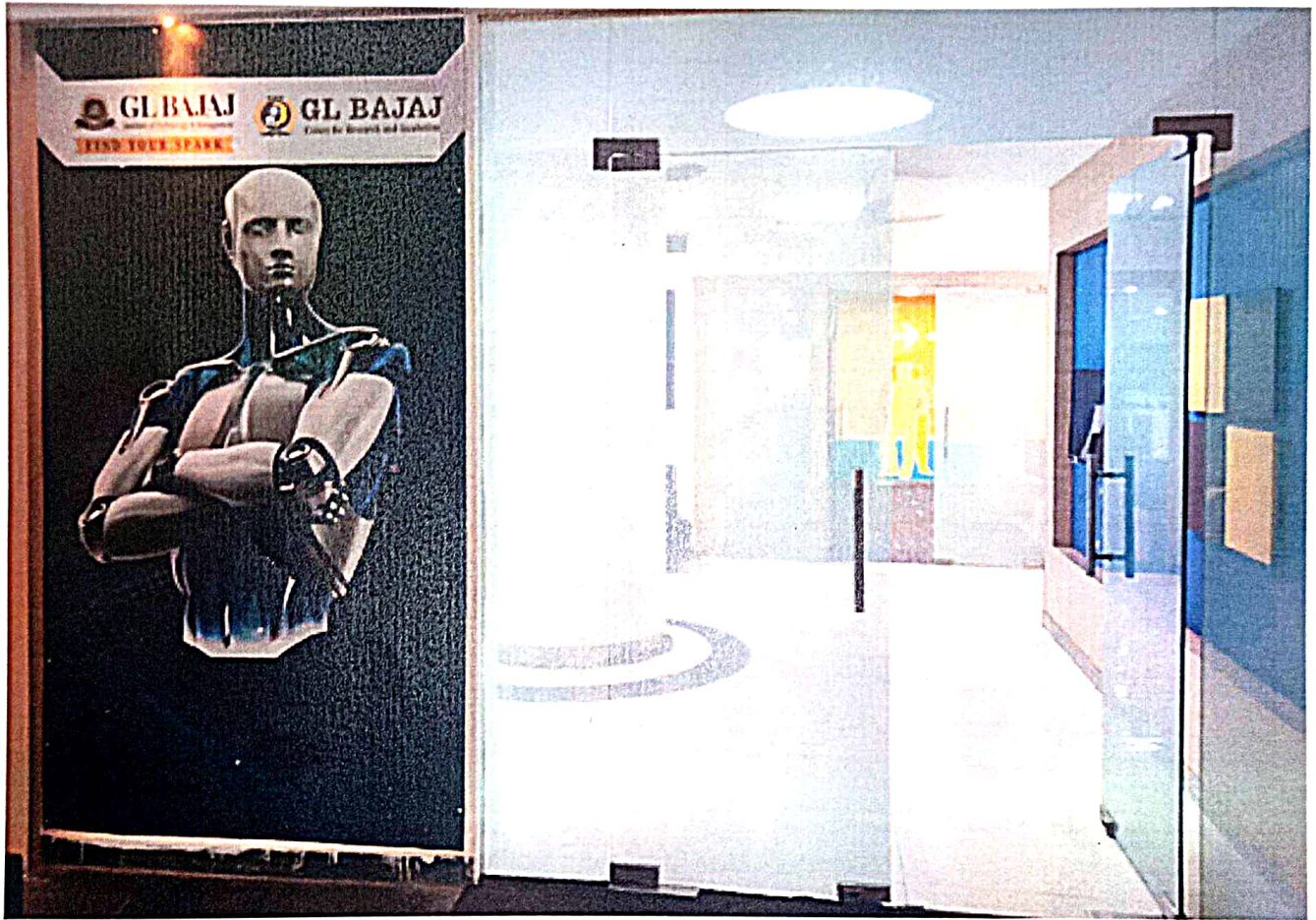


GLBITM – Innovation and Startup Policy



**G L Bajaj Institute of Technology and Management
Greater Noida**



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G.L. Bajaj Institute of Technology & Management
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ABOUT GLBITM

GL Bajaj Institute of Technology and Management is one of the quality driven Educational Institute in the Greater Noida/Delhi-NCR Region. GL Bajaj stands out as one of the best engineering and management college in UP. It also stands out in its approach to assist and equip the students for their overall development, giving them a strong foundation for a successful future. The institute offers B. Tech, MBA and MCA programs.

