



## GEC Aurangabad Innovation & Entrepreneurship policy (GECA I & E)



*"In Pursuit of Global Competitiveness"*

## **GOVERNMENT COLLEGE OF ENGINEERING**

*An Autonomous Institute of Government of Maharashtra*

Station Road, Osmanpura, Aurangabad-431005 (MS)

Phone : (0240) 2366102, 110, 111 Fax : (0240) 2332835

E-Mail \_ [principalgeca@yahoo.com](mailto:principalgeca@yahoo.com) Web \_ <http://www.geca.ac.in>

## **Preamble:-**

Government Engineering College Aurangabad has been at the forefront of promoting creativity and incubating business ideas in order to provide an atmosphere where its students and faculty can explore their potential. Members of the faculty are continuously engaged in the generation and distribution of information, just as students are finding ways to launch business ideas to influence society and solve problems in the real world.

The conversion of research activity into entrepreneurial ventures, where Students, Scholars, Faculty, Alumni, and Prospective Entrepreneurs express interest in knowledge generation. A large number of R&D activities are being proposed to be carried out by stakeholders in several cutting-edge science and technology areas. However, most of these research outcomes do not get translated into commercial products, benefiting society in general, due to several reasons including lack of interest in the industry in commercializing new and futuristic technologies and restriction on the institute's employees to start entrepreneurship.

Towards this end, the Government College of Engineering Aurangabad in line with the best practices of other institutes of higher learning across the world, encourages interested stakeholders to incorporate companies to engage in the businesses, that are direct result of the research and development and also creativity and innovation activities.

## **VISION:-**

To be a leading promoter of innovation and entrepreneurship that fosters synergy between the innovator, academia, and the industry to create a startup ecosystem.

## **MISSION:-**

- To motivate, build and promote out of the box thinking and development of innovative ideas.
- To create an ecosystem in campus to nurture innovation for promoting entrepreneurship through industry collaborations by providing incubation facilities and services for greater social impact.
- To promote activities related to Ideation, Pre-incubation and Incubation to support startups

## **Thrust Areas:**

Different Sectors where incubation, innovation and startup can be provided are among, but not limited to:

- Renewable Energy Technology
- Automation Technology
- Water Resource Engineering and Management
- Agro Technology and Allied sectors
- Other emerging areas or of Social / National Importance

## **Objectives**

The main objectives of the entrepreneurship policy will be as follows:

- To provide a platform to the faculty and students to pursue their own ideas towards becoming partners in economic development process.
- To build entrepreneurship culture in the institution.
- To promote knowledge based and innovation driven enterprises.
- To promote employment opportunities amongst students.
- To offer platform for dynamic start-ups by motivating educated youth to consider entrepreneurship as a preferred and viable career.
- To support early phase of entrepreneurship development including the pre-start up as well as early post start-up phase and growing enterprises.
- To ensure adequate availability and flow of information to potential entrepreneurs, eliminate entry and exit barriers, create a business friendly environment in order to reduce various kinds of compliances and regulations.

## **Scope**

This policy will cover and guide all the innovative /entrepreneur activities of bona fide students (undergraduate and post graduate), alumni and faculty of the college. The policy aims at enabling the college to build, streamline and strengthen the innovation and entrepreneurial ecosystem in campus and will be instrumental in leveraging the potential of science using 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 entrepreneurial ecosystem in the college will play key role in identifying, mentoring, nurturing innovative and entrepreneurial potential of faculty and students and transforming

them into start-up entrepreneurs by providing avenues of funding, investment opportunities and networking support to make the innovation and venture successful.

### **Short Term Plans and Goals for Implementation of GECA I & E Policy at Government Engineering College Aurangabad**

- To promote creative, novel and innovative thinking among the community of students and the faculty. At least one hackathon will be conducted every year.
- To assist student groups to prototype their innovative ideas. At least one such idea per department will be promoted.
- To offer an improved incubation facility to at least one alumni startup per year for enhancing better entrepreneurial ecosystem.
- To nurture entrepreneurial culture by organizing a large number of relevant FDPs, STTPs, seminars and workshops. Every department will host one activity in each semester.
- To reinforce the institution-industry interactions and to channel its outcome towards achieving the mission .Every department will arrange lectures on recent trends in industry per semester

### **Long Term Plans and Goals for Implementation of GECA I & E POLICY at Government Engineering College Aurangabad**

- To spread awareness among the students and the faculty on research and IPR activities. Minimum two(02) Indian IPR needs to filed per year.
- To extend a dedicated support to Indian/ Local based start-ups developing innovative technology solutions for serving the basic needs of our society. At least one such startup per year will be promoted.
- To associate with the government bodies like DST, CII, TNASC, MSME and other academic institutions for transferring/Sharing / Using world class facility to the students and faculties of Government Engineering College Aurangabad. At least 20% of the projects at UG/PG/PhD level will be in support with above institutions.
- To encourage the stakeholders of Government Engineering College Aurangabad to work on innovative projects based on commercial products that will serve the needs of our country. At least two projects will be converted in entrepreneur activity per year.

- To provide a platform for young students to develop products with global recognition that can generate business opportunities. At least 5% of Engineering Exploration Course projects to be commercialized per year.

**The Government Engineering College, Aurangabad Innovation and  
Entrepreneurship Policy (GECA I & E) Document  
for  
Government College of Engineering Aurangabad Maharashtra**

The Government Engineering College, Aurangabad Innovation and Entrepreneurship Policy (GECA I & E) Document for Government college of Engineering Aurangabad Maharashtra was finalized based on various components suggested for framework and various important and practical aspects of promoting and supporting innovation, technology commercialization and startups in academic setup

**A. Strategies & Governance for Promoting Innovation & Entrepreneurship**

The National Innovation and Start-up Policy 2019 for students and faculty of Government College of Engineering Aurangabad Maharashtra will enable the institutes to actively engage students, faculties and staff in innovation and entrepreneurship related activities. These guidelines will enable institute 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 start-ups and entrepreneurship as a potential career option.

A.1 Entrepreneurship promotion development will be one of the major dimensions of the Government Engineering College Aurangabad strategies. To facilitate development of an entrepreneurial ecosystem in the Government Engineering College Aurangabad and nearby area, specific objective and associated performance indicator will be periodically defined for assessment.

A.2. Implementation of entrepreneurial vision in Government Engineering College Aurangabad will be achieved through mission statements rather than stringent control system. The entrepreneurial agenda will be responsibility of all the stake holders to bring in required commitment.

