sciences. The Academy aims to produce new generation of health professionals who are trained not only in knowledge but also with skills. Education is meaningful only if it can enable the student to gain employment opportunities and the society gains from the knowledge and skills of the new work force. The Academy aims to support this by establishing an incubation centre which shall bear the name of our beloved founder in the style of R. L. J. Health Science Incubator. The purpose of this centre is to provide resource for establishing companies that convert knowledge into societal benefits. Through the incubation centre of the Academy, entrepreneurs gain access to our technological platforms, skilled students and faculty mentors. The involvement of the industry in the academic environment increases employability of our students and enables knowledge transfer. The increment of new companies lead to job creation and economic growth of the country. This will results in a longer queue of job providers than job seekers. Through this centre, the Academy will also become a participant in the 'Make in India' initiative of the Government of India.

The objective of our incubation centre are:

- i. To create an ecosystem for establishing start-up companies
- ii. To motivate our students to become entrepreneurs
- iii. To extend the resources of Academy to entrepreneurs
- iv. To mentor entrepreneurs to convert their idea into a viable business

This policy governs the use and operation of R. L. J. Health Science Incubator sponsored by the Academy.

COMPONENTS OF THE POLICY

1. ELIGIBILITY:

- i. Students who are enrolled in an academic programme of the Academy
- ii. Teachers of the Academy
- iii. Any entrepreneur

2. SELECTION PROCESS:

| Step | Event |
|------|--|
| 1 | Submission of application in the prescribed format |
| 2 | Scrutiny and shortlisting of applicants by the Incubatee Selection Committee |
| 3 | Panel discussion - Shortlisted applicants will present their business idea and plan before the Incubatee Selection Committee. The business plan is expected to cover the basics of the business, namely, value proposition, products and services, market analysis, competition analysis, funding requirements, capital structure, milestones and timelines, development and marketing plan, organizational structure, team, risk analysis and projected financials. |
| 4 | Selected applicants will be granted a formal admission letter along with Incubatee Guideline document |
| 5 | Formal induction program for the incubatee by head of the incubation centre |

3. INCUBATEE SELECTION COMMITTEE:

A committee of five members will be constituted and notified by the Academy, this will include external experts. The committee will serve for a period of three years and can be reappointed for further periods. The decision of the committee will be final and shall not be open for review or appeal.

4. AGREEMENT:

The Academy and the incubatee shall sign a Memorandum of Understanding prior to the issue of the incubator admission letter. Minimum standard is given in Appendix 1.

5. INFRASTRUCTURE:

Exclusive:

- ✓ Each Incubatee will be assigned with an office space.

Shared:

- ✓ Conference room
- ✓ Seminar room
- ✓ Testing lab
- ✓ Lounge/ Break room

6. ACCESS TO ACADEMY RESOURCES:

The incubatee will be eligible to use the following resources of the Academy after prior permission. The Academy may prescribe fees at cost basis if specific expenditure is incurred due to the use.

- ✓ Auditorium
- ✓ University Library
- ✓ Central Research Laboratory
- ✓ Media Lab

7. MENTORSHIP:

The incubator shall create a pool of advisers who mentor the incubatee on aspects such as technology, corporate law, finance and entrepreneurship. These experts may be drawn from

the faculty of the Academy of external experts. The incubatee will be eligible to seek advice and consultation from these experts.

8. INTERNSHIP:

The incubatees are encouraged to engage the students of the Academy on 'earn while you learn' model after office hours and upon due permission from the respective programme coordinator. The incubatee shall make a formal offer to the students with specific terms of engagement.

9. TENURE:

The tenure of incubation shall be 12 months and renewable on annual basis at the discretion of the incubator.

10. SEED FUND:

The incubator may offer seed fund to incubatees in exchange for a share in the equity of the company.

11. RENT:

The incubator may charge a nominal rent of Rs. 5000/- towards the overhead expenses of the incubator like utilities and internet charge. However, the same may be waived on a case-to-case basis in order to ensure the financial viability of the start-up.

12. PERFORMANCE REPORTING:

The incubatee shall submit an annual report indicating the performance of the start-up.