This self-financed institute is governed by Rajeev Memorial Academic Welfare Society (Registered Under Societies Registration Act 1860). It is approved by All India Council for Technical Education (AICTE), Ministry of Human Resource Development, Government of India and affiliated to Dr. A.P.J. Abdul Kalam Technical University, Lucknow.

The institute has been maintaining its positions amongst the top engineering and management colleges in AKTU university results. It has been maintaining the highest pass percentage amongst the engineering and Management colleges in Noida and Greater Noida region under Dr. APJ Kalam University, Lucknow for the last eight years and is listed among the top engineering and management colleges in Greater Noida, Delhi NCR. In fact, this engineering college has been listed among the top engineering of India by NIRF, issued by MHRD, Government of India. The Institute has also received awards for being one of the top engineering and management institutes of North India and UP by many organizations.

ABOUT GLBCRI

G L Bajaj Centre for Research and Incubation (GLBCRI) is set up by G.L. Bajaj Institute of Technology and management, Greater Noida. The company aims to promote innovation (to provide a platform where innovative ideas are generated) and entrepreneurship promotion (through self-Employment and talent utilization, wherein innovators would be supported and mentored to become successful entrepreneurs) through a combination of support services. This centre is funded and recognized under GoUP IT and Startup policy 2017 by Govt. of UP. The GBCRI is operating as an innovation hub providing incubation and expert hands-on support on cutting edge technologies for innovation, research, and software solutions, consultancy projects aiming to create a pool of student technology experts in the state. Main objects defining nature of the business are:

- a) Providing incubation or co-working space, lab space, new technological facilities, mentoring and advisory support, financial assistance through internal or external sources.
- b) Network and linkage opportunities.
- c) Training and skill development for entrepreneurship and better career opportunities.
- d) Sector agnostic Research and development for prototyping and product development through innovation.
- e) Consulting services to MSME and corporate for innovation and product development.


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PREAMBLE

GLBITM is dedicated towards the promotion of entrepreneurship among the students. We work to establish a startup ecosystem and provide young entrepreneurs a platform to work out on their ideas and motivate them for this adventurous journey of building a startup from scratch. The students are motivated to take benefits from the different initiatives launched by the government of India such as Startup India, Make in India, Digital India, Smart Cities, etc. and contribute effectively in nation building. • We invite various eminent entrepreneurs to deliver lectures and educate students about the joys and hardships of entrepreneurship. They share the knowledge for idea implementation and funding resources. Our aim is to bring the innovative ideas out of the young minds of our college and nearby to help them with it. • We promote visionary thinking among the entrepreneurs-to-be. Developing and fostering entrepreneurial attitude and building the support mechanisms that give momentum to these activities. Entrepreneurial spirit is the part and parcel of our work at the Entrepreneurship Cell, GLBITM. The Institute follows the following stepwise approach in its year-long activities to achieve the mission mentioned above:

- Generating awareness about entrepreneurship and the benefits of start-ups.
- Developing and fostering entrepreneurial attitudes.
- Building the support mechanisms that give momentum to the entrepreneurial spirit.

VISION

India aspires to become 5 trillion-dollar economy by 2024. To reach the mark, it needs to evolve systems and mechanisms to convert the present demographic dividend into high quality technical human resource capable of doing cutting edge research and innovation and deep-tech entrepreneurship. The 'National Student and Faculty Startup policy 2019' is a guiding framework to envision an educational system oriented towards startups and entrepreneurship opportunities for student and faculties. The guidelines provide ways to students and faculties of GLBITM for developing entrepreneurial agenda, managing Intellectual Property Rights (IPR) ownership, technology licensing and equity sharing in Startups or enterprises established by faculty and students. In India, innovation is still not the epicentre of education. To achieve the cultural and attitudinal shift and to ensure that 'Innovation and Startup' culture is the primary fulcrum of our higher education system a policy framework and guidelines are the need of this hour. These guidelines will enable GLBITM to actively support their faculty, staff, and students to participate in innovation and entrepreneurship (I&E) related activities, thus encouraging students and faculty to consider startups and entrepreneurship as a career option.

