

RAMA UNIVERSITY

Vide U.P. Act No.1 of 2014 as Passed by State Legislature and Recognised By UGC U/s 2(f) **UTTAR PRADESH**

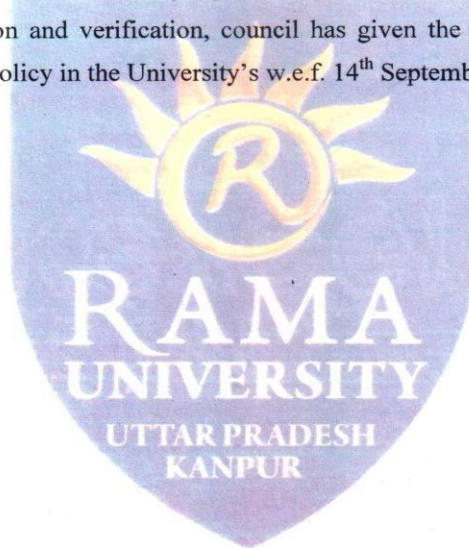
Ref.No.: RU/Reg./2022/ 778

DATE: 14.09.2022

CIRCULAR

Approval of University's Innovation and Startup Policy (RISP) 2022

In the IQAC meeting of University, dated 13th September 2022, Prof. (Dr.) Hari Om Sharan, has proposed the draft of university's innovation and startup policy (RISP) 2022 and given the presentation on the main highlights and key indicators of the policy before the council. After discussion and verification, council has given the consent for approval and implementation of the policy in the University's w.e.f. 14th September 2022-23.




(Registrar) 14.9.22

Registrar
Rama University
Kanpur (U.P.)



INSTITUTION'S
INNOVATION
COUNCIL

(Ministry of Education Initiative)

RAMA INNOVATION AND START-UP POLICY (RISP)

FOR “STUDENTS AND FACULTY MEMBERS”

(Aligned with National Innovation and Start-up Policy-2019)



RAMA UNIVERSITY UTTAR PRADESH, **KANPUR**

Near Mandhna Railway Station, Mandhna, Kanpur.

www.ramauniversity.ac.in

Abstract

RISP Innovation and Startup Policy for Students and Faculty members

The institute has constituted this policy to facilitate active participation from students, faculty, and staff in the activities related to innovation and entrepreneurship. This framework will help to make the RISP Startup policy, stakeholder participation, support, and performance criteria more clear, enabling the development of a strong innovation and startup ecosystem within the institute. The practices for fostering innovations and startups are stated in this document under Startups Enabling Institutional Infrastructure. Additionally, it elaborates on Pedagogy and Learning Interventions for Collaboration in Entrepreneurship Development as well as Innovation Pipeline and Pathways for Entrepreneurs at the Institute Level. The issue of entrepreneurial impact assessment is also addressed in this policy along with the mentioning of annual felicitation day to motivate students to choose entrepreneurship as a career option and to honor the deserving innovators. Institute's participation in co-creation, business relationships, and knowledge exchange are also covered in detail under this policy.

This policy is in accordance with Rama University's IPR policy (Annexure 1), which addresses all concerns regarding IP and Product Ownership Rights for Technologies Developed at Institute Organizational Capacity, and the University's Research and Development policy (Annexure 2), which organizes and accounts for all the efforts made by the institute to foster innovation and entrepreneurship.

VISION

To create a conducive environment and world-class incubation centre in University campus for the stimulation and enrichment of invention, incubation, and entrepreneurship.

MISSION

- To focus the institute's instructional infrastructure on providing faculty and students with start-up and entrepreneurial opportunities.
- To improve the infrastructure for the development of innovation-based entrepreneurship.

- To promote and assist academics, staff, and students who are interested in starting their own businesses.
- To encourage start-ups supporting mechanisms, such as training and skill development, capacity building, networking, access to information and support services, etc.
- To provide guidelines to RU stakeholders for creating an entrepreneurial agenda, managing ownership of intellectual property rights (IPRs), obtaining technology licenses, and sharing equity in startups or businesses founded by staff and students.

OBJECTIVES

- To foster and encourage opportunities among students, researchers, and faculty members to be creative, innovative, and entrepreneurial.
- To offer mentoring support for the creation of a thorough business strategy.
- To establish networks and connections between colleges and institutions that offer professional incubation, helping to foster the expansion and prosperity of startups in the rising technological sector.
- To offer the co working spaces and training that startups need to thrive sustainably.
- To maintain employment creation and contribute to the Indian government's "Make in India" model.
- To support new knowledge-, technology-, and innovation-based start-ups.

ABOUT RAMA'S GROUP

Rama Group's tagline, "Healthy people make healthy nations and education is an important tool in reforming the society," served as inspiration for us to Bring Innovations to Life.

The Rama Group was founded by Late Dr. B.S. Kushwah, a great visionary, dentist, and educationist who firmly felt that only healthy people can build a healthy and strong society and that education is the most effective means of transforming common people into responsible citizens.

Rama Group has developed into a multi-activity, multi-industry organization that actively participates in many significant contributions to our society by following the founder's guidelines. It firmly believes in developing responsible citizens from its pupils and hence employs a 360-degree approach to the development of the students on all

fronts. As part of this endeavor, the group offers students ample opportunity to acquire both theoretical knowledge and practical hands-on experience through training and job experience at Group firms.

By providing sufficient career options for qualified applicants through its group firms, the Group itself assumes a responsible role in society. The organization is interested in the development of infrastructure and the verticals of education, healthcare, Medicare, and technology.

Additionally, the Groups are aware of its corporate social obligations and devote a sizeable portion of its resources to charitable endeavors’.

The Rama Group's higher education initiative is Rama University. The University's main campus is located in Kanpur and was founded in 1996, spread across the campus's 150 acres.

Rama Healthcare is a leader in the healthcare sector, offering top-notch clinical and diagnostic services as well as research facilities with three cutting-edge campuses situated in Kanpur and the Delhi-NCR.

The Rama healthcare vertical's super specialized section is called Rama Medicare Services. The Group is dedicated to providing its patients with high-quality healthcare services supported by cutting-edge medical technology.

RCS Global Limited has developed into a cutting-edge technology and consulting firm with specialists working on various technologies. The business was established in 1992.

The Rama Group subsidiary SV Mega structures Ltd (SVML) operates and provides services in real estate, building, infrastructure projects, design and build services, general contracting, and civil contracting.

