

CAUVERY COLLEGE FOR WOMEN(AUTONOMUS)

ENTREPRENEURSHIP DEVELOPMENT CELL

INSTITUTIONAL STARTUP POLICY

Preamble

With a view to create an entrepreneurial ecosystem for the development of the growth in innovative practices among the students and faculties and social beneficiaries and enhance their interest in entrepreneurial endeavors as a career option.

Vision

To mould the beneficiaries in becoming a role model as Job creators rather than Job seekers in the entrepreneurial ecosystem

Mission

- To build startup culture among students, faculties, Alumnae, and social women entrepreneurs
- To encourage students and faculties in developing business ideas
- To provide mentoring support in building an effective business plan with adoption of LEAN Canvas and Value Proposition model
- Guide the beneficiaries to pitch their business plan to the investors.
- Creating awareness about the funding assistance available in setting up of a business
- Support in loan availability, business licensing and registration procedures

AIM

The aim of the policy is:

1. To encourage women to become successful entrepreneurs
2. To strengthen the student participation in Internship Programme with startup's
3. To encourage the students and faculty's in developing business plans
4. To apply for grants to promote entrepreneurship and Innovation
5. To encourage faculties to mentor student start-up's
6. To make the students and faculty to experience earning while learning.

These aims can be met by providing venues for students to initiate student entrepreneurial activities, initiating occasions for students to work with small and medium-sized businesses/organizations, creating awareness of the resources that support the creation of businesses/ventures, within the institution, providing opportunities for students to generate business/venture ideas, offering opportunity for students to acquire the knowledge to start a venture and become an entrepreneur.

Start-ups Enabling Institutional Infrastructure

Institute has already established an unregistered student incubation centre to enable start-ups and women beneficiary activities and progressed in this direction from Entrepreneurship Development Cell to the establishment of its promotion into SIC.

Action will be taken to implement a registered Incubation Centre for the development of innovative prototypes in respective research fields

- Student Incubation centre of our college aims in promoting entrepreneurship and innovation practices
- The incubation support is provided to the students (Internal) and social group (External) through establishment of startups and research practices among the incubatees.

- The incubatees are nurtured to develop their business ideas through Mentoring consultations.
- To provide assistance in expertise requirements to develop startup ventures from Technology Readiness level 0 to 9 under the following major heads Design, Development, Deployment
- Seed Fund for Innovative ideas and Students Startup will be provided based on the Idea Validity through Students Incubation Centre, Co-Incubation partner, Venture Capitalist and Government Schemes
- This Pre-Incubation/Incubation/Post incubation facility will be accessible 24x7 to students, staff and faculty of all disciplines and departments across the institution.

Nurturing Innovations and start ups

To recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute, Annual Felicitation Day shall be celebrated in which awards for Best Innovator best IP creations or IP registrations/ licencing (Patent and Copyright), best Start-up patent granting (for parents of winners of all the above award category). The awardees will be given felicitation, certificate, trophy and cash award.

Cauvery college for Women will allow setting up a start-up and working part-time for the startups while studying and will allow the students and faculties to work on their innovative projects and setting up startups or work as intern/part-time in startups (incubated in any recognized HEIs/Incubators) while studying / working. Student Entrepreneurs may earn credits for working on innovative prototypes/Business Models. Student inventors may also be allowed to opt for startup in place of their mini project/ major project, seminars, summer trainings. The area in which student wants to initiate a startup may be interdisciplinary or multi-disciplinary. However, the student must describe how they will separate and clearly distinguish their ongoing research activities as a student from the work being conducted at the startup.

- ◆ Students who are under incubation, but are pursuing some entrepreneurial ventures while studying will be allowed to use their address in the institute to register their company with due permission from the College.
- ◆ The College will explore the provision of accommodation to the entrepreneurs within the campus for a period of 24 months time.
- ◆ Cauvery College for Women will consider to allow the faculty to take off for a **semester/year** (or even more depending upon the decision of review committee constituted by the institute) as sabbatical/unpaid leave/casual leave/earned leave for working on start-ups and come back. Institution will consider allowing use of its resource to faculties and students who wish to establish a start up as a fulltime effort.
- ◆ College will facilitate the startup activities/ technology development by allowing students/faculty/ 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.
- ◆ Institute may also link the startups to other seed-fund providers and angel investors or itself may set up seed-fund once the incubation activities mature.
- ◆ The college will extend the start-up facility to alumni of the institute as well as outsiders arising a social benefit.
- ◆ Participation in start-up related activities will be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and shall be considered while evaluating the annual performance of the faculty. Every faculty will be encouraged to act as mentor at least for one start-up.

- ◆ Product development and commercialization as well as participating and nurturing of start-ups will be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities (in addition to minimum required teaching and guidance) and the respective faculty shall be evaluated accordingly based on their performance and promotion.
- ◆ The College will create the performance evaluation policies for the faculties based on their contribution towards startup related activities.
- ◆ Students who are under incubation, but are pursuing some entrepreneurial ventures while studying shall be allowed to use their address in the institute and register their company with due permission from the College.
- ◆ Student entrepreneurs will be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the College as per rules.
- ◆ The college will allow their students to take a semester/year break (or even more depending upon the decision of review committee constituted by the college) 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. The college will 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.
- ◆ The college will explore provision of accommodation to the entrepreneurs within the campus for some period of time.

Norms for faculty start-ups

- ◆ The College will formulate appropriate norms for better coordination of the entrepreneurial activities.
- ◆ Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the start-up.
- ◆ The 'conflict of interests' is intitaed to ensure that the regular duties of the faculty don't suffer owing to his/her involvement in the start-up activities.
- ◆ Faculty start-up may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- ◆ In case the faculty/ staff holds the executive or managerial position for more than three months in a start-up, they will go on sabbatical/ leave without pay/ utilize existing leave.

- ◆ Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the start-up/ company.
- ◆ In case of selection of a faculty start up by an outside national or international accelerator, a maximum leave unpaid 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.
- ◆ Faculty must not accept gifts from the start-up or from any other source
- ◆ Faculty must not involve research staff or other staff of institute in activities at the start-up and vice-versa.
- ◆ Human OR any animals /in life form - subject related research in start-up should get a clearance from ethics committee of the College.

The Committee members forming the organizing structure are:

Dr.V.Sujatha, President , Principal, Cauvery College for Women

Dr.S.Sowmya, EDC Coordinator, Assistant Professor in Commerce

Dr.R.Subha, EDC Coordinator, Assistant Professor in Chemistry

The above policy is reviewed and approved by the Head of the Institution and committee members of College Governing Council and will be effective from 01.10.2022 to 31.10.2027

1. Mr.G.MuthuKrishnan

President, College Governing Council

2. Thiru.K.Thiruneelakandan

Secretary, College Governing Council

3. Mr.S.Chandrasekaran

Treasurer, College Governing Council

4. Dr.V.Sujatha

Principal, Cauvery College for Women



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