MISSION

To identify student innovators, promote and support them to evolve self-sustaining business models. It works to cultivate the innovation ecosystem within the university to harness the entrepreneurial potential of the young minds. To impart a supportive and vibrant environment to stimulate the innovation attitude of the student entrepreneurs, startups / SMEs and enable them to design technology-based products and services leading to job creation for strengthening the regional and national economy.


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POLICY OBJECTIVES

- To develop Job Creators.
- To develop state of the art infrastructure facility with industry collaboration and Govt. support.
- Encourage students to take up visits to Industries, rural places and hospitals.
- To inculcate a culture of innovation driven entrepreneurship through student projects and motivate, empower women to become entrepreneurs.
- To respond effectively to the emerging challenges and opportunities both at all levels relating to SMEs (Small and medium-sized enterprises) and micro-enterprises.
- To organize webinars, seminars, and workshops short-term courses and design ideation contests to facilitate students to become innovators and entrepreneurs.
- To ensure the availability of in-house developed facilities & technologies to others at a reasonable cost.

OVERALL PROCEDURE FOR STUDENTS & FACULTY GOVERNANCE

- a. A student/group of students must find out a problem statement. Problem statement should be realistic one and it should be associated directly with societal issue. The problem statement must be adhered to any of the area given in annexure 1.
- b. Student must find out a potential solution that can solve the predefined problem. The solution should be an innovative solution. The idea or innovative process is to be uploaded through website: glbcri.org. The ideas must be in TRL 3 level. (Refer annexure 2).
- c. By default, these ideas will be taken part in National Innovation Contest organized by MHRD Innovation Cell, GOI. If anyone want to opt out from the contest may opt out for the same.
- d. Each group will be assigned to a faculty member for mentorship. Each group must prepare a prototype or design under the mentorship of the faculty. The prototype must adhere to minimum TRL 5 (Refer annexure 2). University will provide all the lab facility to the groups for preparing prototype.
- e. The prototype will be evaluated by experts and basing on potency, market value etc. will be decided whether it is eligible for a startup or not.
- f. Once the idea/prototype is eligible for startup as decided by experts, this should be registered as a student startup under a form of business entity like Partnership Firm, LLP, Private Limited Company, and One Person Company. Start-ups should be able to provide a copy of the registration certificate/letter to his/ her academic institution.
- g. In next step, the student startup should be admitted to GLBITM-TBI for incubating startup.
- h. GLBITM-TBI will help the startup in every manner to let it be the successful startup in market.
- i. Faculties needn't to undergo ideation stage and take part in competition as stated above. They may directly go for registration of their idea/prototype and follow steps e-g.


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ELIGIBILITY

Nationality: Applicant must be an Indian citizen with proof like a valid passport, voter ID, etc.

Age Requirement: Minimum age of 18 years as on the date of application.

ADMITTANCE PROCEDURE

Anyone wants to avail GLBITM innovation and startup scheme must register through website www.glbcni.org. After registering, they must give details of their ideas and must put all the details about ideas, registration certificates etc. on the website itself. The confirmation of admission will be notified on the website.

NURTURING INNOVATION & STARTUPS

1. Institute has a separate IPR policy in existence with the objective to facilitate IPR filling by the students and faculty members (as mentioned in point 5).
2. There is a separate policy regarding norms of faculty startup and working rules and regulations of startups by faculty and staff members.
3. Institute EDC has developed a mechanism with the coordination of the departments to take care of all the issues of the students who are opting for entrepreneurship as a carrier and are pursuing some entrepreneurial activities while studying. Institute allow the students and staff with the coordination of the department to work on their innovative ideas or projects and setting up startups including social startups for promoting innovation and enterprises ecosystem within the institute.
4. Student inventors may also be allowed to opt for startups 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 startup.
5. Students who are under incubation but are pursuing some entrepreneurial ventures while studying are allowed to use their address in the institute to register their company with due permission from the institution.
6. Student entrepreneurs are allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the institute Director.
7. Institute will facilitate the startup activities/ technology development by allowing students/faculty/staff to use institute infrastructure and facilities, as per the choice of the potential entrepreneur in the following manners:
 - Mentorship support on regular basis.
 - Facilitation in a variety of areas including technology development, ideation, creativity, design thinking, fund raising, financial management, cash-flow management, new venture planning, business development, product development, social entrepreneurship, product- costing, marketing, brand-development, human resource management as well as law and regulations impacting a business.
8. Institute has a separate IPR policy is in place for addressing the guidelines and issues regarding Product ownership rights for developed technologies.