Due to its preference for cutting-edge, skill-based education, the Institute has established itself as an exceptional educational giant among Uttar Pradesh's technical and life science institutes. Its academics, extracurricular activities, and placements all effectively reflect the organization's steadfast commitment to "Achieving High." The numerous Education Excellence Awards that the Institute has won amply demonstrate the validity of this belief. It conducts value-based courses and hosts a number of inter- and intra-institute festivals. Due to its modern, high-tech labs and creation of

successfully elevating hobby clubs in numerous sectors, it has been the Center of Excellence in many ways. The institute's main goal is to develop into a cutting-edge, exclusive autonomous university with exceptional global standards for teaching and learning, research and development, high-quality employment opportunities, and entrepreneurship.

1. STRATEGIES AND GOVERNANCE

In order to complement the traditional verticals of placements and further education, the institute has started to build a third vertical of innovation and entrepreneurship based on collected expertise. To assist this vertical, a distinct RCIIE (Annexure-3) has been developed. Through this effort, a path has been paved for students and faculty to adopt entrepreneurship as one of their career alternatives. The actions below have been performed to put RCIIE policy into practice.

To encourage the growth of an entrepreneurial ecosystem within the organization, a dedicated Institution's Innovation Council has been established with clearly defined specified objectives and accompanying performance metrics for assessment.

Through the development of a distinct "Innovation fund," a minimum of 1% of the institution's annual budget is set aside for funding and supporting innovation and startup-related activities. However, in order to lessen the load on the university, revenue-generating activities will be promoted. Giving encouragement to fund rising from various sources will help lessen reliance on public support. It will also be encouraged to obtain outside funding from both government (state and federal) and non-government sources, including DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Startup India, Invest India, MeitY, MSDE, MSME, and startup in UP.

It will be strongly encouraged and welcomed to contact the private and corporate sectors to generate funds under corporate social responsibility (CSR), as per Section 135 of the Company Act 2013, in order to support initiatives that promote innovation and entrepreneurship.

It will be encouraged to raise funds through sponsorships and donations while utilizing the alumni network to promote innovation and entrepreneurship (I&E).

To raise awareness about the value of innovation and the entrepreneurial agenda

throughout the institute, IIC will arrange institutional events such as conferences, convocations, workshops, etc.

The RCIIE policy document's section (Annexure-3) on product to market strategies for startups will be finalized on a case-by-case basis at the micro level.

It will be encouraged to make Rama University as a catalyst for fostering an entrepreneurial culture at all levels (regional, social and community level). These initiatives include providing opportunities for local startups, extending facilities to outsiders, and actively including RU in determining the strategic course for regional growth.

It would be encouraged to establish strategic international tie-ups with international innovation clusters and other pertinent organizations through bilateral and multilateral channels, and to take part in such international events.

2. STARTUPS ENABLING INSTITUTIONAL INFRASTRUCTURE

The institute has already created the institutional framework needed to support entrepreneurs and has advanced in this direction with the creation of the Innovation Council and its subsequent promotion to RCIIE. Students and faculty members recognize the importance of the startup-enabling infrastructure and witnessed its success.

On the campus of Rama University in Kanpur, Uttar Pradesh, there is a dedicated block with 10,000 square feet of operational space consisting of well-equipped cubicles for startup working with all the facilities of prototyping, mentoring for IPR, marketing, business plan development, product development, etc.

As a result, Rama University has already established pre-incubation and incubation facilities for fostering innovations and startups, and the policy paper depicts the roadmap from INNOVATION to ENTREPRISES to FINANCIAL SUCCESS. A list of all the campus' pre-incubation organizations, including hobby clubs, student organizations focused on different technologies, E-cell, advanced labs and design centers, centers of excellence, and innovation centers, has been made public. All of the activities within the institute that are related to innovation, entrepreneurship, and startup are managed by a functional IIC. The programs pertaining to innovation, IPR, and startups are being carried out and managed by RCIIE. To provide mentoring and other

pertinent services through Pre-incubation/Incubation units for minimal fees or on a payment-free basis, a separate policy document has been developed. The document goes into great detail about the equity sharing modalities for startups funded by these units, which are dependent on the services they provide. A soft loan with collateral for a set length of time or a seed assistance fund to launch a product or service that is ready for market.

3. NURTURING INNOVATIONS AND STARTUPS

With the aim of making it easier for students and faculty to file IPRs, a distinct IPR policy and one IP expert on retainer basis are in place. The institute's third vertical, innovation and entrepreneurship, has a distinct policy document accessible that outlines the institute's support policy, expectations for faculty startups, and operational guidelines for faculty and staff startups. The policy paper covers all the concerns of students choosing entrepreneurship as a career path and engaging in some entrepreneurial endeavors while in school. Annual Felicitation Day will be held to honor those who have contributed to fostering innovation and the entrepreneurial environment within the Institute by presenting the Best Innovator Award, Best IPR Award (Patent and Copyright), Best Start-up Award, and Proud Parent Award-06 among other honors' (for parents of winners of all the above award category). The core team will announce the winners and present them with a certificate, trophy, and cash prize. From the academic year 2022–2023, a certificate program will be offered to students interested in choosing entrepreneurship as a career.

The ultimate goal of this program is to motivate the students to complete a specially created curriculum and launch their own business. The RCIIE helps aspirants in a variety of areas, such as 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. Rama University will permit starting a business and hiring part-timers while students or employees: HEIs may permit their employees and students to work on their creative projects, launch companies, or work as interns or part-time employees in startups (incubated in any accredited HEIs/Incubators) while they are employed or studying. Students who work on creative prototypes or business models may receive credit. To formally implement this system, the institute might need to

create detailed instructions. In addition, student innovators may be permitted to choose startup instead of their minor or major projects, seminars, or summer trainings.

The student's chosen startup topic could be interdisciplinary or multidisciplinary. However, the student must explain how they will clearly differentiate and distinguish between the job they are doing at the business and their ongoing research activities as a student. Students who are enrolled in an incubator program but are also pursuing some entrepreneurial endeavors' should be permitted to utilize the institute's address to register their business with the proper institutional approval. The institution needs to look into offering temporary accommodations to the entrepreneurs on campus. Rama University permits academics and employees to take a sabbatical, unpaid leave, casual leave, or earned leave to work on startups for a semester or year (or perhaps longer depending on the review committee's decision). The institution should think about letting academics, students, and staffs who want to launch a business as a full-time endeavor use its resources. Seniority and additional academic advantages during such period might be kept for such employees or faculty.

