



MIT-ADT
UNIVERSITY
A leap towards World Class Education



NISP-2022

NATIONAL INNOVATION AND STARTUP POLICY (NISP)

MIT ART, DESIGN & TECHNOLOGY UNIVERSITY, - PUNE

(ADAPTED FROM NISP-2019 GOVT. OF INDIA)

MESSAGE FROM THE EXECUTIVE PRESIDENT & VICE – CHANCELLOR



Prof Dr. Mangesh T. Karad

Executive President & Vice Chancellor
MIT Art Design and Technology University, Pune
Email: vicechancellor@mituniversity.edu.in

“Universities are the reflection of the societies, collective knowledge & wisdom”

Dear young innovative students,

MIT Art, Design & Technology University, Pune is a place for aspiring Innovators Entrepreneurs. MIT-ADT University, a leading futuristic multi-disciplinary University with a unique blend of Art, Design & Technology programs, prepares students for the future through its cutting-edge programs and grooms them for their prospective workplaces through holistic education. Thus, increasing the learning agility and resiliency of students who are empowered to meet the ever-evolving needs of the world.

The University in a short span has been recognized as a distinctive university delivering academic brilliance with the vast and influential network, extensive research, and thoughtful approach. We have been instrumental in designing and customizing new 'out of the box' specialized UG programs, super specialized PG programs, and initiatives keeping in mind the prevailing employment trends and industry demands. Engineering education at the university along with the usual engineering branches offers myriads of specializations like AI, Blockchain, Cybersecurity & Forensics Cloud Computing, Aerospace, Robotics, Bioengineering, Food Technology, and Marine Engineering and Nautical Science, to name a few. The School of Design is considered as one of the best in India. Keeping in stride with its core vision to cater to Nation-building, MIT-ADT University has launched the School of Indian Civil Services offering B.A. in Administrative

Services that will help prepare students for administrative services. Along with this, few other new courses will commence in this academic year 2022-23, like M.A. in Art Therapy, M.A. / M.Sc. in e-learning, B.Sc. (Honors) in Applied Sciences, and more.

Dear friends, University has taken unique initiatives for personalized education of students i.e. School of Holistic Development. SHD transforms students into winning personalities, inculcating their resilience to face the challenges of the globalized world. Performing and creative arts, communication skills, physical fitness, foreign languages, literature, intercultural studies, SEVA, spiritual and value education are integral parts of the curriculum and every student at the university must undergo these courses.

School of Corporate Innovation & Leadership offers bridge courses in Professional Soft skills, Behavioral skills, Employability Enhancement skills, Quantitative Aptitude, Logical Reasoning Verbal Ability based on industry requirements.

Friends, today's world economy is driven by innovation and led by entrepreneurship. The Indian youth aspires to take up this challenge & contribute to India's GDP. Keeping this in mind, Centre of Research and Innovation for Young Aspirants is established. Design thinking is a compulsory part of the curriculum. Regular bootcamps are organized through experts. Exposure to 3D printing labs/ makers lab/ supercomputing labs and other state-of-the-art technologies is given to the students. Project-based learning is practiced in university which builds their problem-solving abilities.

We are the First State Private University in Maharashtra to have recognition from NITI Aayog, Govt. of India for having an Atal Incubator forum on campus. And already 27 and more incubates have been supported and mentored.

To provide India's working professionals and graduates Centre for Future Skills Excellence (MIT-FuSE) is established with an opportunity to further their careers through distinctive online programs in association with global industry partners.

The university has not only transformed the challenging times as an opportunity in disguise for digital advancement in teaching but also in assessment & evaluation, as the university was the first

one to conduct proctored examinations & declared results on time.

Friends, I believe that the real purpose of education is not to impact degrees but to groom students into global leaders and statesmen, who can lead nations and corporates with integrity. So, MIT-ADT University is committed to embarking on the journey of empowering its students to lead a meaningful and fulfilling life through an inclination for innovation, having a temperament of compassion for the world around, and a passion to become risk-takers by remaining deeply rooted in human values.

The National Innovation & Startup policy is now being adopted by MIT ADT University which would be a landmark beginning & surely will boost Innovation & Startup culture across all Schools/ Department of the University.

MESSAGE FROM THE REGISTRAR



Dr. Mahesh Chopade
Registrar,
MIT Art Design and Technology University

"Nothing is impossible for a determined student"

Dear Students and Parents,

MIT Art Design and Technology University, Pune India has established in the year 2016 at Vishwarajbaug, Lonikalbhor Pune. This university is one of its kind with an objective to impart the value based universal education which will lead the world.