13. EXIT:

The incubatee will leave the incubator under the following circumstances:

- i. On completion of the tenure period without renewal.
- ii. Irresolvable disputes between promoters of the incubatee company.
- iii. When the number of full-time employees of the company is more than two.
- iv. When the annual revenue of the incubatee company exceeds Rs. 10 lakhs per annum.
- v. When the incubatees enters in an acquisition, merger or amalgamation deal or reorganisation deal resulting substantially a change in the profile of the incubatees, its promoters, directors, shareholders, products or business plans, or when a incubates plans for a public issue.
- vi. Change in the profile of promoters without the concurrence of the incubator.

14. LIMITATIONS:

The incubator and the Academy shall not be responsible for the following issues:

- ✓ Ensuring success of the incubatee or its products/services.
- ✓ Ensuring quality of support and services provided by the incubator to the complete satisfaction of the incubatee.
- ✓ Ensuring quality of services of the consultants engaged by the incubatee through incubators pool of mentors. Incubatee will have to apply their judgements before getting in to a relationship with them.
- ✓ Any issue that does not enjoy explicit guarantee in formal written agreement.

15. CONFIDENTIALITY AND CONFLICT OF INTEREST:

As per Appendix 2

APPENDIX 1
MoU Template

This agreement is made on this _____ day of --(Month) -- 20—

BY AND BETWEEN

R. L. J. Health Science Incubator, sponsored by and located in the campus of Sri Devaraj Urs Academy of Higher Education and Research, Tamaka, Kolar 563103, India (hereinafter referred to as the 'INCUBATOR' the expression which unless repugnant to the context shall be deemed to include its successors, administrators and executors) of the first part.

AND

_____ (Incubatee name) _____(hereinafter referred to as INCUBATEE, the expression which unless repugnant to context shall be deemed to include its successors, administrators and executors) of the second part.

WHEREAS the INCUBATOR has been established for encouraging and nurturing new business enterprises for the benefit of the society and has been entrusted the task of running various programs and the management of various supporting facilities/resources for the benefit of new entrepreneurs/entrepreneurial ventures.

Whereas, the INCUBATEE has sought the support for the execution of his business ideas, and its commercialization (hereinafter referred to as the PROJECT) from the INCUBATOR.

WHEREAS the INCUBATOR has reviewed the PROJECT proposal through its expert committee and approved the PROJECT for incubation on such terms and conditions mentioned hereinafter.

IT IS NOW AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. SCOPE

- 1.1 The INCUBATOR shall extend support to the INCUBATEE for the execution of the PROJECT as per the agreed duration of incubation period which will be _____ months, subject to further extension at the discretion of the INCUBATOR.
- 1.2 The support extended to the INCUBATEE may include support towards one or more of the following: the validation of business idea, business model, handholding the execution of the business idea through mentoring support, providing professional help on matters related to intellectual property rights, taxation services, compliances and regulatory requirements and business planning etc, providing fully furnished plug and play office infrastructure.
- 1.3. The INCUBATEE shall use the support provided by the INCUBATOR solely for the purpose of the PROJECT accepted through this Agreement.

2. RESPONSIBILITIES OF THE INCUBATEE

- 2.1 The INCUBATEE shall follow the rules and regulations laid down by the INCUBATOR.
- 2.2. The INCUBATOR shall give a copy of the user handbook to the INCUBATEE.

3. TERM AND TERMINATION

- 3.1 The Term of this Agreement shall commence on the day of execution of this Agreement and continue till the time specified in clause 1.1.
- 3.2. The Agreement may be terminated by either party by giving 30 days' notice in writing to the other party without assigning any specific reason.
- 3.3. The INCUBATEE shall not claim any damages due to the termination of the Agreement.

4. LIABILITY

- 4.1. Both the parties shall endeavour to resolve any dispute relating to the rights, duties, terms and conditions contained in this Agreement by mutual negotiations in good faith. However if the dispute remains unresolved, the arbitration of such disputes would be handled by the INCUBATOR. The decision of the INCUBATOR shall be final and binding.
- 4.2. The INCUBATOR shall not be held responsible for non-fulfilment of its obligations under this agreement due to non-performance or under-performance of the resources provided.