By allowing students, teachers, and staff to utilize institute's infrastructure and facilities in the ways chosen by the potential entrepreneur, the institute will encourage startup activities and technology development:

- I. Providing mentoring assistance.
- II. Facilitation in different areas, such as 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 laws and regulations impacting a business.
- III. Once the incubation operations are completed, the institute may also connect the entrepreneurs with the seed-fund provider, angel investors, or venture capitalists, or it may establish its own seed-fund.
- IV. Issue IPR licenses as described in section 4 below.

In return of the services and facilities, institute may take 2% to 9.5% equity/ stake in the startup/ company, based on brand used, faculty contribution, support provided and use of institute's IPR (a limit of 9.5% is suggested so that institute has no legal liability arising out of startup.

- i. For staff and faculty, institute can take no more than 20% of shares that staff/faculty takes while drawing full salary from the institution; however, this

share will be within the 9.5% cap of company shares, listed above.

- ii. No restriction on shares that faculty/staff can take, as long as they don't spend more than 20% of office time on the startup in advisory or consultative role and do not compromise with their existing academic and administrative work/duties. In case the faculty/staff holds the executive or managerial position for more than three months in a startup, then they will go on sabbatical/leave without pay/earned leave.

Institute could extend this startup facility to alumni of the institute as well as outsiders.

Participation in startup related activities needs to be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and must be considered while evaluating the annual performance of the faculty. Every faculty may be courage to mentor at least one startup.

Product development and commercialization as well as participating and nurturing of startups would now be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities (in addition to minimum required teaching and guidance) and then respective faculty are evaluated accordingly for their performance and promotion.

4. IP AND PRODUCT OWNERSHIP RIGHTS FOR TECHNOLOGIES DEVELOPED AT INSTITUTE

The principles and problems relating to Product Ownership Rights for Technologies Developed at Institute are addressed in a distinct IPR policy (Annexure-1). RCIIE provides support for students who are creating and presenting proof of concepts for their ideas in minor and major project exhibitions, inter-institute contests, hackathons, etc.

5. ORGANIZATIONAL CAPACITY, HUMAN RESOURCES AND INCENTIVES

Figure 1 depicts the organizational structure for innovation and entrepreneurship. Regarding the execution of all initiatives and programs connected to innovation and entrepreneurship, an RCIIE policy document (Annexure-3) is provided.

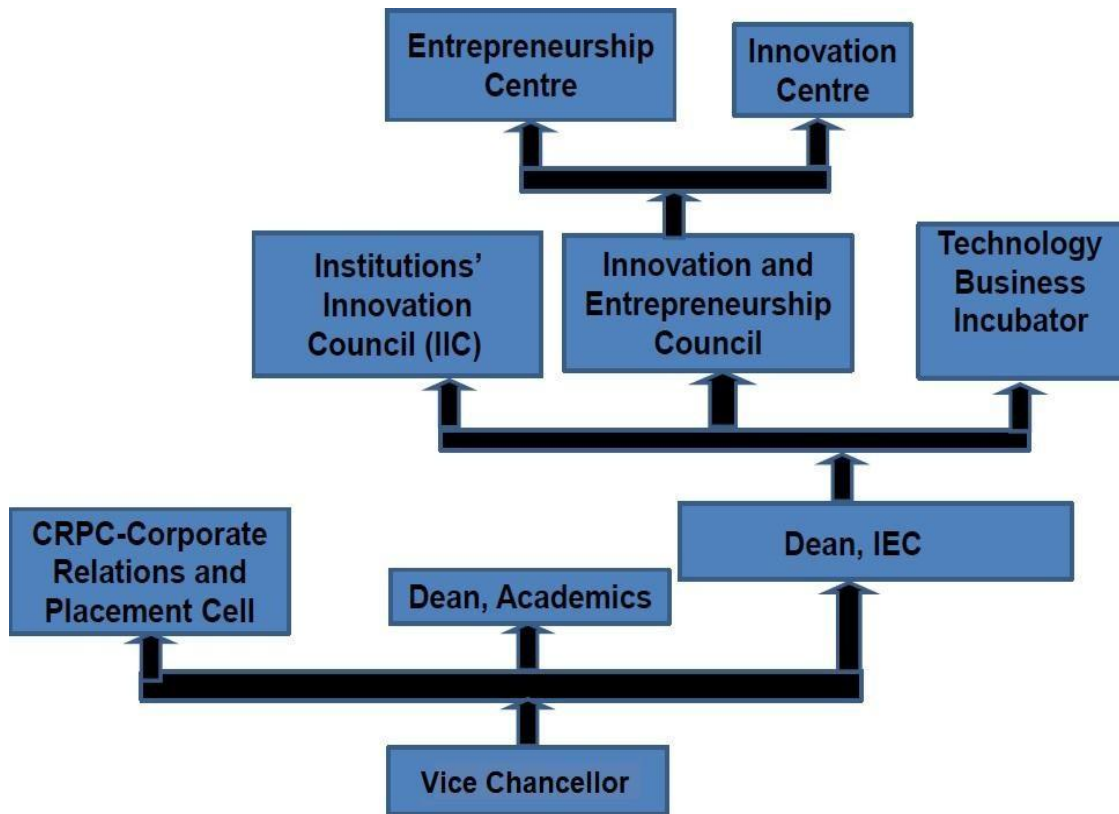


Figure 1: Organizational Structure for Innovation and Entrepreneurship

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

Innovation Pipeline and Pathways for Entrepreneurs at Institute Level is shown in figure no. 2.

Students are introduced to entrepreneurship and innovation through the awareness programs run by the institution's Innovation Council as part of their structured 3-day Entrepreneurship Awareness Camps and through awareness sessions run during induction programs for first-year students by the Dean, IEC.

Students can build a variety of skills necessary for their entrepreneurial journey by participating in specialized seminars and short-term courses in IPR, entrepreneurship development, various technology-based skill development programs, etc.

According to the instructions of the MHRD's Innovation Cell, the institute shall set up Institution's Innovation Councils (IICs) and allot a suitable budget for its operations. Institutions should follow IICs' guidance as they carry out various initiatives to promote innovation, startups, and entrepreneurship. The

identification, scouting, acknowledgement, support, and reward of tested student ideas and inventions should be undertaken, as well as concentrated efforts to further facilitate their entrepreneurial journeys.