This is a blend of art, design, and technology with strong belief in the union of science and spirituality. The academic and career opportunities are well balanced in life at campus along with sports, cultural and social activities.

With our commitment towards holistic peace living society, the holistic development of our students will make them emerging leaders and we believe that our students will play a significant role in shaping tomorrow's world and creating a positive impact on the society.

Our learned and experienced faculty and staff members are devoted for the holistic development of our students, which will recognize the uniqueness in every individual. The vision and mission of the university has been well fascinated to ensure the leap towards world class education. Our establishment of Atal Incubation Centre (AIC) and Centre of Research, Innovation & Entrepreneurship for Young Aspirants (CRIEYA) ensures the individuals' strengths and nurtures them to develop the tomorrow's world with Research, Innovation and Entrepreneurship.

We are putting sincere efforts to actively engage the students, faculties and staff in innovation and entrepreneurship related activities. I sincerely hope adoption of NISP would further boost the startup and Innovation ecosystem across MITADT University institutes.

MIT Art, Design & Technology University, Pune

MESSAGE FROM THE IIC-President



Prof. Dr. Virendra Bhojwani

Asso. Dean- RAC & IIC- President,
MIT Art Design and Technology University, Pune
Email: Virendra.bhojwani@mituniversity.edu.in

Dear Students,

MITADT University is a young generation University thriving to excel the innovation, entrepreneurship and IPR ecosystem across all institutes of the campus. Hon. Vice Chancellor and Executive President Dr. Mangesh Karad Sir appointed me as the Institutions Innovation Council (IIC) President in October 2019, since then it has been an enthralling journey to lead the IIC for more than 2 years. This has been possible with a very active and passionate IIC team. The IIC for the last 2 years has organized 200 plus innovation, entrepreneurship, IP, Design thinking, NISP related webinars, trainings, IP clinics, field visits, hands on IP workshop and the journey is still on. During the last 3 years the IIC conducted 2 Hackathons viz. SIH 2019 and NIC2020. The whole objective of the IIC is to ignite the entrepreneur spirit and attitude among the University students by listening to the young startup founders, innovators, IP Experts. This will help the young graduates to understand the challenges and bottlenecks in taking entrepreneurship as a career option. IIC MITADT has received 5 stars and 4 stars respectively for the AY 2019-20 and AY 2020-21 and has been in the top 50 IICs in the country. IIC team also applied for ARIIA ranking for last 2 years and again has been in the top 50 innovative Private University in the country. As IIC President I look forward to increased participation year on year by all students and faculties of MITADT University in various IIC activities conducted by IIC and boost the startup and innovation ecosystem by adopting unique Innovation and Startup Policy.

MIT Art, Design & Technology University, Pune

MESSAGE FROM THE IIC VICE- PRESIDENT



Prof. Suraj Bhoyar
Vice-President,
Institute Innovation Council (IIC), MIT ADT University

Dear Students,

MIT Art, Design & Technology University has successfully positioned itself as a New Generation University which is having an aspiration to produce Innovators, Business Leaders, Scientists, Social Transformers, and nation builders, coming from all walks of life. We, at Institution's Innovation Council, MIT Art, Design and Technology University have solely dedicated ourselves to excel in the incubation, innovation, entrepreneurship ecosystem development for the key stakeholders of HEIs and sensitizing Gen-Z to consider entrepreneurship & startups as a viable career opportunity over the others.

For the attainment of the stated vision & mission of the university, Team IIC-MITADTU is geared up and confident to promote the spirit of innovation leadership and inquisitiveness. I sincerely express my thanks & gratitude to our Hon'ble Executive President & Vice-Chancellor Prof. Dr. Mangesh Karad Sir for instilling a sense of pride within us and spearheading a movement to generate first generation entrepreneurs on the campus. Under his valuable mentorship, we are determined to develop NISP Policy & organize National Innovation Festival, Hackathons, Technology Transfer & Commercialization through IPs, Bootcamps on emerging tech, Mentor-Mentee programs, building innovation ambassadors, etc. I am also grateful to all my mentors, fellow colleagues, supporting staffs, and most importantly student participants & volunteers for encouraging and supporting us in all the possible ways.

We are looking forward to receiving more inputs from all of you for the fresh outlook towards the discussion and initiatives in this regard to be taken. We would surely emerge as an Innovation & Entrepreneurship University in a few years with adoption of the National Innovation and Startup Policy.