A.3 Resource mobilization plan will be worked out at the Government Engineering College Aurangabad level for supporting innovation, pre-incubation, incubation infrastructure and facilities. A sustainable financial strategy will be defined to reduce the organizational constraints to work on the entrepreneurial agenda.

i. Investment in the entrepreneurial activities will be a part of the institutional financial strategy. Minimum 1% fund of the total annual budget of the institution will be allocated for funding and supporting innovation and startups related activities through creation of separate 'Innovation fund'.

ii. The strategy will also involve raising funds from diverse external funding sources through government (state and central) such as DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Startup India, Invest India, MeitY, MSDE, MSME, etc. and nongovernment sources.

iii. To support technology incubators, Government Engineering College Aurangabad will approach private and corporate sectors to generate funds, under Corporate Social Responsibility (CSR) as per Section 135 of the Company Act 2013.

iv. Government Engineering College Aurangabad will also raise funding through sponsorships and donations. We will actively engage alumni network for promoting Innovation & Entrepreneurship.

A.4 For expediting the decision making, hierarchical barriers will be minimized through empowering the IIC team and individual autonomy and ownership of initiatives will be promoted.

A.5 Importance of innovation and entrepreneurial plan will be known across the Government Engineering College Aurangabad and will be promoted and highlighted at Institute Academic Calendar programs such as conferences, convocations, workshops, etc.

A.6 Action plan will be formulated at Government Engineering College Aurangabad level, having well-defined short-term and long-term goals.

A.7 Government Engineering College Aurangabad will develop and implement innovation and entrepreneurship strategy and policy for the entire Institute in order to integrate the

entrepreneurial activities across various center for excellence, departments, faculties, career services within the Institute.

A.8 Product to market strategy for startups can be developed by the Institute on case-to-case basis.

A.9 Development of entrepreneurship culture will not be limited within the boundaries of the Institute.

i. Government Engineering College Aurangabad will be the driving force in developing entrepreneurship culture in its vicinity (regional, social and community level). This shall include giving opportunity for regional startups, provision to extend facilities for outsiders and active involvement of the Institute in defining strategic direction for local development.

ii. Strategic international partnerships will be developed With the support of Global Alumni Network of the institute using bilateral and multilateral channels with international innovation clusters and other relevant organizations. Moreover, international exchange programs, internships, engaging the international faculties in innovation and entrepreneurship will also be promoted.

## **A1. Creating Innovation Pipeline and Pathways for Entrepreneurs**

Awareness programs will be organized for students, faculty, and staff at the institution level.

A1.1 Spreading awareness among students, faculty, and staff about the value of entrepreneurship and development, or employability is an essential part of the institutional entrepreneurial agenda.

A1.2 Students trained in various training/activities/events to develop an entrepreneurial mindset through experiential learning by exposing them to 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, boot camps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real-life challenges, awards and recognition will be organized.

A1.3 Institute will link their startups and companies with a wider entrepreneurial ecosystem by providing support to students who show potential in the pre-startup phase. Connecting student entrepreneurs with real-life entrepreneurs will help the students in understanding real

challenges which may be faced them while going through the innovation funnel and will increase the probability of success.

A1.4 For strengthening the innovation funnel of the institute, access to financing will be opened for potential entrepreneurs.

A1.5 Networking events will be organized to create a platform for budding entrepreneurs to meet investors and pitch their ideas.

A1.6 Provide business incubation facilities: premises at subsidized cost. Laboratories, research facilities, IT services, training, mentoring, etc. should be accessible to the new startups.

A1.7 Innovation Tool Kit will be developed and made available on institute's website to answer the queries of the innovators and enlisting the facilities available at the institute.

## **A2. Building Organizational Capacity, Human Resources, and Incentives to support and promote innovative and entrepreneurial activities**

A2.1 Institute with permission of Board of Management will recruit staff that have a strong innovation and entrepreneurial/ industrial experience, behavior and attitude. This will help in fostering the I&E culture.

i. Some of the relevant faculty members with prior exposure and interest will be deputed for training to promote I&E.

ii. To achieve better engagement of staff in entrepreneurial activities, institutional policy on career development of staff will be developed with constant upskilling.

A2.2 Faculty and departments of the institutes will work in coherence and cross-departmental linkages will be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.

A2.3 Periodically some external subject matter experts such as guest lecturers or alumni can be engaged for strategic advice and bringing in skills which are not available internally.

A2.4 Faculty and staff will be encouraged to do courses on innovation, entrepreneurship management and venture development.

A2.5 In order to attract and retain right people, institute will develop incentives and reward mechanisms for all staff and stakeholders that actively contribute and support entrepreneurship agenda and activities.

i. The reward system for the staff may include sabbaticals, office and lab space for entrepreneurial activities, reduced teaching loads, awards, trainings, etc.



- ii. The recognition of the stakeholders may include offering use of facilities and services, strategy for shared risk, as guest teachers, fellowships, associateships, etc.
- iii. A performance matrix will be developed and used for evaluation of annual performance.

### **Nurturing Innovations and Start ups**

1. Institute will establish processes and mechanisms for easy creation and nurturing of Start ups/enterprises by students (UG, PG, Ph.D.), staff, faculty, alumni and potential start up applicants even from outside the institutions.

2. While defining their processes, institutions will ensure to achieve following: i. Incubation support: Offer access to pre-incubation & Incubation facility to start ups by students, staff and faculty for mutually acceptable timeframe.

i. In case an institute doesn't have a dedicated facility/ infrastructure of its own, then it will reach out to nearest incubation facilities in other HEIs in order to facilitate access to their students, staff and faculty.

ii. Will allow licensing of IPR from institute 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 institute, will 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.

iii. Will allow 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. Institute

may need to develop clear guidelines to formalize this mechanism. 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 multidisciplinary.

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.

c. Students who are under incubation but are pursuing some entrepreneurial ventures while studying should be allowed to use their address in the institute to register their company with due permission from the institution.

d. Students entrepreneurs should be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the institute.

e. Institute will allow students to take a semester/year break (or even more depending upon the decision of review committee constituted by the institute) to work on their start ups and re-join

academics to complete the course. Student entrepreneurs may earn academic credits for their efforts while creating an enterprise. Institute should set up a review committee for review of start up by students, and based on the progress made, it may consider giving appropriate credits for academics.

### **A3 Collaboration, Co-creation, Business Relationships and Knowledge Exchange**

A3.1 For all the activities relevant to the entrepreneurial agenda of the institute, participation and collaboration of industry partners, institutes of national importance, international institutions, social enterprises, Business schools, alumni, professional bodies and entrepreneurs will be encouraged.

A3.2 Institute will have collaborations with associations of industries like MAGIC, MASSIA, CII, etc., with various government departments and ministries like DST, MeitY research organizations like DRDO, entrepreneurship promoting institutes EDII, and will search for international organizations to carry innovation work and search for funding through venture capitalists etc.