PRODUCT OWNERSHIP RIGHTS FOR TECHNOLOGIES DEVELOPED AT INSTITUTE

G L Bajaj Institute of Technology and Management, Greater Noida is dedicated to promoting development of new ideas and innovations in the form of material, devices, processes and other intellectual property (IP). To safeguard IP, the institute has included its Intellectual Property Rights (IPR) Policy which aims to follow a procedural approach for creation, protection, ownership and management of intellectual property in the Institute which will permit the timely protection and disclosure of such intellectual property by development, commercialization, and publication. This Policy is further intended to protect the respective interests of all participants by ensuring that the benefits of such property accrue to the public, to the inventor, to the Institute and to sponsors of specific research projects in varying degrees of protection, monetary return and recognition, as circumstances justify or require. wishes to facilitate the creation of ideas and inventions that benefit society.

Employees (full time/part time/ visiting)

1. Faculty members, technical staff and students interested to protect their intellectual creations under IP law of the land may apply to In-charge (IP) using the Invention and Technology Disclosure Form.
2. In-charge (IP) will draw the attention of IPC members in a meeting for evaluating the IP substance for possible protection within two weeks. If the members agree to file for protection, the IPC will approach appropriate Government, private and legal entities to go forward with protection of the IP with due recommendation from Director. In case of multiple inventors, contribution of each inventor will be clearly mentioned. This will act as basis for revenue sharing in case the IP is commercialized.
3. The Institute shall bear all the charges for patent search while filling up the patent form.
4. If the IP substance is not fully developed for possible protection, IPC will guide the originators where to improve it. IPC may also give guidance on drafting the Patent forms etc. even with provisional specifications.
5. The institute shall not claim any copyrights on the books and research scientific 6 articles authored by its employees. It is, nevertheless expected from the authors to gratefully acknowledge the institute for any assistance. Also, the institute reserves the right to use the IP for academic purposes.

IP Ownership and Revenue Sharing

Case 1: In case the Institute is the sole applicant with one or more non-applicant inventors, entire cost of IP protection shall be borne by the institute. The IPC may determine whether the Institute has a legal interest in the commercialization of the property. However, the Institute is not legally bound to commercialization of each property and the inventor(s) may not claim such right. It shall be in the sole discretion of the Director on advice of the IPC to determine commercialization of the property.

6. In case the Institute succeeds in commercialization of intellectual property, the revenue generated will be equitably shared among the inventor(s) and the Institute only after the Institute recovers the cost incurred in protection of the IP. The share of the inventor(s) will be limited to not more than 25% in total in this case. This will be in addition to any incentives/benefits as per Research/Appraisal policy of the Institute.
7. In case of multiple originators of an IP, all the originators will decide among themselves how to share the proceeds of an intellectual property. If they fail to arrive at a consensus, the IPC will analyze all available information and make a recommendation to the Director. The decision of the Director shall be binding and final.


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Case 2: In case the institute and the inventor(s) are joint applicants with or without other non-applicant inventor(s), the Institute shall bear all the Government fees for IP Protection. Other costs of IP protection shall be shared as Institute (70%) and inventor(s) applicant (30%).

8. In case the Institute succeeds in commercialization of intellectual property, the revenue generated will be equitably shared among the inventor and the Institute only after the Institute and inventor applicant(s) recover the cost incurred in protection of the IP. The share of the inventor applicant(s) shall be 40% in total in this case. Nonapplicant inventor(s), if any, will get a revenue share of not more than 10% in total.
9. The applicant inventor(s) may attempt for commercialization of the IP separately or in coordination with the Institute. The revenue sharing shall be decided based on the involvement of the Institute in commercialization with Institute share of at least 20% and not more than 30%. Non-applicant inventors will get a revenue share of not more than 10% in total.

Case 3: Where research has been sponsored by a private industry/ foundation or government agency and no prior agreement exists on sharing of intellectual property, licensing of patents shall be negotiated between the sponsor and the Institute or be guided by the rules of the sponsoring agencies accepted by the institute and/or inventor at the time of getting the funds.