5. NOTICES:

- 5.1. Every notice or other communication required to be given pursuant to this Agreement must be in writing and shall be deemed to be well and sufficiently given if delivered by hand or transmitted by facsimile with a confirmatory copy sent by certified mail to postal address of the authorise represented who has signed this Agreement.
- 5.2. No e-mail communication shall be construed as a valid notice given in terms of this Agreement.
- 5.3. INCUBATOR retains the right to replace its authorised representative without giving notice to the INCUBATEE.
- 5.4. INCUBATEE shall retain the right to replace its authorised representative by notifying the INCUBATOR in writing.

6. RELATIONSHIP:

The Parties to this Agreement have a principal-to-principal relationship with each other. None of the provisions of the Agreement shall be deemed to constitute a partnership, agency or any other relationship. Neither Party shall have the authority to bind the other

Part otherwise than under this Agreement or shall be deemed to be agent of the other in any way.

7. AUDIT

At mutually convenient times and at reasonable intervals, INCUBATOR may inspect and audit INCUBATEE's activities under the Agreement. INCUBATEE agrees to make all study documents and facilities for copying if requested by INCUBATOR. The INCUBATEE shall take appropriate actions to adopt reasonable suggestions of INCUBATOR to correct deficiencies identified by such audit.

8. LAW AND JURISDICTION

This Agreement shall be governed by and constructed in accordance with the laws of India. In case of a dispute arising out of the performance and/or interpretation of the present Agreement, the parties submit to the exclusive jurisdiction of the competent Courts of Kolar, State of Karnataka, India.

9. CORPORATE GOVERNANCE

Both Parties represent that no benefit, either in cash or in kind has been provided/received by/ to any officer or employee, or any relative/associate of any officer or employees of the other Party or of any of its associate companies in order to secure this Agreement and undertakes not provide any benefit, either in cash or in kind to any such officer/employee/relative/associate as reward or consideration either for securing this Agreement or any the matter related to this Agreement.

10. AGREEMENT IN COUNTERPART

This Agreement shall be executed in two originals for the benefit of the Parties and each copy shall be the original as against the other.

In witness thereof the parties have caused their authorized representatives to sign this agreement on the date mentioned hereinabove.

Signed on this _____ day of _____ (Month) 20 _____.

| | |
|---|---|
| Authorised representative of INCUBATOR | Authorised representative of INCUBATEE |
| Name: | Name: |
| Designation: | Designation: |
| Postal Address: | Postal Address: |
| Phone number: | Phone number: |
| Email address: | Email address: |
| Witness 1 | Witness 2 |
| Name: | Name: |
| Designation: | Designation: |
| Postal Address: | Postal Address: |
| Phone number: | Phone number: |
| Email address: | Email address: |

APPENDIX 2:

CONFIDENTIALITY AND CONFLICT OF INTEREST POLICY

1. SCOPE:

The R. L. J. Health Science Incubator has been established in order to encourage and support students and teachers of the Academy and also independent entrepreneurs to developing commercially viable business solutions that improve human health. Therefore, the driving force for the incubator is ‘use’. However, zeal and encouragement for use may unknowingly lead to misuse. The objective of this policy to provide for safeguards for issues that arise due to misuse of the incubator.

Conflict of interest arises when an individual who holds two different positions uses one position for the personal benefits of the other position. The stakeholders of this issue are the employees, administrators, advisers, consultants, mentor, incubatees and such other persons associated with the incubator

1. OBJECTIVE:

The objective of this policy is to sensitise the stakeholders about the circumstances that lead to conflict of interests and provide safeguards against it.