### **B. Norms for Faculty & Students Driven Innovations and Startups**

#### **Norms for Faculty:**

For better coordination of the entrepreneurial activities, norms for faculty are created by the institutes. Only those technologies should be taken for faculty startups which originate from

within the same institute. With the approval of Board of Management case by case policies for faculty can be approved.

- i. Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the startup.
  - ii. Institutes will work on developing a policy on 'conflict of interests' to ensure that the regular duties of the faculty don't suffer owing to his/her involvement in the startup activities.
  - iii. Faculty startup may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- b. In case the faculty/ staff holds the executive or managerial position for more than three months in a startup, they will go on sabbatical/ leave without pay/ utilize existing leave.
  - c. Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/ company.
  - d. 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 institute) may be permitted to the faculty.
  - e. Faculty must not accept gifts from the startup.
  - f. Faculty must not involve research staff or other staff of institute in activities at the startup and vice-versa.
  - g. Human subject related research in startup should get clearance from ethics committee of the institution.

#### **Norms for Students:**

- i. Institute may allow students to work on their innovative projects and setting up startups (including Social Startups) or work as interns/part-time in startups while studying.
- ii. Student inventors may also be allowed to opt for startup in place of their mini project/ major project, seminars, summer trainings etc. The area in which a student wants to initiate a startup may be interdisciplinary or multidisciplinary with team members from various departments depending on the need of the project. Such scrutinized proposal shall be forwarded by the Department Academic Committee (DAC) of the concerned department(s) for consideration and further approvals
- iii. The credit points as per the industrial training credits may be awarded to students working for startups with recommendation of IAC, as per the ordinance of Institute.

- iv. The liberty to add competent joint-supervisor and to propose topic of thesis that aims to create a Startup will be provided to the B Tech students/ M Tech students/ Research Scholars working full-time/part-time. Policy favors that the requirements for submission of thesis (for award of Degree) for such students/scholars will be suitably modified with due weightage to Patents/Design/Copyright and product development in lieu of research publications or any other such requirements as per the ordinance of Institute
- v. All Norms for Students active participation will be as per guidelines from Academic Council . Academic council will be suggested to modify rules according to AICTE NISP Guidelines

### **B1. Incentivizing Students for Entrepreneurship and Startup pursuits**

With the approval of Board of Management case by case policies for students can be approved.

### **B2. Incentivizing faculty and Staff for Entrepreneurship and Startup pursuits**

With the approval of Board of Management case by case policies for faculty can be approved.

## **C. Incubation & Pre-Incubation Support and Facility Creation**

Ankur Incubation Centre Foundation (AICF), is a section 8, non-profit organization registered under the support of Government College of Engineering, Aurangabad helping in incubation and preincubation activities supporting competencies specific to entrepreneurial actions: communication, negotiation, Opportunity Identification, Marketing Accounting, Finance, Environmental Scanning- documents and procedures (business plan and techniques for project evaluation), project management etc.

AICF acts as facilitator and resource company to motivate, guide and help prospective and existing entrepreneurs in their entrepreneurial endeavors/efforts through positive training interventions. Entrepreneurship Development Programmes (EDPs) are well formulated and suitably structured programmes conducted with the aim of new enterprise creation. Programme provides details on institutional linkages and assistance, business opportunities, achievement motivation, technical orientation, factory visits, market survey, project report preparation, marketing management aspects, financial aspects, Factory Acts and Labor Laws,

etc. A separate incubation and preincubation policy for AICF is already formulated and functioning to the fullest.

#### **D. IP Ownership Rights for Technologies Development and Transfer in Institute**

A separate IPR policy is in place for addressing the guidelines and issues regarding Product Ownership Rights for Technologies Developed at Institute. The highlight of the policy is the Complete Ownership of IPR by the inventors in case of non-usage of the institute's facilities/ resources. The Details of the Policy are

##### **1. Introduction**

The Govt. College of Engineering, Aurangabad recognizes the need for encouraging the practical application and economic use of the results of research carried out at the Institute for the benefit of the general public; therefore the institute adopted the following Policy on Intellectual Property. The present Policy relates to the ownership, protection and commercial exploitation of Intellectual Property created by Researchers in the course of their duties or activities at the Institute. The document sets out the rules of the Institute for cooperation with industrial and business organizations and provides guidelines on the sharing of the economic benefits arising from the commercialization of Intellectual Property

This Policy aims to:

- i) Promote, encourage and aid scientific investigation and research;
- ii) Provide legal certainty in research activities and technology-based relationships with third parties;
- iii) Set out the Institute's procedures on the identification, ownership, protection and Commercialization of Intellectual Property;
- iv) Ensure the timely and efficient protection and management of Intellectual Property;
- v) Facilitate the recording, monitoring and maintenance of the Institute's Intellectual Property portfolio;
- vi) Ensure that economic benefits arising from the commercialization of Intellectual Property are distributed in a fair and equitable manner recognizing the contributions of the Inventors, the Institute as well as any other relevant stakeholders;
- vii) Enhance the reputation of the Institute as an academic research institution and member of society as well as the reputation of the Researchers through bringing the research results to public use and benefit.

Nothing in this Policy overrides provisions of prevailing national law.

## **2. Definitions:-**

**“Commercialization”** means any form of exploitation of Intellectual Property, including assignment, licensing, internal exploitation within the Institute and commercialization via a spin-off enterprise.

**“Copyrighted works”** means literary, scientific and art works, including academic publications, scholarly books, articles, lectures, musical compositions, films, presentations and other materials or works other than software, which qualify for protection under the copyright law.

**“Institute resources”** means any form of funds, facilities or resources, including equipment, consumables and human resources provided by the the Institute either in a direct or indirect way.

**“Intellectual Property”** means inventions, technologies, developments, improvements, materials, compounds, processes and all other research results and tangible research properties, including software and other copyrighted works.

**“Intellectual Property Rights” (IP Rights)** means ownership and associated rights relating to Intellectual Property, including patents, rights in utility model, plant breeders rights, rights in designs, trademarks, topography rights, know-how, trade secrets and all other intellectual or industrial property rights as well as copyrights, either registered or unregistered and including applications or rights to apply for them and together with all extensions and renewals of them, and in each and every case all rights or forms of protection having equivalent or similar effect anywhere in the world.

**Inventor:** means the Researcher who contributed to the creation of the Intellectual Property.

**Invention.** Shall mean any patentable or potentially patentable idea, discovery or knowhow and any associated or supporting technology that is required for development or application of the idea, discovery or know-how

**Creator:** "Creator" refers to an individual or a group of individuals at the Institute, who make, conceive, reduce to practice, author, or otherwise make a substantial intellectual contribution to the creation of any intellectual property. "Creator" includes an "inventor" in the case of inventions under Patent Law, an "author" in the case of works falling under the Industrial Designs Law and/or Copyright Law. In the case of intellectual property owned by the Institute as work-for-hire, the creator shall retain only the moral right to be identified as such.