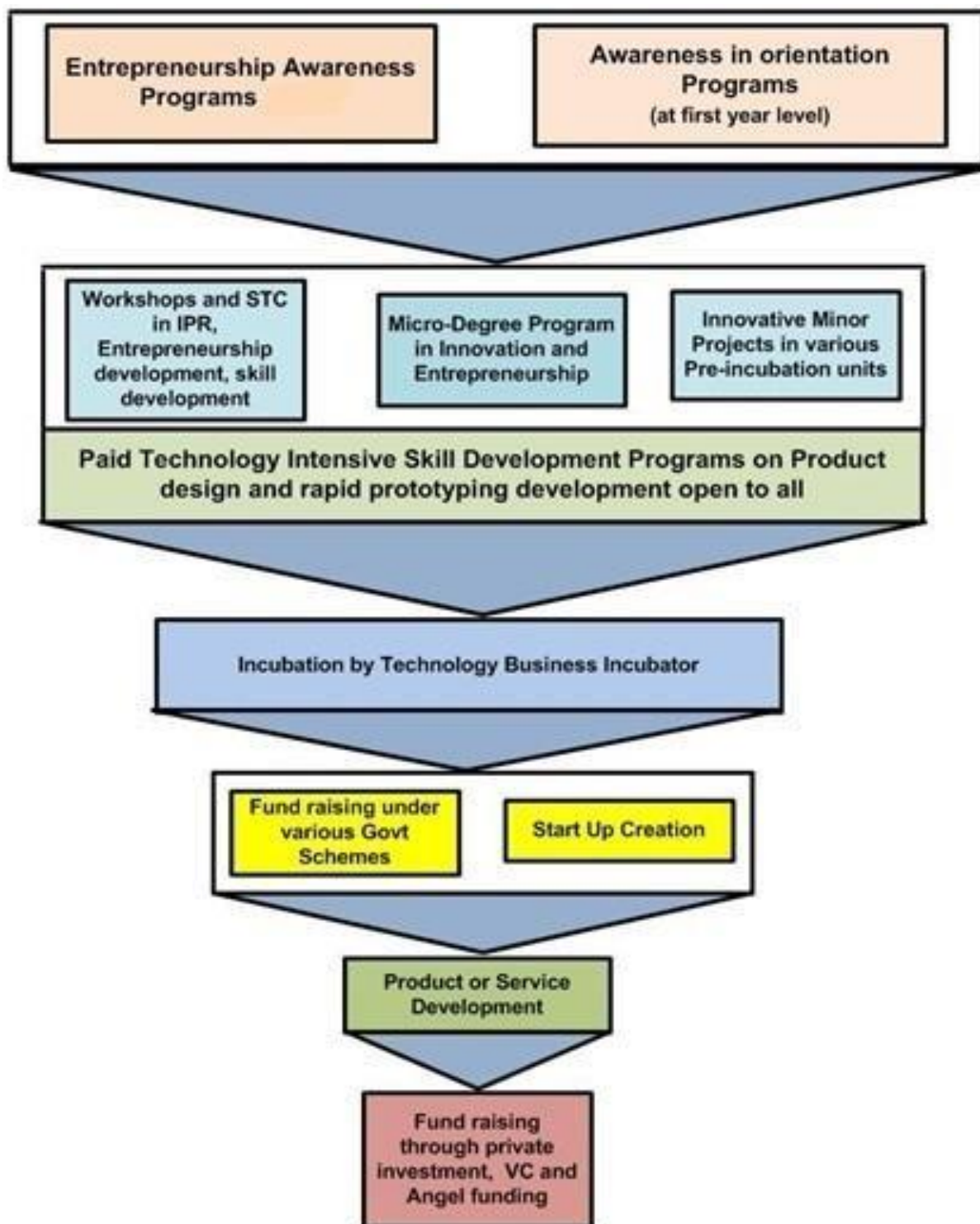


Figure 2: Innovation Pipeline and Pathways for Entrepreneurs at Institute Level

Potential entrepreneurs must have access to capital in order to boost the innovation funnel of the institute.

Networking events must be planned to provide a venue for aspiring business owners to meet investors and present their concepts.

Provide facilities for business incubation: locations at discounted or no cost; access to labs, research facilities, IT services, training, mentoring, etc. for new entrepreneurs.

It's important to foster the idea that money is risk capital and is not free. The business owner is required to use these funds and reimburse. Although funding involves putting the entrepreneur at risk, it is the entrepreneur's responsibility to do everything in their power to show that the funding agency made the correct decision in supporting them.

For first-year students, a newly created certification course in innovation and entrepreneurship has been proposed. Additionally, the institute and RCIIE encourage the students' creative initiatives. In RCIIE, there are distinct selection committees for incubation and projects monitoring committees that are made up of specialists in incubation and entrepreneurship, prototype development, IPR, marketing, finance, and technology. Students who have demonstrated an interest in innovation and entrepreneurship are coached in the creation of business plans and the presentation of ideas for RCIIE incubation. The Project Selection Committee will hear the proposals from the students who have been incubated at RCIIE or who have applied for financing from various government programs and agencies. Through its Innovation Center and university lab, RCIIE offers fabrication and fast prototyping facilities for the development of prototypes and products. When a student in an incubator registers their firm, they are mentored and given introductions to angel investors, venture capitalists, and investors for scaling their businesses.

7. NORMS FOR FACULTY STARTUPS

The institutes should provide guidelines for faculty to perform startups in order to improve the coordination of entrepreneurial activity. For faculty startups, only those technologies should be used that will be received from the mother University.

- I. A faculty member's role may range from owner or direct promoter to mentor, consultant, or startup board member.
- II. Institutions should focus on creating a "conflict of interests" policy to ensure that the faculty member's normal responsibilities are not jeopardized by his or her involvement in startup activities.
- III. Faculty startup may include faculty members working alone, with students, other faculty from different institutions, alumni, or other business owners.
- IV. 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.
- V. Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/company.
- VI. In case of selection of a faculty startup 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.
- VII. Faculty must not accept gifts from the startup.
- VIII. Faculty must not involve research staff or other staff of Institute in activities at the Startup and vice- versa.
- IX. Human subject related research in Startup should get clearance from ethics committee of the Institution.

8. PEDAGOGY AND LEARNING INTERVENTIONS FOR ENTREPRENEURSHIP DEVELOPMENT

Instead of employing the standard lecture-based delivery method, Rama University's certification program utilizes a diverse approach for teaching and learning methodology that includes cross-disciplinary learning via mentors, labs, case studies, games, etc. This micro degree certification program's resource team will include industry experts and mentors from various business and economic sectors. This program uses a blended learning pedagogy that combines project- and problem-based learning with online learning using a MOOC platform and traditional course-based learning.

A dedicated innovation center is responsible to co-ordinate all student clubs, whereas individual departments are responsible for running technical hobby clubs, project workshops/labs.