2. WORKING DEFINITIONS:

| | |
|----------------------|---|
| Conflict of interest | A situation in which financial or other personal considerations compromises an individual’s professional judgement and ability to perform his/ her responsibilities to the Academy, the incubator or the incubatee. |
| Interested person | Any person having a formal/official relationship with R. L. J. Health Science Incubator. |

| | |
|--------------------------|--|
| Incubator associate | Committee members, mentors, consultants, and staff who are professionally associated with R. L. J. Health Science Incubator in either paid or honorary capacity. |
| Incubatee | Individual or his/her company (including its employees and consultants) whose idea is under development/incubation in the R. L. J. Health Science Incubator. |
| Confidential information | <p>Any information, whether in written, visual or oral form, disclosed by one interested person to another interested person which is :</p> <ul style="list-style-type: none"> ✓ ascribed/marked as ‘confidential’; or ✓ not known to the public at large; or ✓ proprietary to the disclosing party <p>The confidentiality obligation shall not apply to that part of the confidential information which can be shown by convincing written evidence:</p> <ul style="list-style-type: none"> ✓ was already in the public domain at the time of the supply by the disclosing party to the receiving party; or ✓ has become part of the public domain after the time of supply by the disclosing party to the receiving part, otherwise than through breach of this Agreement or omission on the part of the receiving party or its associates. ✓ was already in the lawful possession of the receiving party at the time of the supply by the disclosing part to the receiving party; or ✓ has been lawfully supplied to the receiving party by a their party, without such third party being under any confidential obligation; or ✓ is required to be disclosed by operation of law, governmental regulations or court order. |

3. CIRCUMSTANCES AND EXAMPLES:

Some of the common circumstances that lead to conflict of interests are explained below. However the list is not exhaustive, and therefore all interested persons should exercise due judgment.

- ✓ An incubator associate circumvents the incubation use and operation policy for the benefit of an incubatee in which he/ she is an interested person.
- ✓ An incubator associate procures consultancy assignments or other business in name of R. L. J. Health Science Incubator or the Academy and outsources it to the incubatee in which he/ she is an interested person.
- ✓ Using the students and employees of the Academy to perform a work for an incubatee without any compensation when the work is not related in any way with their official work or assigned to them specifically by the incubator.
- ✓ A person who is interested in one incubatee and is also involved in a decision making process affecting other incubatees.
- ✓ When an interested person acts in manner to benefit the incubatee at the disadvantage of R. L. J. Health Science Incubator or the Academy.
- ✓ When an incubator associate or employee of the Academy neglects the official duties in order to benefit a incubatee.
- ✓ Unauthorised use of proprietary/confidential information received because of being an interested person.

4. CONFIDENTIALITY

All interested persons are barred from using confidential information without proper authorisation.

5. MANAGING CONFLICT OF INTEREST:

Following mechanism are suggested for avoiding conflict of interest:

- ✓ Disclosing conflict of interest positions
- ✓ Abstain from decision making process or transactions involving such situations
- ✓ Obtaining appropriate approvals
- ✓ Reporting of the breach of the policy without deliberate intention

6. REDRESSAL:

If any dispute arises in terms of this policy, the same should be reported to:

- i. Coordinator of the incubator if it involves any interested person other than the coordinator
- ii. Vice Chancellor of the Academy if it involves an employee of the Academy or the coordinator of the incubator

The competent authority will adjudge the complaint with the assistance of an expert committee and disengage the interested person from the incubator is found to be valid.

Incubatee Selection Committee

R.L.J. Health Sciences Incubator is a Technology Business Incubator sponsored by Sri Devaraj Urs Academy of Higher Education and Research, Kolar. The aim of the incubator is to provide a platform for entrepreneurs to establish and nurture innovative ideas into viable companies. The incubator has advertised the availability of the incubator support on Facebook and applications have been received for consideration. The below mentioned committee is constituted for the purpose of reviewing these applications:

Chairman :

Prof. G. Pradeep Kumar

Vice Chancellor.

Members:

1. Dr. K.N.V. Prasad
2. Dr. Shashidhar K.N.
3. Dr. Sharath B.
4. Dr. Salil Chaudhary


Registrar of the Academy
Director of R & I.
Coordinator R.L.J. Health Sciences Incubator
Start-up Adviser (External Member)

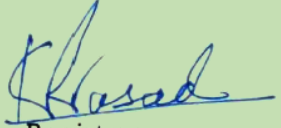
Special Invitees:

1. Prof. A.V.M. Kutty Pro Chancellor (Academics)
2. External Expert Member depending on the nature of the incubator application.

Terms of reference for committee:

1. To determine the innovativeness and the commercial viability of the proposed idea.
2. To determine the resources that the entrepreneurs expect from the incubator/Academy and examine its feasibility.
3. Select applications that can be supported by the Incubator.