**Institute-Supported Resources:** Institute-supported resources mean special facilities and equipment, specific funding, the intellectual property already owned by the Institute, requisitioning the time and labor of students and staff through Institute administrative channels, or at the Institute's instance and expense, and remission by the Institute of any or all of the normal duties of staff or students to provide time or resources for the purpose of generating intellectual property. It is the responsibility of the Departmental Administrative Committee to evaluate instances of resource use for the generation of intellectual property and determine if significant use of Institute-supported resources has occurred. The creators have an obligation to notify their Departmental Administrative Committee when they believe that their work involves more than usual use of Institute resources. In particular the following Institute resources will constitute Institute-supported resources as contemplated by this policy.

**Research Agreement:** may refer to Research Service Agreement, Cooperative Research\ and Development Agreement, Material Transfer Agreement, Confidentiality Agreement, Consultancy Agreement and any other type of agreement concerning research pursued by Researchers and/or Intellectual Property created at the Institute.

**Researcher** means:

i) Persons employed by the Institute, including student employees and technical staff ii) Students, including graduate and postgraduate students of the Institute iii) Any persons, including visiting scientists who use the Institute resources and who perform any research task at the Institute or otherwise participate in any research project administered by the Institute, including those funded by external sponsors.

**Visiting Researcher:** means individuals having an association with the Institute without being either employees or students. "Visiting Researchers" includes academic visitors, individuals with honorary appointments in the Institute and emeritus staff.

Financial Resources

Financial support provided by the Institute over and above the regular salary/perks as per employment/enrollment/sponsorship contract or over and above the scholarship provided to students/research scholars. Exception: honor fellowships, awards, prizes, grants, assistantships and scholarships, and facilities built up with such funds, will not constitute Institute-supported resources. Use of infrastructure developed by creators using their own funds, like their own earnings through consultancy, royalty proceeds, etc will not constitute use of Institute-supported resources,

† Funds provided by the Institute to maintain, secure and enforce rights in intellectual property;

† Funds specifically provided by the Institute to the creators to scale up or reduce to practice a particular patentable intellectual property.

† Funds provided to commercialize and/or exploit intellectual property;

**Material Transfer Agreements (MTAs)**: This agreement is of relevance to an activity that requires physical material access for research. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD follows a material transfer agreement aligned with its academic and research needs. The MTA is used for both GOVERNMENT ENGINEERING COLLEGE, AURANGABAD to provide material (typically biological) to any other external party and also to request any material from external agency. Such agreements are to be finalized in consultation with IRCC, GOVERNMENT ENGINEERING COLLEGE, AURANGABAD for all materials transferred to and from external agencies.

**Royalty Sharing**: Net earnings from the commercialization of IP owned by GOVERNMENT ENGINEERING COLLEGE, AURANGABAD would be shared as follows:

1. The inventor (s) / creator(s) share would be declared annually (or as revenues are received) and disbursement will be made to the inventor (s) / creator(s), their legal heir, whether or not the inventor (s) / creators are associated with GOVERNMENT ENGINEERING COLLEGE, AURANGABAD at the time of disbursement.
2. The revenue sharing ratio between the inventor team and GOVERNMENT ENGINEERING COLLEGE, AURANGABAD will be a fixed 70:30 in favor of the inventor team. IP protection costs will be part of the license revenue sharing agreement between GOVERNMENT ENGINEERING COLLEGE, AURANGABAD and inventor(s).
3. Where applicable and when GOVT. ENGINEERING COLLEGE, AURANGABAD reassigns the rights of the IP to its creator(s) for any country, the cost and revenue sharing will be governed by a separate agreement between GOVERNMENT ENGINEERING COLLEGE, AURANGABAD and the inventor / creator(s).
4. The inventors may at any time by mutual consent revise the distribution of IP earnings agreement.

**Disclosure**: GOVERNMENT ENGINEERING COLLEGE, AURANGABAD encourages timely disclosure of all potential IP / Inventions / Innovations generated (conceived or reduced to practice



in whole or in part) by members of the faculty or staff (including research staff, doctoral students, students and visiting scholars) of the Institute in the course of their Institute related activities. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD identifies the relevant statutory and other mechanisms not limited to Patent, Copyright, Trademark, Design Rights, Integrated Circuit, Plant Varieties and rest towards registration. Disclosure enables prompt action by GOVERNMENT ENGINEERING COLLEGE, AURANGABAD to appropriately protect and disseminate the research activities occurring at GOVERNMENT ENGINEERING COLLEGE, AURANGABAD.

### **3. Scope of the Policy**

3.1. This Policy shall apply to all intellectual Property created on or after *[date]* and all IP Rights associated with them.

3.2. This Policy shall apply to all Researchers who have established legal relationship with the Institute based on which the Researcher is bound by this Policy. Such a legal relationship may arise pursuant to the provision of law, collective agreement or individual agreement.

3.3. The present Policy shall not apply in cases in which the Researcher entered into an explicit arrangement to the contrary with the Institute before the effective date of the Policy, or the Institute previously entered into an agreement with a third party concerning rights and obligations set out in this Policy.

3.4 This Policy provides Complete Ownership of IPR by the inventors in case of non-usage of the institute's facilities/ resources.

#### **4. Legal issues concerning the status of Researchers**

4.1. The person exercising the authority of employment on behalf of the Institute shall ensure that the employment contract or other agreement establishing any type of employment relationship between the Institute and the Researcher includes a provision placing the Researcher under the scope of the Policy.

4.2. Students of the Institute shall be required to sign an agreement to be bound by this Policy before commencing any research activity.

4.3. Postgraduate students enrolling in research doctoral programs shall be required to sign an agreement to be bound by this Policy upon registration.

4.4. The person authorized to enter into an agreement on behalf of the Institute shall ensure that Researchers not employed by the Institute, including Visiting Researchers shall sign an agreement to be bound by this Policy and an assignment agreement in respect of ownership of IP created by them in the course of their activities that arise from their association with the Institute before commencing any research activity at the Institute.

4.6. Notwithstanding Paragraph 4.4., special arrangements may be needed to meet prior obligations of Visiting Researchers. Any such requested special arrangements shall be assessed and decisions shall be taken on a case-by case basis by *the person or committee designated by the Institute*.