Entrepreneurship Center is responsible for organizing competitions, boot-camps, workshops, awards, etc. A separate E-cell run and administered by students is totally involved in strategic planning and implementation of these activities.

As a part of awareness program about entrepreneurial ecosystem present in the Institute, introductory sessions will be organized for all the students of all the programs in Rama University. Required slots will be allocated in the timetable of every department in co-ordination with respective Dean.

A dedicated Industry Institute Interaction Cell with well drafted policy is responsible for conducting research and survey on trends in technology, research, innovation, and market intelligence. Industrial consultancy, industrial visits and student internship related activities will be coordinated by this cell.

To promote student ideas, projects and innovations based around real life challenges, boot-camps, visits to rural and underprivileged areas in nearby region and hackathons will be organized by IIC-RU on regular basis. These activities and other IIC calendar activities will be displayed in the institute's activity calendar.

Innovation champions should be nominated from within the students/ faculty/ staff for each department/stream of University.

Institute will start annual 'INNOVATION & ENTREPRENEURSHIP AWARD' to recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the Institute.

9. COLLABORATION, CO-CREATION, BUSINESS RELATIONSHIPS AND KNOWLEDGE EXCHANGE

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, schools, alumni, professional bodies and entrepreneurs will be encouraged.

Director RCIIE and his team will be Single Point of Contact (SPOC) in the institute for the students, faculty, collaborators, partners and other stakeholders.

10. ENTREPRENEURIAL IMPACT ASSESSMENT

The various parameters to be considered for Entrepreneurial Impact Assessment are

- a. Satisfaction of the participants in micro degree certification program, workshops and training programs
- b. Participation in awareness programs
- c. Utilization of pre-incubation facilities by students
- d. Number of curriculum projects addressing real life problems
- e. Participation in various idea, PoC, Prototype, b-plan competitions and hackathons
- f. Participation in pitching for fund raising and grants/support from government and non-government agencies
- g. Contribution in industrial projects and consultancy projects
- h. Idea to PoC projects
- i. PoC to Prototype/MVP projects
- j. Product development and its launching in the market
- k. Fund raising
- l. Startup registrations and company incorporation
- m. Annual Turn over
- n. IPR application filing, grant and commercialization

The IEC team in chairmanship of Dean IEC will be responsible for assigning appropriate weightages to the above parameters depending on the maturity of the process. A separate document regarding this will be made available by IIC and reviewed annually.

REVIEW OF THE POLICY

Dean IEC is responsible for organizing the meeting of the review committee and finalizing its recommendations in light of the assessment team's comments, which reflects the impact of the current policy.

WAY FORWARD

The major goal is to successfully implement the "RU Innovation and Startup Policy" for teachers and students. It will be crucial to have the complete support of all academic, non-academic, and supporting departments in order to accomplish this. The "wide guidelines" provided by this document serve as a roadmap, and prior policy documents on the Innovation and Entrepreneurship Council, IPR, Industry-Institute Interaction, and Research and Development provide support to strengthen this policy document in maximum utilization of the available resources for the benefit of mankind.

This policy is prepared by NISP committee under the supervision of

Prof. (Dr.) Hari Om Sharan
President, Institution's Innovation Council
Rama University, Uttar Pradesh, Kanpur

ANNEXURE-1

Patent Filing Process

Provisional patent application that may arise out of projects/research activities of RAMA University may be directly applied by the Creators/Inventors after obtaining formal permission from Director Research on their own Cost.

After submitting the complete specification, in the Indian Patent Office, CIPR will guide the inventors on the protection of invention in foreign countries. However, the cost towards filing of patent in foreign countries will be borne by the inventors.

Maintenance of Patents

For the inventions developed at the RAMA University with the RAMA University personnel and the inventors who wish to protect the invention, it is mandatory that the creator has to disclose the creative work by using an Invention Disclosure Form (IDF) (Available in the IPR cell). The inventors shall assign the rights of the disclosed invention to RAMA University. All IP related information that is disclosed to RAMA University is confidential.

Confidentiality shall be maintained till the dates stipulated in the contract between the concerned parties. Once the IPR is ensured, (published in the Journal of Indian Patent Office) the inventor/creator is encouraged to publish the work in the interest of general public.

Patent Fees

The Centre for Intellectual property rights shall bear 75% of the Patent filing fee and 25% shall be borne by the inventor. RAMA University will pay the patent fees for the first seven years in all cases when patent is taken by RAMA University. If it is a joint patent with sponsoring agency, then the patenting cost will be equally shared. If the other agency does not show interest in such process, RAMA University can either continue the patent by paying the fees for its full term or withdraw application for the patent protection, at its discretion.

Transfer of IP

RAMA University shall strive to identify potential licensee for the IP to which it has ownership. Generally creators are expected to assist the transfer of IP. RAMA University may contract any of the technology management agencies which manage the commercialization of IP. If exclusive rights of IP have not been assigned to the third party, creators may enter into a contract with any potential licenses on their initiative maintaining confidentiality and taking care through Non Disclosure Agreement with the concurrence of RAMA University. The inventor/creator has the first right on the terms and conditions that are agreeable by RAMA University.

Revenue Sharing

The revenue sharing arrangements are as detailed below:

ANNEXURE- 2

RESEARCH INCENTIVE SCHEME

(Revised - w.e.f 15th Sep 2022)



Research & Development Cell

RAMA UNIVERSITY UTTAR PRADESH

NH-91, Near Mandhana Railway Station Rama City, Mandhana - Bithoor Rd,
Kanpur, Uttar Pradesh 209217



RESEARCH POLICIES


Title : Rama University - Research Cell

Effective Date : 15th Sep 2022

Issuing Authority : Vice-Chancellor/Director

Responsible Officer(s) : Registrar

Purpose of this Policy revision : The purpose of this policy/revised is to establish consistent Guidelines for Academic Research and Innovation as well as R&D activities in the University.







Rama University Research Policy

Rapid growth in scientific knowledge is an indication of quest for discovery and has an impact on economic and societal development. Science, technology and innovation is often initiated at the University research environment. Research and developmental activities create and disseminate new knowledge in range of fields, promote innovation and motivate better learning and teaching among students and faculty members of our University. Research is the foundation of knowledge that brings new energy, builds state-of-the-art facilities, promotes research publications, develops collaborations and becomes part of active community that shares the mission objectives. Taking these into considerations, following research policies have been framed for the University.