Let us strive towards building an enterprising and innovative India together.

CONTENTS

Preamble	1
Vision	2
National Innovation and Startup Policy 2019 for Students and Faculty	3
1 Strategies and Governance	3
2 Startups Enabling Institutional Infrastructure	5
3 Nurturing Innovations and Startups	5
4 Product Ownership Rights for Technologies Developed at Institute	7
5 Organizational Capacity, Human Resources, and Incentives	8
6 Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level	9
7 Pedagogy and Learning Interventions for Entrepreneurship Development	10
8 Collaboration, Co-creation, Business Relationships and Knowledge Exchange	11
9 Entrepreneurial Impact Assessment	12
10 Bibliography	13

Preamble:

MIT Art Design and Technology University has been making concerted efforts for taking a leap towards the world class education. It is amongst the leading Government recognized Private University within the ambit of the renowned MIT Group of Institutions, Pune. MIT ADT University is a multi-disciplinary university which is famous for its sprawling lush green campus of 125 acres and picturesque location, spanning over a large area of 125 acres. MIT ADT University is the manifestation of the serenity of Mother Nature and aesthetically built on the banks of Mula-Mutha river.

The University accords for the adoption and implementation of National Innovation and Startup Policy (NISP) under Ministry of Education. This policy intends to guide and promote the students' driven innovations & start-ups and to engage the students and faculty in innovation and start up activities on the university campus. The policy aims at enabling to build, streamline and strengthen the innovation and entrepreneurial ecosystem in campus and will be instrumental in leveraging the potential of student's creative problem solving and entrepreneurial mind-set, and promoting a strong intra and inter-institutional partnerships with ecosystem enablers and different stakeholders at regional, national, and international level. The policy is being implemented by MITADT University as per the guidelines of Ministry of Education Innovation Cell (MIC) and in coordination with AICTE, UGC, state/ UT governments and universities.

Vision

MIT Art, Design and Technology University aspires to be the University of Eminence by amalgamating Art, Design, Science and Technology. The University aims to have a transformative impact on society through holistic education, multidisciplinary research ethos, innovation, and entrepreneurial culture.

- 1) To develop systems and mechanisms for converting the current demographic dividend into high-quality technical human resources capable of cutting-edge research and innovation, as well as deep-tech entrepreneurship.
- 2) To envision an educational system geared towards entrepreneurship and start-up opportunities for students and faculty.
- 3) To provide ways for faculty and students to develop entrepreneurial agendas, manage Intellectual Property Rights (IPR) ownership, technology licensing, and equity sharing in Startups or enterprises.
- 4) To provide high-quality technical human resources in terms of intellectual property ownership management, technology licensing, and institutional start-up policy, thereby enabling the creation of a robust innovation and start-up ecosystem across MIT ADT University.

To emphasize that entrepreneurship is all about building a financially successful business.

National Innovation and Startup Policy 2022 for Students and Faculties of MIT Art, Design & Technology, Pune

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 guidelines at the institute.

Sr. No:	Name of the Expert	Designation	E-Mail ID
1.	Prof. Dr. Virendra Bhojwani	President -Institution's Innovation Council (IIC)	virendra.bhojwani@mituniversity.edu.in
2.	Prof. Suraj Bhojar	Vice-President - Institution's Innovation Council (IIC)	suraj.bhojar@mituniversity.edu.in
3.	Dr. Dadasaheb Shendage	Sr. General Manager, H ₂ E	shendagedj@gmail.com
4.	Mr. Mrudang Shukla	Incubator Manager, AIC MIT ADT University	mrudang.shukla@mituniversity.edu.in
5.	Prof. Ashish Umbarkar	Convenor - Institution's Innovation Council (IIC)	ashish.umbarkar@mituniversity.edu.in
6.	Prof. Pratik Joshi	Member - Institution's Innovation Council (IIC)	pratik.joshi@mituniversity.edu.in
7.	Prof. Rakesh Sidheshware	Research and Innovation Officer, IIC	rakesh.sidheshwar@mituniversity.edu.in
8.	Mr. Ankit Gupta	CEO & Founder, SAARK Customs	ankit.g@saarkcustoms.com
9.	Mr. Ganesh Thorat	CEO & Founder, Cerebrospark Limited	hr.cerebrospark@gmail.com

1. STRATEGIES AND GOVERNANCE

- a. Entrepreneurship promotion and development is the major dimensional strategy MIT ADT University. To facilitate development of an entrepreneurial ecosystem in the organization, specific

objectives and associated performance indicators are defined for assessment.