10. The intellectual property policies and guidelines of the Institute are subject to, and thus amended and superseded by the specific terms pertaining to intellectual property rights included in Central or State grants and contracts, or grants and contracts with NGO's or private sponsors.
11. If the intellectual property has been generated as a work-for-hire, the employee or agency will retain the moral right to be identified as the creator of the intellectual property but right of commercialization rests only with the Institute.

Case 4: The inventors shall hold the ownership rights if the IP is developed outside their area of regular assigned work of research and teaching or without any significant use of institute's resources and facilities. In such case they may request the institute through IPC for financial support to protect their IP. The IPC may recommend for the same with conditions on commercialization and acknowledgement of the support provided by the institute.

For Students:

It is a requirement in academics that a student must ensure the originality of the reports (project, training, seminar etc.) which he or she submits as partial fulfilment of the requirements for an academic degree. However, the student will grant a non-exclusive, nontransferable royalty-free license to the institute to use, during non-commercial academic activity, the records and data generated during his study. Furthermore, it is possible that the project/research that the student carries out as part of the program of study may result in the generation of intellectual property other than the text of the report. Supervisors should advise students during their work that certain kind of research/project may lead to the generation of intellectual property which will require protection of its commercial value through confidentiality, for which the student will have to forgo publication during the period of sealing of a patent. The institute will try to obtain a patent for the invention on behalf of the student and benefit-sharing mechanism will be abided by as proposed in this document. If a student is employed to assist in execution of a sponsored project or programme, the intellectual property rights originating from his contribution to the project will be governed by the terms of the contract between the institute and the sponsoring agency. If the intellectual property has been generated as a work-for-hire, the student will retain the moral right to be identified as the creator of the intellectual property, but right of commercialization rests with the Institute.



CREATING INNOVATION PIPELINE & PATHWAYS

- 1. Awareness and Inspiration**
 - Organize innovation workshops, guest lectures by successful entrepreneurs, and awareness campaigns about the latest trends in technology and entrepreneurship.
 - **Outcome:** A stimulated interest in innovation and entrepreneurship.
- 2. Idea Generation and Collection**
 - Host idea-thon events, brainstorming sessions, and competitions. Set up a digital platform for idea submission.
 - **Outcome:** A repository of creative ideas ready for evaluation.
- 3. Idea Screening and Selection**
 - Form a committee comprising faculty, industry experts, and successful entrepreneurs to evaluate ideas based on criteria like innovation, feasibility, and potential impact.
 - **Outcome:** Shortlisted ideas for further development.
- 4. Prototype Development**
 - Provide access to labs, maker spaces, and technical expertise. Offer workshops on prototype design and development.
 - **Outcome:** Initial versions of the products or services.
- 5. Mentorship and Skill Development**
 - Assign mentors to each project. Conduct sessions on business skills, intellectual property rights, market research, and pitch training.
 - **Outcome:** Enhanced skills and refined prototypes.
- 6. Incubation and Pilot Testing**
 - Offer space and resources in the institute's incubation center. Facilitate pilot testing in real-world scenarios.
 - **Outcome:** Market-tested innovations with feedback for improvement.
- 7. Funding and Networking**
 - Connect teams with potential investors, grants, and crowdfunding platforms. Encourage participation in startup expos and networking events.
 - **Outcome:** Secured initial funding and valuable industry contacts.
- 8. Commercialization and Scaling**
 - Assist in business registration, market entry strategy, and scaling operations. Provide ongoing mentorship and support.
 - **Outcome:** Established startups with growth potential.
- 9. Alumni Engagement and Continual Support**
 - Involve successful alumni for mentorship, investment, and networking. Offer continual support and resources for alumni startups.
 - **Outcome:** A self-sustaining, vibrant community of innovators and entrepreneurs.



COLLABORATIONS, CO-CREATIONS & BUSINESS RELATION

Collaborations

1. Industry Partnerships

- Establish partnerships with local and international companies in relevant engineering fields. These can offer internships, project sponsorships, and expert mentorship.
- **Outcome:** Practical exposure for students and faculty, and industry-relevant innovations.

2. Academic Alliances

- Collaborate with other academic institutions for joint research projects, exchange programs, and shared resources.
- **Outcome:** Broadened academic perspectives and improved research outputs.