Objectives

1. Creating conducive research environment with focus on outcome based research.
2. Provide support and encouragement to faculty/students for realization and enhancement of research potential.
3. Encouragement in publishing research papers in quality journals like Scopus, web of science and UGC approved journals.
4. Encouraging and assisting researchers in filing and obtaining patents.
5. Organizing lectures/symposia/workshops on Intellectual Property Rights i.e. IPR (drafting and filing patents) to aid researchers in better understanding of their rights and protection against unfair competition and plagiarism.
6. Promote interdisciplinary research.
7. Strengthen linkages through national/international collaborations and partnerships with key reputed institutions, industry, government, policy makers and funding agencies of research.
8. Incentive is given to faculty for research recognition award at State, National & International level.



Quality Related Parameters in Rama University- R&D Cell

- Promoting research culture
- Adequate teaching staff
- Strengthening library holding and services
- Formalizing the feedback mechanism
- Enhancing the computer facilities and services
- Increasing program options, curriculum updating and choice based curriculum
- Making teaching-learning more participatory and ICT enabled
- Infrastructure facility and learning resources
- Career guidance and counseling
- Organization and management
- IQAC (Internal Quality Assessment Committee)
- Incentive policy for research & development work.
- Centralized dedicated Research & Development cell.





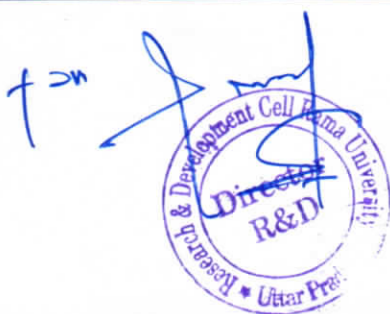
Registrar
Rama University
Mandiana, Kanpur-209217

Chairman, Advisory Committee:

Sl.	Name of the Committee Member	Role	Affiliation
1	Dr. Janardhana Amarnath BJ	Chairman	Vice Chancellor, Rama University
2	Dr. Girja Shanker Sharma	Advisor	Ret. Prof. Dr. Bhim Rao Ambedkar University Agra/Member


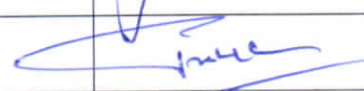
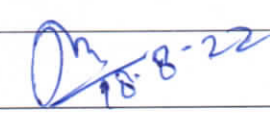
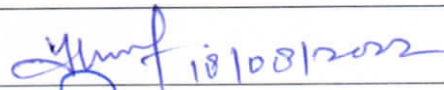
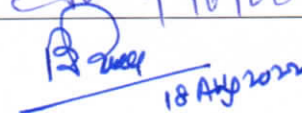
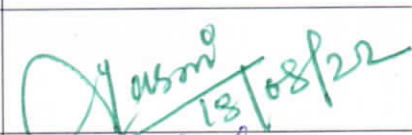
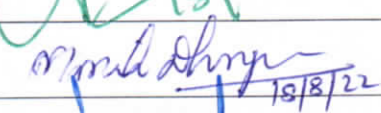
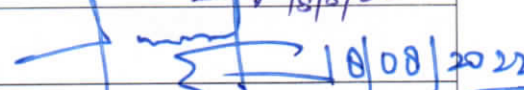
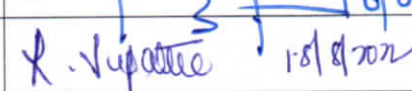
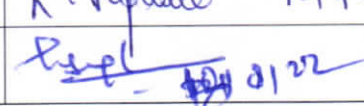
Research Committee Members

1	Dr. Janardhana Amarnath BJ	V.C./CHAIRMAN
2	Dr. Prateek Singh	Director
3	Dr. Anu Singh	Treasurer/Member
4	Shri Prabhat Ranjan	Registrar/Secretary
5	Dr. Preeti Singh	The Finance Officer/Member
6	Dr. Hari Om Sharan	Dean – Academic Affairs
7	Dr. Bipin Kishore Prasad	Principal- Faculty of Medical Sciences
8	Mrs. Jasmi Manu	Principal Rama Nursing College Kanpur
9	Dr. Manish Dhingra	Dean R&D
10	Mr. Samir Kumar Mishra	Asst. Director – Research
12	Dr. R. Sujatha	HoD - Microbiology
13	Dr. P.K.Singh	Nominated Member




Registrar
Rama University
Mandhana, Kanpur-209217

In case of any dispute the Vice Chancellor's decision shall be final.

Committee Members	Role	Signature
Dr. Janardhana Amarnath BJ	V.C./CHAIRMAN	
Dr. Prateek Singh	Director	
Dr. Anu Singh	Treasures/Member	
Shri Prabhat Ranjan	Registrar/Secretary	
Dr. Preeti Singh	The Finance Officer/Member	
Dr. Hari Om Sharan	Dean – Academic Affairs	
Dr. Bipin Kishore Prasad	Principal- Faculty of Medical Sciences	
Mrs. Jasmi Manu	Principal Rama Nursing College Kanpur	
Dr. Manish Dhingra	Dean R&D	
Mr. Samir Kumar Mishra	Asst. Director – Research	
Dr. R. Sujatha	HoD - Microbiology	
Dr. P.K.Singh	Nominated Member	







Date: 18/08/2022

Place :
Rama University Uttar
Predesh

1. Research Policy and Research Support

The primary aim of the research strategy of Rama University is to increase awareness and advance the educational program. Teaching and study are interdependent and, when viewed as separate bodies, both are adversely affected. Therefore, in the complete academic and administrative structure, these roles have been incorporated and connected.

The University still has the duty to provide social service, and study is carried out when it can do so without any adverse impact on its academic roles in achieving this separate responsibility. This is particularly where the staff and facilities available to the University and its capacity qualify it to perform a required service.

Rama University receives government, business and foundation support. Through experience with such fund management, the University recognizes the circumstances under which it can be justified and the way in which it can be most efficiently incorporated with the University's other activities. In addition, funding is also given to support the construction and rehabilitation of buildings, scholarships, and fellowships, enhancement of the curriculum, preparation of teachers and other initiatives aimed at improving graduate and undergraduate education. For the most part, the appropriateness of these services in relation to the activities and goals of the university has been measured using the same evaluation methods used in the review of study proposals. The division of administrative responsibility is the same as for funded research in the case of funding given under agreements involving university responsibilities and contractual



Registrar
Rama University
Mandiana, Kanpur-209217

commitments to the sponsor. Consequently, the policy document is also applicable to funded initiatives other than science.