4.6. Special arrangements may be needed for research activities pursued by a Researcher employed by the Institute, but working in another institution as academic visitor. In such cases the Researcher may be required by a third party to sign any document which might affect the Institute's IP Rights. In order to avoid any subsequent disputes, the Researcher is not permitted to sign any such documents without the written approval of *the person or committee designated by the Institute*. The approval shall not be denied if no Institute IP Rights are being affected. If such a document affects the Institute's IP Rights, the Institute shall initiate negotiations to enter into an agreement with the third party, as described in Section 6.

4.7. Rights and obligations under this Policy shall survive any termination of enrollment or employment at the Institute.

#### **5 Ownership exemptions:**

Exemption to ownership is given in the following cases and GOVERNMENT ENGINEERING COLLEGE, AURANGABAD reserves the right to revise these exemptions on a case to case basis. Copyright being present by default on any material being created, the policy provides the following ownership exemptions to the various creations that occur as part of GOVERNMENT ENGINEERING COLLEGE, AURANGABAD personnel's activities. The copyright ownership is treated separately for the various creations identified.

#### **Teaching / Course material:-**

1. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD acknowledges that the author is the owner of teaching materials, created for teaching purposes during author's engagement with / stay at GOVERNMENT ENGINEERING COLLEGE, AURANGABAD.

2. As most of the course content is created cumulatively and in order to enable a wider usage and distribution of the teaching materials created, GOVERNMENT ENGINEERING COLLEGE, AURANGABAD by default gets a license to the copyright and all other rights of the content created by the creator for fair dealing under academic and research context.
3. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD is not liable for any of the copyright violations by its personnel for the content created. The author is expected to carry out due diligence in the course of content creation.

### **Continuing Engineering Programme (CEP) Courses:-**

- CEP course materials and academic course materials have different copyright clearances.
- The content and the materials created will be owned by the course creator. Note that the course creator, course instructor and course coordinator could be the same individual or independent.
- The course creator is expected to get the relevant copyright clearances for the course materials used.
- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD owns the course structure, course outline and promotional materials created for any of the CEP courses for any application or use.
- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD is not liable for any of the copyright violations by its personnel for the content created. The author is expected to carry out due diligence in the course of content creation.

### **Centre for Distance Engineering Education Programme (CDEEP) Courses:-**

- CDEEP is a platform for outreach services. This policy applies to GOVERNMENT ENGINEERING COLLEGE, AURANGABAD academic courses offered in this outreach mode.
- Other courses offered in this mode will be governed by specific agreements on a case to case basis.
- The cinematography and sound recording of the course presented through CDEEP will be owned by GOVERNMENT ENGINEERING COLLEGE, AURANGABAD. Any revenue generated from commercialization of such adaptations will be shared with the creators as per GOVERNMENT ENGINEERING COLLEGE, AURANGABAD policy as applicable from time to time.
- All other course materials (such as slides, notes and software where required and integral part of the course) will be owned by the creator.
- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD gets a fair dealing to the complete course content created to be used for academic and research purposes.
- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD is not liable for any of the copyright violations by its personnel for the content created. The author is expected to carry out due diligence in the course of content creation.

**Thesis:-**

- The student is the original creator of the thesis, fine tuned with relevant contribution of the supervisor(s) and the copyright authorship rests with the student creator.
- The ownership is jointly held by the student creator and the supervisor(s) concerned. The supervisor(s) can waive off their joint ownership if desired. Relevant forms will be made available for such waivers.
- The supervisor(s) is required to sign off at the time of the thesis submission, indicating the commercial / potential commercial / no commercial value of the work concerned.

- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD reserves the right to identify potential IP generated through the submitted thesis and protect such identified IP before displaying the thesis in public domain. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD gets a non exclusive, non-commercial license for the display and use of the thesis for academic and research purposes.
- In the case of a thesis resulting from external funding, the joint ownership of the thesis extends to the external supervisor(s). Pending any specific agreement, the IP and Copyright policy of Government College of Engineering Aurangabad will be applicable by default in such cases.
- Both the student and the faculty supervisor(s), where applicable, have the right to first refusal for any further adaptations and other derivative work that is intended to be done by either of the parties. They are given three months time from the day the official request submitted, to exercise their right to refusal. The official request should include at the minimum the adaptations identified.
- Failure to respond within the time duration of three months will be deemed to be an acceptance of the proposal presented. Either party can approach GOVERNMENT ENGINEERING COLLEGE, AURANGABAD towards the resolution. The Director of GOVERNMENT ENGINEERING COLLEGE, AURANGABAD authorizes the formation of a panel under the Dean R&D for a resolution process.
- Irrespective of any agreement, GOVERNMENT ENGINEERING COLLEGE, AURANGABAD reserves the right to use the thesis for educational and research requirements. GOVERNMENT ENGINEERING COLLEGE, AURANGABAD may not prefer the use of NDA for its thesis evaluation.
- GOVERNMENT ENGINEERING COLLEGE, AURANGABAD gets an automatic right to display the thesis in soft and hard forms.

## **Books, articles and related literary works:-**

GOVERNMENT ENGINEERING COLLEGE, AURANGABAD encourages its personnel to spread knowledge and books, technical articles etc. are ways in which this vision can be achieved. In this respect, GOVERNMENT ENGINEERING COLLEGE, AURANGABAD does not claim ownership of copyright on books authored by GOVERNMENT ENGINEERING COLLEGE, AURANGABAD personnel. In cases where the books are related to the multiple research groups/ faculty teaching the course in the Institute, it is expected that the interested author shall get the relevant no objection certificate from co-authors/ other contributors. Use of GOVERNMENT ENGINEERING COLLEGE, AURANGABAD logo on any personal publications by the faculty / staff / student is prohibited. In cases of Institute designated works and other works like the content development programme, the ownership rests with GOVERNMENT ENGINEERING COLLEGE, AURANGABAD.

Students who wish to publish their thesis, prior to submission for an academic degree, as a book or any other type of publication are required to seek a prior written approval from GOVERNMENT ENGINEERING COLLEGE, AURANGABAD.

## **6. Ownership of Intellectual Property**

### **6.1. Employees of the Institute**

- 6.1.1. All rights in Intellectual Property devised, made or created by an employee of the Institute in the course of his or her duties and activities of employment shall generally belong automatically to the Institute if the institutes resources are used
- 6.1.2. If an employee of the Institute creates Intellectual Property outside the normal course of his or her duties of employment, with the significant use of Institute Resources he or she will be deemed to have agreed to transfer the IP Rights in such Intellectual Property to the Institute as consideration for the use of Institute Resources.
- 6.1.3 This Policy provides Complete Ownership of IPR by the inventors/Employee in case of non-usage of the institute's facilities/ resources

## **6.2. Employees pursuing research activities at other institutions**

6.2.1. Rights related to Intellectual Property that is created during an academic visit by the employee of the Institute to another institute shall be governed by an agreement between the Institute and the other institute. If the Institute's IP Rights are not affected, the IP created during the visit shall belong to the other institute unless otherwise provided in an agreement.