- b. A senior person at the level of Dean/ Director/ equivalent position would take responsibility to achieve entrepreneurial agenda at the organization level (CEO, AIC-MITADTU, President, IIC MITADTU, Director, CRIEYA). Promoting entrepreneurship requires a different type of mindset as compared to other academic activities. Therefore, these persons are chosen considering they understand the industry and above all business.
- c. MITADT University already has in place pre-incubation, incubation infrastructure and facilities with sustainable financial strategy (Makers Space, Nirmitee Labs, Various Center of Excellence, Atal Incubation Center, Center for Research, Innovation, Entrepreneurship for Young Aspirants(CRIEYA)).
- d. The University regularly raises funds from diverse sources to reduce dependency on the public funding, bringing in external funding through government (state and central) agencies and non-government sources.
- e. The University promotes individual autonomy and ownership of initiatives to expedite in decision making.
- f. Innovation and entrepreneurial agenda are promoted regularly across all the institutes of university through various initiatives/activities and are highlighted through institutional programs such as conferences, convocations, workshops, etc.
- g. The university has developed and implemented I & E strategy and policy for the entire institutes in the university to integrate the entrepreneurial activities across various centers, departments, faculties, within the institutes, thus breaking the silos.
- h. The entities like AIC, CRIEYA and IIC in the university are the driving forces in developing entrepreneurship culture within the University and in its vicinity (regional, social and community level). This gives an opportunity for regional startups, provision to extend facilities for outsiders and active involvement of the institute in defining strategic direction for local development.
- i. The university promotes international exchange programs, internships, engaging international faculties in teaching and research to promote the international innovation clusters.

2 STARTUPS ENABLING INSTITUTIONAL INFRASTRUCTURE:

The Pre-incubation and Incubation facilities for nurturing innovations and startups in the university are interlinked to achieve the goal of “INNOVATION to ENTREPRISES to FINANCIAL SUCCESS”.

- a. The university has created facilities within their institution for supporting pre-incubation (e.g. IICs as per the guidelines by MHRD’s Innovation Cell, AIC, CRIEYA, Student Clubs, etc.) and Incubation/ acceleration by mobilizing resources from internal and external sources.
- b. The Pre-Incubation/Incubation facilities (Makers space, Nirmitee labs etc) are made accessible 24x7 to students, staff and faculty of all disciplines and departments across the institution.
- c. The university promotes freedom to Incubators in decision making with less administrative hassles for executing the programs related to innovation, IPR and Startups. Moreover, they will have better accountability towards investors supporting the incubation facility.
- d. The university offers mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis. The modalities regarding Equity Sharing in Startups supported through these units will depend upon the nature of services offered by these units

3 NURTURING INNOVATIONS AND STARTUPS:

- a. The university has developed & established the mechanisms for easy creation and nurturing of Startups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential start up applicants even from outside the institutions.
- b. The university ensures the following processes to achieve I&E goals:
 - i. **Incubation support:** Offer access to pre-incubation & Incubation facility to start ups by students, staff, and faculty for mutually acceptable timeframe.
 - ii. **Allow licensing of IPR from University to start up:** Ideally 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 university are 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.

- iii. Allows 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 startups (incubated in any recognized HEIs/Incubators) while studying / working. Student Entrepreneurs may earn credits for working on innovative prototypes/Business Models. Student inventors may also be allowed to opt for startup in place of their mini project/ major project, seminars, summer trainings. The area in which student wants to initiate a startup may be interdisciplinary or multi- disciplinary. However, the student must describe how they will separate and clearly distinguish their ongoing research activities as a student from the work being conducted at the start up.
- iv. Students who are under incubation but are pursuing some entrepreneurial ventures while studying would be allowed to use their address in the respective institute to register their company with due permission from the institution.
- v. Students' entrepreneurs would be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the head of the institute.
- vi. The university has a provision of accommodation to the entrepreneurs within the campus for some period of time depending upon availability.
- vii. The University promotes the startup activities/ technology development by allowing students/ faculty/ staff to use infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners:
 - a) Short-term/ six-month/ one-year part-time entrepreneurship training.
 - b) Mentorship support on regular basis.
 - c) 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.