1. General Research Considerations

1. Rama University is a private University, performing specific capacities withstanding guidelines. The University organization should hold appropriate control of the activities carried on for the sake of the University and stay allowed to work without limitations that would decrease its viability.
2. The University ought not contend with industry in modern research or embrace exercises that ought to be the obligation of government associations. Be that as it may, auxiliary action in such territories might be supported with the duty of an instructive establishment to deliver public assistance.
3. The University has an ideal climate for research inferable from freedom in work and relative effortless in administration, strategies for book keeping, and keeping up of key staff and offices. RAMA University can't acknowledge in examination arrangements any prohibitive provisions that would imperil the very climate the University thinks about essential for the compelling behavior of exploration.
4. Rama University and the subsidizing offices have a joint duty to give the authoritative and regulatory climate as well as the monetary hotspot for a sound program of examination. All in all, Rama University's assets are with the end goal that it can give this climate just on a full expense repayment premise, including immediate and roundabout expenses.
5. No individual is allowed to utilize University offices for supported examination except if endorsement has been taken through appropriate managerial techniques.



A handwritten signature in blue ink is written over a circular stamp. The stamp contains the text "Director" and "Rama University".

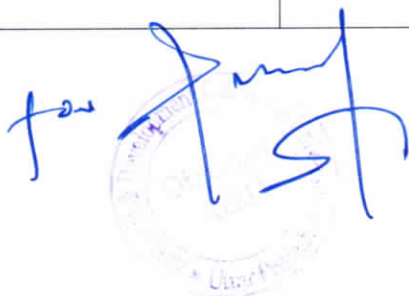
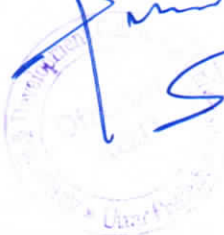


A handwritten signature in blue ink is written over an official stamp. The stamp contains the text "Registrar", "Rama University", and "Mand. ana, Kanpur-209217".

Agenda discussed & Finalized

Research Publication: One research paper in reputed journal is mandatory for all faculty of Rama University. The incentive will be applicable after 1+ publication as first author in R&D Academic year (Jan-Dec).

1	Books	15,000 (Rewards)	First Author
2	UGC Journal	5000	As per norms (Refer Annexure I A)
4	Copyrights	5000	If Author & Co-Author- 3000 and 2000 (Refer Annexure I C)
5	Conferences/Workshops	100% of Registration Fees for faculty	Approval letter from Dean is required to process the fees.
6	Patents registration	Reimbursement of Gov. fees only.	After Filing (Refer Annexure I D)
7	Patent Publication	6000	After Online verification
7	Patents	20000	After Grant
8	Books Chapter	3000	With reputed publisher
9	Projects/Patents/Copyrights/ Trademark	Revenue Sharing- 75% : 25%	As per University Norm
10	MOU	TA/DA	Appreciation letter
11	FDP	DL with T&C	As per HR Policy
12	Faculty Award	5,000 - 10,000	International - 10,000, National - 5,000 (Annexure I E)
13	Peer Review Committee	50,000/30,000/1000USD	As per University policy (Refer Annexure II)

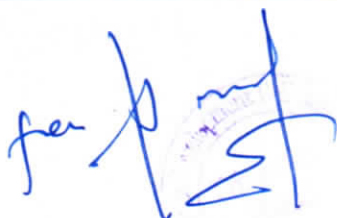




 Registrar
 Rama University
 Mandhana, Kanpur-200217

14	Awards towards Dept.	10000	(Annexure I F)
15	Awards towards Faculty	20000	
16	Awards towards University	30000	

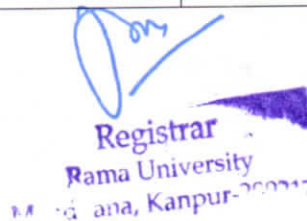
Type	Acceptable	Details	Note
Media Publication	News paper / Print media / Electronic media / Magazine will be counted	Personal blogs , University blog not acceptable	Any credentials/person/author /inventor/applicant outside of Rama University in any research documents will not consider for any financial support.
MoU	Approval letter from University and Other party	As per polices	
Seed Money	Approval letter from University	Projects in curriculum of programs are not counted	
Short Term Courses	Approval letter from University	Content already covered in curriculum	
Startup-Incubation	Approval letter from University		
Video - Lectures	Approval from Dean mass-com	Self recording not counted	
Patents (Faculty & Students)	All patent carrng name of Rama University Counted towards dept progress		
	International /National patent with first applicant from University	Only reimbursed	
	As first applicant	Only reimbursed	
	As a second or subsequent applicant	Towards dept progress	
	As a first inventor	Only Incentive	

for



Om

Registrar
Rama University
M. G. ana, Kanpur-200917



	As a second or subsequent inventor	Towards dept progress
	As a first applicant and first inventor	Registration + Incentive
Research Paper	All papers with name of Rama University Counted towards dept progress	
	As first author	Incentive
	As a second or subsequent author	Towards dept progress
	As a corresponding author	Towards dept progress
Book Chapters	Chapter Edited as a first Author	Incentive to chapter editor
	Chapter Edited as second or subsequent editor in book(s) written by author (first) currently working in the university	No Incentive (counted toward progress)

Type	Acceptable	Not Acceptable/ avoid
(Awards) Teachers who received awards	Only State, National and International level from Government/Govt. recognised bodies will be considered.	Awards that are local in nature cannot be considered. (For Ex: Avoid awards from urban local bodies/Panchayat etc.) Intra and inter university / institution will not be considered. Participation / presentation certificates – during paper presentation etc., are not considered. Participation / presentation certificates


Registrar
 Rama University
 M. G. ana, Kanpur-209217

		in workshops / conferences etc., are not to be included.
Fellowship/financial support by various agencies for advanced studies/ research	Documents for all awards are compulsory	Awards without any financial support are not to be included (E.g: Best Teacher Award, Certificate of Appreciation).
Awards / recognitions received for research/innovations by the institution/research scholars/students		Participation / presentation certificates in workshops / conferences etc., are not to be included.
awards received by the Institution, its teachers and students from Government /Government recognised bodies in recognition of the extension activities	Awards received only to the extension activities carried out are to be included.	Awards that are local in nature will not be considered. For Ex: Avoid awards from urban local bodies/Panchayat etc. Awards by individuals will not to be considered. Awards from own trust / sister institutions not to be considered.
Book Chapters	Chapter Edited in book(s) written by author (first) outside of university. Chapter Edited in book(s) written by author (first) currently working in the university	Books without ISBN or AISBN is not acceptable
Books	Book with valid ISBN or ebook	Question Bank/Only Research Paper