## **6.3. Students**

6.3.1. Students who are not employed by the Institute shall own all Intellectual Property and associated IP Rights they create in the normal course of their studies. This Policy provides Complete Ownership of IPR by the students in case of non-usage of the institute's facilities/ resources

However, the following exceptions shall apply.

6.3.1.1. If a student is offered a studentship sponsored by a third party under a separate agreement, under which the third party has a claim on Intellectual Property arising from the studentship, the student must agree that the Intellectual Property shall initially belong to the Institute and ownership will then be determined in accordance with the terms of the agreement concluded with the third party.

6.3.1.2. Intellectual Property created by students in the course of, or pursuant to, a sponsored research or other agreement with a third party shall initially belong to the Institute and ownership will then be determined in accordance with the terms of the agreement concluded with the third party.

6.3.1.3. If a student creates Intellectual Property with the significant use of Institute Resources in connection with his or her research activity, he or she will be deemed to have agreed to transfer the

IP Rights in such Intellectual Property to the Institute as consideration for the use of Institute Resources.

6.3.1.4. The Institute shall claim ownership of all Intellectual Property created in the course of postgraduate (doctorate) students' research activity.

6.4.2. Students shall be given the option to assign IP Rights to the Institute and shall then be granted the same rights as any employee Inventor as set out in this Policy. In such cases students should follow the procedures set out in this Policy.

6.6. All rights in Copyrighted Works are owned by their creators regardless of the use of Institute Resources. Copyrighted Works specifically commissioned by the Institute or developed in the performance of a sponsored research or other third party agreement shall constitute an exception where the provisions of such agreements shall be taken into account.

6.6. If the Institute cannot, or decides not to, exploit any Intellectual Property to which it lays claim, it shall forthwith notify the Inventor(s). The notification shall be made at least one month prior to any act or any intentional omission liable to prevent the obtainment of protection. In such cases the Inventor(s) shall have the option to acquire related IP Rights; however, the Institute may claim a share from the income of any subsequent exploitation of the Intellectual Property to the extent equaling the verified expenditures of the Institute incurred in connection with the protection and commercialization of such IP. The Institute may also claim for a perpetual non-exclusive royalty-free license for research purposes without the right to business exploitation and without the right to sub-license. The Institute may also claim for a percentage of any net income generated by the Inventor(s) from the commercialization of the Intellectual Property. The Institute shall not unreasonably withhold or delay an assignment of the IP Rights to the Inventor(s); however it reserves the right to delay exploitation where it is in its interests to do so.



6.7 Requests for any transfer of rights from the Institute to the Inventors(s) or any other third party should be made in the first instance to the *person or department designated by the Institute.*

**6.8 Design Rights:** The design right for a created component (physical or graphic, any dimension)

**6.9 Trade Mark(s) / Service Mark(s):** The logo of GOVT. ENGINEERING COLLEGE, AURANGABAD would be the trademark of the Institute. It is to be noted that the logo of GOVERNMENT ENGINEERING COLLEGE, AURANGABAD cannot be used on any of the private communication of any of the GOVERNMENT ENGINEERING COLLEGE, AURANGABAD personnel. Official activities that are part of the officially recognised bodies of GOVERNMENT ENGINEERING COLLEGE, AURANGABAD, web pages hosted on the GOVERNMENT ENGINEERING COLLEGE, AURANGABAD domain, project websites and reports in which GOVERNMENT ENGINEERING COLLEGE, AURANGABAD is a project member, student thesis are allowed by default to have the GOVERNMENT ENGINEERING COLLEGE, AURANGABAD logo.

The usage of the GOVERNMENT ENGINEERING COLLEGE, AURANGABAD logo, GOVT. ENGINEERING COLLEGE, AURANGABAD name in full or partial for all other activities has to get the due approval of GOVT. ENGINEERING COLLEGE, AURANGABAD.

**6.10 Copyrights:**

The Institute will not own the rights in copyrightable works such as books, articles, monographs, lectures, speeches and other communications produced by staff in the course of research and teaching produced using usual Institute resources. In all other cases the Institute may accept assignment of the copyright in whole or in part depending on the degree of Institute-supported resources used in producing the copyrightable work. The copyright in theses, dissertations, term papers, laboratory records and other documents produced by students in the course of study will belong to the student. The student will provide to his or her department a copy of the laboratory records, including software, of an investigation for a thesis or dissertation for use in teaching and research by the Institute.

Where copyright has not been assigned to the Institute, the Institute will be entitled to a non-exclusive, non-transferable license to use the work within the Institute for noncommercial

educational and research purposes, or to possess a limited number of copies for such purposes, whichever is relevant.

Any copyrightable work generated as a work for hire will belong to the Institute as per the terms of the original contract.

Assignment of copyrights to the Institute: Copyrightable works which fulfill the conditions below will be assigned to the Institute:

- Computer programmes, circuit diagrams and layouts, designs etc. if in the Institute's opinion they are commercializable by the Institute and its assigns;
- Copyrightable works created with the use of Institute-supported resources.

### **6.11 Patents and inventions:**

This section refers to intellectual property that is patentable or protectable by confidentiality agreements.

6.11.1 The Institute will not require to be assigned to it intellectual property created by creators where there is use of usual Institute resources only.

6.11.2 The Institute will require to be assigned to it such intellectual property as is created by creators

- through the use of Institute-supported resources and which is in the opinion of the Institute commercializable by the Institute and its assigns;
- intellectual property created through sponsored research where the sponsor does not claim intellectual property rights;

In the case of all such property the creator will retain the moral right to be named as such. Royalty accruing or any type of payment received from the commercialization of Institute-owned intellectual property will be shared between the Institute and the creator.