3. Government and Non-Profit Associations

- Engage with government bodies and NGOs for grants, policy insights, and community-oriented projects.
- **Outcome:** Financial support and projects with societal impact.

Co-Creations

1. Student-Industry Projects

- Facilitate projects where students can work on industry challenges, guided by professionals.
- **Outcome:** Marketable products or services and enhanced student employability.

2. Faculty-Led Innovations

- Support faculty members in developing their research into prototypes or services in collaboration with industry partners.
- **Outcome:** Commercially viable innovations and strengthened academic-industry ties.

3. Cross-Disciplinary Initiatives

- Encourage collaborations between different engineering departments and other disciplines like business, design, or environmental science.
- **Outcome:** Innovative solutions that consider multiple perspectives.

Business Relations

1. Startup Ecosystem Engagement

- Connect with startup accelerators, incubators, and co-working spaces. Participate in startup events and competitions.
- **Outcome:** Expanded network and opportunities for students and faculty startups.

2. Alumni Entrepreneurs

- Involve alumni entrepreneurs in mentorship programs, guest lectures, and as potential investors.
- **Outcome:** Practical insights, mentorship, and potential funding sources.

3. Corporate Sponsorships and Partnerships

- Develop relationships with corporations for sponsorships, research funding, and joint ventures.
- **Outcome:** Financial support and collaborative projects.

4. Technology Transfer

- Establish a technology transfer office to manage intellectual property rights and commercialization of research.
- **Outcome:** Monetization of academic innovations and enhanced institute reputation.



AGREEMENTS

The following agreements are required to be signed by the companies to the extent applicable:

a. Incubation Agreement:

Between GLBITM and incubatee company for admission of the company in GLBITM.

b. Non - Disclosure agreement (NDA):

Between GLBITM and incubatee company/Client for availing R&D services in GLBITM on a case-to-case basis.

c. Equity agreement:

Between GLBITM, and incubatee company and its Promoters for GLBITM's equity holding in the incubatee company.

d. Transfer of technology Agreement/ Technology License Agreement:


Between GLBITM and incubatee company/licensee for transfer of technology from GLBITM in the favor of Licensee.

e. Loan Agreement:

Between GLBITM and incubatee company on sanction of the seed loan to the incubate company in GLBITM.

f. Usage of Lab:

Between GLBITM Departmental lab and an incubatee company for usage of departmental resources of GLBITM by the incubatee company as per the prevailing policy of Departmental lab of GLBITM.


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Annexure 1

IIC Institutes should scout student innovation on the following themes:

1. Healthcare & Biomedical devices.
2. Agriculture & Rural Development.
3. Smart Vehicles/ Electric vehicle/ Electric vehicle motor and battery technology.
4. Food Processing.
5. Robotics and Drones.
6. Waste management.
7. Clean & Potable water.
8. Renewable and affordable Energy.
9. IoT based technologies (Security & Surveillance systems etc.)
10. ICT, cyber-physical systems, Blockchain, Cognitive computing, Cloud Computing, AI & ML.

Annexure 2

	Technology Readiness Level Definition
TRL 1	Basic Research: Initial scientific research has been conducted. Principles are qualitatively postulated and observed. Focus is on new discovery rather than applications.
TRL 2	Applied Research: Initial practical applications are identified. Potential of material or process to solve a problem, satisfy a need, or find application is confirmed.
TRL 3	Critical Function or Proof of Concept Established: Applied research advances and early-stage development begins. Studies and laboratory measurements validate analytical predictions of separate elements of the technology.
TRL 4	Lab Testing/Validation of Alpha Prototype Component/Process: Design, development and lab testing of components/processes. Results provide evidence that performance targets may be attainable based on projected or modeled systems.
TRL 5	Laboratory Testing of Integrated/Semi-Integrated System: System Component and/or process validation is achieved in a relevant environment.
TRL 6	Prototype System Verified: System/process prototype demonstration in an operational environment (beta prototype system level).
TRL 7	Integrated Pilot System Demonstrated: System/process prototype demonstration in an operational environment (integrated pilot system level).
TRL 8	System Incorporated in Commercial Design: Actual system/process completed and qualified through test and demonstration (pre-commercial demonstration).
TRL 9	System Proven and Ready for Full Commercial Deployment: Actual system proven through successful operations in operating environment, and ready for full commercial deployment.

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