Director
Department of Research & Innovation
Director
Department of Research and Innovation
Sri Devaraj Urs Academy of
Higher Education & Research
Tamaka, Kolar, Karnataka-563103


Registrar
Registrar
Sri Devaraj Urs Academy of Higher
Education and Research
Tamaka, Kolar - 563 103.

Innovation and Start-up Policy



**Sri Devaraj Urs Academy of
Higher Education and Research**
Kolar • Karnataka • India

Innovation and Start-up Policy

The purpose of this policy is to promote the economic development of the Nation and Kolar region by building start-up companies by providing necessary resources to the students, teachers and entrepreneurs.

1. Stakeholders:

- a) The resources of the Academy meant for innovation, entrepreneurship, and start-up shall be open to all the students (UG/PG/PhD/Fellowship/Super-speciality/Diploma/Certificate) staff (including temporary or project staff), faculty, alumni and potential start-up applicants even from outside the institutions.
- b) Development of entrepreneurship culture shall not be limited within the boundaries of the Academy. The Academy shall be the driving force in developing entrepreneurship culture in its vicinity (regional, social and community level). This shall include giving opportunity for regional start-ups, provision to extend facilities for outsiders and active involvement of the Academy in defining strategic direction for local development.

2. Governance:

- a) The Academy shall provide necessary support for the development of an entrepreneurial ecosystem.
- b) Implementation of entrepreneurial vision at the Academy shall be achieved through mission statements rather than stringent control system.
- c) The Academy shall establish a budget for the promotion of innovation and entrepreneurial activities.
- d) For expediting the decision making, hierarchical barriers shall be minimized and individual autonomy and ownership of initiatives shall be promoted.
- e) Capacity building programs such as conferences, workshops, and seminars shall be conducted on regular basis so that the importance of innovation and entrepreneurial agenda becomes known across the Academy.
- f) The Academy should ensure that at no stage any liability accrue to it because of any activity of any start-up. The incubation facility may not be a separately

registered entity or Special Purpose Vehicle (SPV) may be created for offering services. However, a SPV shall be created if equity is to be obtained in the start-up. The SPV may be registered under Section-8 of Company Act 2013 or 'Society' registered under Society Registration Act with independent governance structure.

3. Enabling infrastructure:

- a) Creation of pre-incubation and incubation facilities for nurturing innovations and start-ups shall be undertaken. Incubation and Innovation need to be organically interlinked. Without innovation, new enterprises are unlikely to succeed. The goal of the effort should be to link INNOVATION to ENTREPRISES to FINANCIAL SUCCESS.
- b) The Academy shall establish pre-incubation/incubation facility by mobilizing resources from internal and external sources. (Note: The Academy has already established RLJ Health Sciences Incubator). Further additions may be made as per requirement.

4. Nurturing innovations and start-ups

- a) The Pre-Incubation/Incubation facility should be accessible 24x7 to students, staff and faculty of all disciplines and departments across the institution.
- b) The Academy may offer mentoring and other relevant services through Pre-incubation/Incubation facility in-return for fees, equity sharing and (or) zero payment basis. The modalities regarding Equity Sharing in Start-ups supported through these units shall depend upon the nature of services offered by these units.
- c) The Academy will allow licensing of IPR from the Academy to start up: Ideally students and faculty members intending to initiate a start-up based on the technology developed or co-developed by them or the technology owned by the Academy, shall be allowed to take a license on the said technology on easy term, either in terms of equity in the venture and/ or license fees and/ or royalty to obviate the early stage financial burden.
- d) Students who are under incubation, but are pursuing some entrepreneurial ventures while studying shall be allowed to use their address in the Academy to register their company with due permission from the Academy.