6.12. Requests for any transfer of rights from the Institute to the Inventors(s) or any other third party should be made in the first instance to the *person or department designated by the Institute.*

## **7. Identification, disclosure and commercialization of Intellectual Property**

- 7.1. The Institute encourages its Researchers to identify research results with potential commercialization value and which may enhance the reputation of the Institute through bringing them to public use and benefit.
- 7.2. The *person or department designated by the Institute* is responsible for the protection and commercialization of the Institute's Intellectual Property. The Inventor(s) however, shall be consulted in each phase of the procedure.
- 7.3. Researchers shall be required to present in writing the draft publications containing scientific results to the relevant Head of Department before publishing them, and shall state in writing that, to the best of their knowledge such works do not contain any results for which protection may be obtained or which can be exploited in any way.
- 7.4. Researchers, including employees, students and Visiting Researchers are obliged to disclose all Intellectual Property falling within the scope of Paragraph 6 to the *person or department designated by the Institute*.
- 7.6. Copyrighted Works shall be excluded from the disclosing obligation set out in Paragraph 7.3., except for those which were developed in the performance of a sponsored research or other third party agreement.
- 7.6. Since protection and successful commercialization of Intellectual Property might depend on prompt and efficient administration, Inventors are required to disclose all potentially exploitable Intellectual Property as soon as they become aware of them. The disclosure must be made in writing by completing the Intellectual Property Disclosure Form available from *the person or department designated by the Institute*.
- 7.7. Inventors shall fully disclose all research activities and results relevant to the Intellectual Property and provide information about themselves, in particular the percentage of their contribution to the creation of the Intellectual Property and the

circumstances under which it was created. The detailed description of the Intellectual Property shall be presented in such a manner that the inventive activity involved and its novelty as well as its susceptibility of industrial application become explicit and clear-cut for a person skilled in the art.

7.8 In case of incomplete disclosure, the form may be sent back to the Inventor(s) requesting for additional information. The date of disclosure shall be the day on which the person *or department designated by the Institute* receives the full disclosure signed by all Inventors.

7.9. If an Inventor is in any doubt whether an Intellectual Property falls within the scope of Paragraph 6 or it is potentially commercially exploitable, then the Inventor should submit a disclosure to the *person or department designated by the Institute* for consideration prior to making public disclosure of the Intellectual Property.

7.10. Premature disclosure may compromise the protection and commercialization of Intellectual Property. To avoid any loss of potential benefits, Researchers are required to make reasonable efforts to identify Intellectual Property early in the development process and consider the consequent impacts of any public disclosure.

7.11. After full disclosure of all relevant information the *person or department designated by the Institute* shall record the Intellectual Property in its register.

7.12 Commercial decisions, such as the ones concerning the terms of an assignment/licensing agreement or establishment of a spin-off enterprise, shall be taken on a case-by-case basis by *the person or committee designated by the Institute*, giving due consideration to all circumstances.

7.13 Expenses incurring in connection with the protection and commercialization of intellectual Property shall be borne by the Institute

## **8 RECORD KEEPING PROCEDURES**

It will be the responsibility of the Heads of Departments/Centres/Schools or persons authorized by the Institute Intellectual Property Committee to ascertain for the purposes of this policy which facilities/resources used for the purpose of generation of intellectual property by a creator in a given Department should be construed as usual Institute resources and which should be construed as Institute-supported resources, and to maintain records of the course of development of intellectual property involving such resources. All data and details generated by a creator in the course of creation of intellectual property should be systematically recorded in the concerned department as outlined below:

- All laboratory records shall be entered in indelible ink in bound volumes marked "PRIVATE & CONFIDENTIAL" with all pages serially and permanently numbered, without mutilations or insertions.
- All blank spaces between successive entries should be cancelled as if they were deletions and authenticated with the creator's initials and date.
- Precise descriptions of all actions and experiments carried out should be provided. Ideas or suggestions should be headlined as such, so as to clearly differentiate them from work actually performed.
- No abbreviations or terms, except where their use is standard practice in that particular discipline, should be used, unless clearly explained in a table at the front or back of the book.
- Crucial data or descriptions of experiments which relate to valuable inventions or discoveries should be signed and dated by the creator, supervisor, or coordinator of the project.
- Modifications, if any, should be made by drawing a line through the deleted matter and writing 'cancelled' beside it. The corrected data (clearly marked as such) should be entered immediately below, authenticated by the creator with initials and date.
- Samples of new products or of products produced by a new method should be preserved if possible and photographed for the record. All photographs should be dated and signed by the creator on the reverse.

## **9 CONFIDENTIALITY REQUIREMENTS**

The creators involved in the development of Institute-owned intellectual property should maintain strict confidentiality in dealing with all relevant information relating to the intellectual property concerned.

The following guidelines should be followed when dealing with confidential information in the context of third parties such as commercial organizations:

- The amount of information given to prospective licensees before the signing of any confidentiality or secrecy agreement should in no case exceed or fall outside that which is set out in the Technology Profile Form for any particular intellectual property.
- When a third party is interested in commercializing an item of intellectual property on offer after inspecting the relevant Technology Profile, they may apply on the prescribed form and with the deposition of the required fee for transfer of the technology. They will be required to demonstrate their capacity to commercialize the technology to the Institute's satisfaction. The Institute will then require the third party to sign contractual confidentiality or secrecy agreements undertaking to maintain the confidentiality of all information disclosed, before any further disclosure is made.
- Third parties must obtain express authorization in writing from the Institute to commercialize/exploit the intellectual property. Confidentiality agreements will continue in force even if the commercialization process is aborted at any stage. However, it is recommended that no disclosure should be made if there is any doubt as to the outcome of the commercialization process.
- If running royalties are to accrue to the Institute and the creator, the licensees must be bound by their contract to take adequate measures to protect that matter from becoming known to others through the licensee's practice, and thereby made available to others whose activities may adversely affect royalty returns.
- Access to areas where Institute-owned intellectual property including confidential information is made available, seen or used, and to confidential documents, records, etc. is to be limited only to those who are creators or are bound by confidentiality agreements.
- Creators and/or Institute personnel must take care not to disclose confidential details of Institute-owned intellectual property in their publications, speeches, or other communications

## **10. Recording and maintenance of the Institute’s Intellectual Property portfolio**

10.1. The *person or department designated by the Institute* shall maintain records of the Institute’s Intellectual Property in an appropriate form and in sufficient detail. It shall monitor the deadlines for the payment obligations related to the maintenance of protected Intellectual Property, and shall, within reasonable time, inform the *person or department designated by the Institute*.

9.2. The *person designated by the Institute* shall maintain accounting records on each Intellectual Property. He or she shall ensure that the Intellectual Property be recorded in the accounting records, that any costs incurred be paid in due course.

## **11. Distribution of revenues, motivation of Researchers**

11.1. The Institute provides an incentive to Inventor(s) by distributing revenue generated from the commercialization of the Intellectual Property.

11.2. The expression ‘Net income’ shall mean all license fees, royalties and any other monies received by the Institute, arising from the commercialization of Intellectual Property less all the expenses incurred in connection with the protection and commercialization of the Intellectual Property at the Institute.

11.3. The share of revenues from Net income shall be as follows:

<i>Net income</i>	<i>Inventors</i>	<i>Department</i>	<i>Institute</i>
X	70 %	20%	10%

11.4. In cases where there is more than one Inventor, the Inventor’s share is divided between the Inventors in a proportion which reflects their respective contributions as provided in the signed Invention Disclosure Form.