- d) And also, to link the startups to other seed-fund providers/ angel funds/ venture funds or itself may set up seed-fund once the incubation activities mature.
- viii. In return of the services and facilities, university may take some percentage of equity/ stake in the startup/ company depending on a collective decision by the NISP committee members, based on brand used, faculty contribution, support provided and use of university's IPR. Other factors for consideration should be space, infrastructure, mentorship support, seed- funds, support for accounts, legal, patents etc.
- ix. Participation in startup related activities is considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy, and management duties and are considered while evaluating the annual performance of the faculty. Every faculty is encouraged to mentor at least one startup.
- x. Product development and commercialization as well as participating and nurturing of startups would be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities (in addition to minimum required teaching and guidance) and then respective faculty are evaluated accordingly for their performance and promotion.

4 PRODUCT OWNERSHIP RIGHTS FOR TECHNOLOGIES DEVELOPED AT INSTITUTE:

- a. When university 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.
- b. If a 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.
- c. Institute IPR cell or incubation center will 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 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 has experience and excelled in the said technology translation. If inventors are using their own funds or non- institute funds, then they alone should would have a say in patenting.

- d. All institute'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 / institute will have no say, including heads of department, heads of institutes, deans, or registrars.
- e. Interdisciplinary research and publication on startup and entrepreneurship are promoted by the University.

5. ORGANIZATIONAL CAPACITY, HUMAN RESOURCES, AND INCENTIVES:

- a. The university has a strong recruitment of staff/ faculties having strong innovation and entrepreneurial/ industrial experience intended, which will help in fostering the I&E culture.
- b. Faculty and departments of the institutes have to work in coherence and cross-departmental linkages would be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- c. Periodically some external subject matter experts such as guest lecturers or alumni are engaged for strategic advice and bringing in skills which are not available internally.
- d. Faculty and staff are encouraged to do courses on innovation, entrepreneurship management and venture development.
- e. To attract and retain right people, university is planning to develop academic and non-academic incentives and reward mechanisms for all staff and stakeholders that actively contribute and support entrepreneurship agenda and activities.

6 CREATING INNOVATION PIPELINE AND PATHWAYS FOR ENTREPRENEURS AT INSTITUTE LEVEL:

- i. To ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, mechanisms like Institution's Innovation Council, Centre of Research, Innovation & Entrepreneurship for Young Aspirants (CRIEYA), SCIL and AIC are devised at institution level.
- ii. The role of above entity is to:
 - a) Spreading awareness among students, faculty, and staff about the value of entrepreneurship and its role in career development and employability are a part of the institutional entrepreneurial agenda.
 - b) Students/ staff are taught innovation (technology, process, or business innovation) is a mechanism to solve the problems of the society and consumers by inculcating sessions or workshop at university level. Entrepreneurs should innovate with focus on the market niche.
 - c) Students should be encouraged to develop entrepreneurial mindset through experiential learning by exposing them to train 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, bootcamps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition should be routinely organized.
 - d) To prepare the students for creating the start up through the education, integration of education activities with enterprise-related activities should be done.
- iii. Connecting student entrepreneurs with real life entrepreneurs will help the students in understanding real challenges which may be faced by them while going through the innovation funnel and will increase the probability of success.
- iv. The respective entity would look after networking events, which must be organized to create a platform for the budding entrepreneurs to meet investors and pitch their ideas

by organizing event in collaboration with IIC and CRIEYA.

- v. **The incubation facilities:** premises at subsidized cost. Laboratories, research facilities, IT services, training, mentoring, etc. are accessible to the new startups.

7. PEDAGOGY AND LEARNING INTERVENTIONS FOR ENTREPRENEURSHIP DEVELOPMENT:

- a. Diversified approach adopted to produce desirable learning outcomes, which should include cross disciplinary learning using mentors, labs, case studies, games, etc. instead of traditional lecture-based delivery.
 - i. Student clubs/ bodies/ departments would be created for organizing competitions, boot camps, workshops, awards, etc. These bodies should be involved in institutional strategy planning to ensure enhancement of the student's thinking and responding ability.
 - ii. Every year University will organize annual 'INNOVATION & ENTREPRENEURSHIP AWARD/ STARTUP AWARD' to recognize outstanding ideas, successful enterprises, and contributors for promoting innovation and enterprises ecosystem within the institute.
 - iii. For creating awareness among the students, the teaching methods should include case studies on business failure and real-life experience reports by startups.
 - iv. Tolerating and encouraging failures: Teaching methodology must include topic like "tolerating and encouraging failure". Failures need to be elaborately discussed and debated to imbibe that failure is a part of life, thus helping in reducing the social stigma associated with it. Very importantly, this should be a part of institute's philosophy and culture.
- b. The Program courses are designed for entrepreneurship education for the students at curricular/ co- curricular/ extra- curricular level through elective/ short term or long-term courses on innovation, entrepreneurship, and venture development.
 - i. Integration of expertise of the external stakeholders are done in the entrepreneurship education to evolve a culture of collaboration and engagement with external environment.
 - ii. In the beginning of every academic session, university conducts an induction program about the importance of I&E so that freshly inducted students are made aware about