- e) Wherever possible, the Academy shall provide accommodation to the entrepreneurs within the campus for some period of time for reasonable fees.
- f) The Academy may allow, wherever possible, faculty and staff to take off for a semester / year (or even more depending upon the decision of review committee constituted by the Academy) as sabbatical/ unpaid leave/ casual leave/ earned leave for working on start-ups and come back. The Academy 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 may be preserved for such staff or faculty.
- g) The Academy shall provide, wherever possible, mentorship 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. Wherever possible, mentorship may also be provided for linking the start-ups to other seed-fund providers/ angel funds/ venture funds or itself may set up seed-fund once the incubation activities mature.
- h) The Academy shall not charge for any preincubation services. However, for the incubation services, and facilities, the Academy may take 2% to 9.5% equity/ stake in the start-up/company, based on brand used, faculty contribution, support provided and use of the Academy's IPR (a limit of 9.5% is suggested so that the Academy has no legal liability arising out of start-up. The Academy should normally take much lower equity share, unless its full-time faculty/ staff have substantial shares). Other factors for consideration should be space, infrastructure, mentorship support, seed fund, support for accounts, legal, patents etc.
 - i. For staff and faculty, the Academy can take no-more than 20% of shares that staff / faculty takes while drawing full salary from the institution; however, this share will be within the 9.5% cap of company shares, listed above.
 - ii. No restriction on shares that faculty / staff can take, as long as they do not spend more than 20% of office time on the start-up in advisory or consultative role and do not compromise with their existing academic and administrative work / duties. In case the faculty/ staff holds the executive or managerial position for more than three months in a start-up, then they will go on sabbatical/ leave without pay/ earned leave.
 - iii. In case of compulsory equity model, start-up shall be given a cooling period of 3 months to use incubation services on rental basis to take a final decision based on satisfaction of services offered by the the

Academy/incubator. In that case, during the cooling period, the Academy cannot force start-up to issue equity on the first day of granting incubation support.

- g) The Academy should also provide services based on mixture of equity, fee-based and/ or zero payment model. So, a start-up may choose to avail only the support, not seed funding, by the Academy on rental basis.

5. Ownership of technology developed in the Academy

- a) When the Academy 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 Academy.
- b) Inventors and the Academy can together license the product / IPR to any commercial organisation, 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
- c) The Academy shall hold the equity. A designated SPV may be requested to hold equity on behalf of the Academy.
- d) If one or more of the inventors wish to incubate a company and license the product to this company, the royalties would be no more than 4% of sale price, preferably 1 to 2%, unless it is 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 the Academy and the incubated company.
- e) On the other hand, if product/ IPR is developed by innovators not using any the Academy 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.
- f) If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialisation), two of the the Academy's alumni/ industry experts (having experience in technology commercialisation) and one legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction. The

Academy can use alumni/ faculty of other the institutions as members, if they cannot find sufficiently experienced alumni / faculty of their own.

- g) The Academy IPR cell or incubation center will only be a coordinator and facilitator for providing services to faculty, staff and students. They will have no say on how the invention is carried out, how it is patented or how it is to be licensed. If the Academy 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 the Academy funds, then they alone should have a say in patenting.
- h) All the Academy's decision-making body with respect to incubation / IPR / technology-licensing will consist of faculty and experts who have excelled in technology translation. Other faculty in the department / the Academy will have no say, including heads of department, heads of the Academy, deans or registrars.

6. Norms for faculty start-ups

- a) Only those technologies should be taken for faculty start-ups which originate from within the Academy.
- b) Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the start-up.
- c) The review committee constituted by the Academy should examine the 'conflict of interests' and ensure that the regular duties of the faculty does not suffer owing to his/her involvement in the start-up activities.
- d) Faculty start-up may consist of faculty members alone or with students or with faculty of other the institution or with alumni or with other entrepreneurs.
- e) In case the faculty/ staff holds the executive or managerial position for more than three months in a start-up, they will have to go on sabbatical/ leave without pay/ utilize existing leave.
- f) Faculty must clearly separate and distinguish on-going research at the Academy from the work conducted at the start-up.
- g) In case of selection of a faculty start up by an outside national or international accelerator, a maximum leave (as sabbatical/ existing leave/ unpaid leave/ casual leave/ earned leave) of one semester/ year (or even more depending upon the decision of review committee constituted by the Academy) may be permitted to the faculty.

- h) Faculty must not accept gifts from the start-up.
- i) Faculty must not involve research staff or other staff of the Academy in activities at the start-up and vice-versa.

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