11.5. In certain cases the Institute reserves its right to negotiate special terms concerning revenue distribution, in particular when income is generated through sale of shares or payment of the dividend of shares in cases where shares have been allocated to the Institute in an entity to which the Intellectual Property is licensed or assigned but which is not a spin-off enterprise.

11.6. In case of establishing a spin-off enterprise, an individual agreement between the Institute and the Inventor(s) shall be applicable regarding the share of equity. The conditions of the agreement shall be negotiated on a case-by-case basis having due regard to the contribution of the Inventors to any further development and the exploitation beyond the creation of Intellectual Property and to any funding provided by the Inventor(s), the Institute or any third parties acquiring a share of equity in the new enterprise. The decision concerning the conditions of a spin-off establishment shall be taken by the *the person or committee designated by the Institute* on behalf of the Institute.

11.7. In case of exploitation of trademarks and other indicators, the Inventor(s), taking into consideration the proportion of their contribution to the exploitation, may benefit from the revenue as set forth in an individual agreement. The *person or committee designated by the Institute* shall decide on such issues on a case-by- case basis.

## **12. Breach of the rules of this Policy**

12.1. Breach of the provisions of this Policy shall be dealt with under the normal procedures of the Institute in accordance with the relevant provisions of law.

## **13. RIGHT TO REGULATE POLICY**

The Institute Intellectual Property Committee shall have the responsibility for interpreting these policies, resolving disputes concerning the interpretation and application of these policies and recommending changes to the policy from time to time as experience suggests the desirability of such changes. All changes to this policy shall have to be ratified by the Senate.



## **14. Dispute and appeals**

14.1. In the first instance, disputes shall be dealt with by *the person or body designated by the Institute*. A decision shall be taken within ... days from the submission of the concern. Over and beyond the above, with respect to any legal dispute arising in connection with the rules of this Policy, the relevant provisions of law shall be applicable.

## **15. Entry into force of the Policy**

15.1. This Policy shall come into effect on I and E Policy of the Institute

15.2. All agreements concluded by the Institute and the Researcher(s) at an earlier time shall be governed by the provisions of the Policy in effect at the time of the signing of such contracts.

## **E. Pedagogy and Learning Interventions for Innovation and Entrepreneurship Development**

Institute has taken major steps in building entrepreneurial ecosystem in the organization. Government Engineering College Institution Innovation Council (IIC) and Ankur Incubation Centre Foundation (AICF) is a section 8, non-profit organization registered under the support of Government College of Engineering, Aurangabad has been established to empower innovations and entrepreneurial agenda and to nurture the young minds to take up adventurous journey of becoming entrepreneur. In this mission, Services, facilities and supports related to entrepreneurship are in place to boost the students to become job creators instead of job seekers

Following pedagogy inventions are defined:

E.1 The Departments are advised to inclusion of courses in the curriculum to tune with the emerging technologies and align to the requirements of the industry and to introduce courses in entrepreneurship development through incubators.

E.2 Induction program about entrepreneurial ecosystem present in the institute, introductory sessions will be organized for all the students of all the programs.

E.3 Institute level student clubs/bodies/in will be used for organizing competitions, workshops, awards, etc. to ensure enhancement of the student's thinking and responding ability.

E.4 Industry Experts will be leveraged to teach courses at incubators and students who are interested may elect these courses.

E.5 To promote student ideas, projects and innovations based around real life challenges, visits to rural and underprivileged areas in nearby region and hackathons will be organized annually.

E.6 Industry linkages will be established for conducting research and survey on trends in technology, research, innovation and market intelligence. More MoUs with start-ups will be inked for knowledge sharing purpose.

E.7 Failure case studies will be exhibited to show other side of the journey.

## **F. Entrepreneurial Performance Impact Assessment**

F1. Impact assessment of Government Engineering College entrepreneurial initiatives such as preincubation, incubation, entrepreneurship education will be performed regularly using well defined evaluation parameters and support of Ankur Incubation Centre Foundation (AICF)

i. Monitoring and evaluation of knowledge exchange initiatives, engagement of all departments and faculty in the entrepreneurial teaching and learning will be assessed.

ii. Number of start-ups created, support system provided at the institute level and satisfaction of participants, new business relationships created by the will be recorded and used for impact assessment.

iii. Impact will also 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.

F2. Formulation of strategy and impact assessment will go hand in hand. The information on impact of the activities will be actively used while developing and reviewing the entrepreneurial strategy.

F3. Impact assessment for measuring the success will be in terms of sustainable social, financial and technological impact in the market. For innovations at precommercial stage, development of sustainable enterprise model is critical. Commercial success is the only measure in long run.

## GECA I& E POLICY Implementation Committee for Government Engineering College Aurangabad

Its decided that all the activities related to startup and innovation will be under one umbrella and will work for proper implementation of innovation and startup policy

Sr. No.	Name of Member	Member Type (Teaching/ Non-teaching / External Expert)	Key Role/ Position assigned
1	Dr. U. J. Kahalekar	Principal	Institute In Charge
2	Dr. Varsha Ratnaparkhe	Teaching	Dean R&D and IIC President
3	Dr. A. R. Karwankar	Teaching	NISP Coordinator
4	Mr. Sudhir Shiradkar	External Expert	Industry Representative, NISP Formulation
5	Mr. Abhimanyu Patil	External Expert	Industry Representative, NISP Formulation
6	Dr. Y.U. Sathe	Teaching	NISP Formulation and Innovation activity coordinator
7	Dr. S. M. Kabra	Teaching	NISP Formulation and AICF Start-up Activity Coordinator AARIA Coordinator
8	Mr. Shirish Tambe	External Expert	Vice President IIC
9	Prof. S. S. Agrawal	Teaching	Convener IIC and AICF In charge
10	Prof. S. D. Ambekar	Teaching	Internship coordinator
11	Prof. Dr. A. S. Bhalchandra	Teaching	IPR activity coordinator
12	Prof. V. A. Chakkarwar	Teaching	Social media Coordinator
13	Prof. K. S. Gandle	Teaching	NIRF coordinator(optional)
14	Mr. Pankaj Gaikwad	External Expert	Startup Representative
15	Mr. Mukund Kulkarni	External Expert	Expert from Industry
16	Mr. A. T. Wagh	External Expert	Bank representative
17	Mr. Kshitij Chaudhari	External Expert	Representative of Nearby Incubation Center
18	Prof. K. S. Wasankar	Teaching	Member IIC
19	Prof. Dr. N. J. Phadkule	Teaching	Member IIC
20	Prof. S. B. Nemade	Teaching	Member IIC
21	Mr. S. R. Kulkarni	Non- teaching	Member IIC
22	Mr. G. M. Bhombe	Non- teaching	Member IIC