the entrepreneurial agenda of the university and available support systems. Curriculum for the entrepreneurship education are continuously updated based on entrepreneurship research outcomes. This also includes case studies on failures.

- iii. Industry linkages would be leveraged for conducting research and survey on trends in technology, research, innovation, and market intelligence.
 - iv. Student innovators, startups, experts are engaged in the dialogue process while developing the strategy so that it becomes need based.
 - v. Customized teaching and training materials are developed for startups.
- c. Learning interventions developed by the university for inculcating entrepreneurial culture are constantly reviewed and updated.

8 COLLABORATION, CO-CREATION, BUSINESS RELATIONSHIPS AND KNOWLEDGEEEXCHANGE

- a. Stakeholder engagement should be given prime importance in the entrepreneurial agenda of the institute. Institutes should find potential partners, resource organizations, micro, small and medium- sized enterprises(MSMEs), social enterprises, schools, alumni, professional bodies, and entrepreneurs to support entrepreneurship and co-design the programs.
 - i. To encourage co-creation, bi-directional flow/ exchange of knowledge and people should be ensured between institutes such as incubators, science parks, etc.
 - ii. Organize networking events for better engagement of collaborators and should open the opportunities for staff, faculty, and students to allow constant flow of ideas and knowledge through meetings, workshops, space for collaboration, lectures, etc.
 - iii. Ensure that events DON'T BECOME the end goal. First focus of the incubator should be to create successful ventures.
- b. Knowledge exchange through collaboration and partnership are the integral part of institutional policy and all institutes must provide support mechanisms and guidance for creating, managing, and coordinating these relationships.
 - i. Through formal and informal mechanisms such as internships, teaching and research exchange programs, clubs, social gatherings, etc., faculty, staff and students at the

university should be given the opportunities to connect with their external environment.

- ii. Connect of the institute with the external environment must be leveraged in form of absorbing information and experience from the external ecosystem into the institute's environment.
- iii. Single Point of Contact (SPOC) mechanism are created in all institutes for the students, faculty, collaborators, partners, and other stakeholders to ensure access to information.
- iv. Entities at university ensures maximum exploitation of entrepreneurial opportunities with industrial and commercial collaborators.

9. ENTREPRENEURIAL IMPACT ASSESSMENT:

- i. Impact assessment of institute's entrepreneurial initiatives such as pre- incubation, incubation, entrepreneurship education performed regularly using well defined evaluation parameters.
- ii. Monitoring and evaluation of knowledge exchange initiatives, engagement of all departments and faculty in the entrepreneurial teaching and learning are regularly assessed.
- iii. Number of startups created, support system provided at the institutional level and satisfaction of participants, new business relationships created by the respective institutes should be recorded and used for impact assessment.
- iv. Impact should be measured for the support system provided by the institute to the student entrepreneurs, faculty and staff for pre-incubation, incubation, IPR protection, industry linkages, exposure to entrepreneurial ecosystem, etc.
- v. Formulation of strategy and impact assessment should go hand in hand. The information on impact of the activities should be actively used while developing and reviewing the entrepreneurial strategy.
- vi. Impact assessment for measuring the success should be in terms of sustainable social, financial, and technological impact in the market. For innovations at pre-commercial stage, development of sustainable enterprise model is critical. Commercial success is the only measure in long run.

10. BIBLIOGRAPHY:

1. National Innovation and Startup Policy 2019 for Students and Faculty (NISP).
2. Atal Incubation Centre, MIT Art, Design & Technology, Pune.
3. Institution's Innovation Council, MIT Art, Design & Technology, Pune.
4. Centre of Research, Innovation & Entrepreneurship for Young Aspirants CRIEYA, MIT Art, Design & Technology, Pune.

This policy is prepared by NISP committee under the supervision of

V.K. Bhojwani

Prof. Dr. Virendra Bhojwani
NISP Coordinator,
Asso. Dean (RAC) and IIC President
MIT Art, Design & Technology, Pune