Registrar
Rama University
 Mandi.ana, Kanpur-209217

	<p>with valid AISBN number For hardcopy ISBN is mandatory Minimum 200 Pages (not a question bank) Minimum 3 copies required Incentive as per R&D policy</p>	<p>/Lab Manual/Objective Question/ Non Academic</p>
<p>E-content</p>	<ul style="list-style-type: none"> • Quadrant-I is e-Tutorial: which shall contain: Video and Audio Content in an organised form, Animation, Simulations, video demonstrations, Virtual Labs, etc. • Quadrant-II is e-Content: which shall contain: PDF, Text, e-Books, illustrations, video demonstrations, documents and Interactive simulations wherever required. • Quadrant-III is Web Resources: which shall contain: Related Links, Wikipedia Development of Course, Open source Content on Internet, Case Studies, books including e-books, research papers & journals, Anecdotal information, Historical development of the subject, Articles, etc. 	<p>Without approval of Dean-Academics Claimed documents will not valid.</p>


Registrar
Kuma University
Mandhana, Kanpur-209217

	<ul style="list-style-type: none"> • Quadrant-IV is Self-Assessment: which shall contain: Problems and Solutions, which could be in the form of Multiple Choice Questions, Fill in the blanks, Matching Questions, Short Answer Questions, Long Answer Questions, Quizzes, ASSIGNments and solutions, Discussion forum topics and setting up the FAQs, Clarifications on general misconceptions. 	
<p>Extension Activity & Outreach Programs</p>	<p>Extension and outreach programs conducted by the institution including those through NSS/NCC/Red cross/YRC (including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and collaborating</p>	<p>Events conducted for the benefit of their own students not to be included under outreach programs</p>


Registrar
Rama University
Mandhana, Kanpur-209217

agency Can be supplemented with Newspaper reports of events.
--

Rama University Journal of Medical Sciences (RUJMS)

On special recommendation of Honorable Chancellor


1. An Incentive of Rs. 5000/- (Rupees Five Thousand only) for articles published in RUJMS (Rama University Journal of Medical Sciences) shall be given to First Author of "Original articles " Only.
2. Only Five Best "Original Articles" shall be published in each issue of RUJMS. The decision of editorial board will be final in selection of articles to be published.

Note: For extra-ordinary work and contribution to R&D Cell, an Appreciation Letter by Honorable Chancellor will be granted along with aforementioned rewards

RESEARCH INCENTIVE SCHEME IN BRIEF

OBJECTIVE OF THE SCHEME

The primary objective of the proposed incentive scheme is to motivate the faculty Members of our University to undertake quality research, consultancy, and other research work.

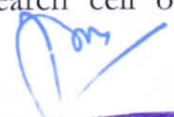

Registrar
Rama University
Man. ana, Kanpur-209217

Related Activities

- All faculty members are encouraged to do research.
- Faculty members are encouraged to apply for seed money from funding agencies or industries relevant to their field of interest.
- The management will consider seed money for the research projects if the proof of concept is established by the faculty.
- Faculty members shall be permitted to attend conference/workshop relevant to their field of research in India or Abroad with on-duty leave. The registration fee shall be reimbursed.
- Partial financial support may be provided for the faculty members who are invited as a keynote speaker/plenary lecturer in conference/seminar, etc and if financial support is not provided by the organizers or any other funding agencies.
- Faculty members shall apply for the travel grant to the funding agencies.
- An increment benefit will be provided to faculty/staff members for their contribution to research work.
- The incentives will be granted for the faculty members who received research grants from various funding agencies

Policy for Research and Consultancy Projects

- The Institute follows a unique Incentive scheme to reward the faculty for the Research and Consultancy Project works carried out in the respective year. This scheme is introduced by the Management to impart research culture and to motivate faculty towards identifying new innovations. The incentive scheme is as per the table below.
- The consultancy work will be carried out under the research cell of Rama University, Kanpur UP.


Registrar
Rama University
Mandhana, Kanpur-209217

- The revenue generated will be deposited in the Institution account. This is done to avoid misuse of funds. The Institute will provide the remuneration to the respective faculty as per the below chart, based on the revenue generated **after the completion of every consultancy work.**
- The students should be motivated towards participation in industrial consultancy projects.

Eligibility:

- This policy applies to all faculty and staff of Rama University, Kanpur UP.
- The faculty members involving in the conduct of a consultancy service can avail on-duty for industrial visit and meeting industry person for discussion related to consultancy work.
- The faculty or staff must ensure that the consultancy work does not create a conflict of interest with the role of the faculty in the University.

Circumstances under which consulting activity may be permitted

- The organization requiring consultancy services from faculty or the department shall write to the research cell indicating the expertise required.
- The principal on receiving the request from the organization shall inform to the department concerned.
- The head of the department shall nominate the faculty or a group of faculty having the required expertise and get permission from the Dean.
- In considering whether or not permission will be given for consulting activity, the Dean will take into account such factors as the compatibility of the activity with the responsibilities and commitments of the faculty member(s), potential conflicts of interest and the use of institution resources.


 Registrar
 Rama University
 Mandhana, Kanpur-209217

- An MoU may be signed between the organization and the department towards the nature of consultancy work and the commercials involved in the presence of the Dean.
- The faculty or a group of faculty engaged in the consultancy work shall periodically report the progress of the consultancy work to the research cell through the head of the department.

Research Papers & Guidelines:

(Research paper for incentive/ grant /TA/DA/Fund must comes under these points)

- 1- Research papers (in related area/subject) published in recognized and reputable journals and periodicals, having ISBN/ ISSN numbers.
- 2- Conference proceedings (in related area/subject) as full papers, etc. (Abstracts not to be included).
- 3- Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers.
- 4- Chapter in Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)
- 5- Text/Subject or Reference Books/ Journals Edited (in related area/subject) and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers
- 6- Books translated (in related area/subject) and published by International/ National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers
- 7- Chapters (in related area/subject) contributed to edited knowledge based volumes published by International/National publishers / State and Central Govt. Publications

Registrar
Pama University
M-29, Jhna, Kanpur-209017

with ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)

8- Popular article (in related area/subject) in proceedings/ newsletter of learned bodies/ societies or Newspaper article in area of interest.

The Research Score for papers would be augmented as follows:

Travel Polices:

Project Investigators and consultants are permitted to visit on field work, attend meetings conferences, seminars and workshops, within the country, utilizing the funds of the project /

Consultancy, subject to provision, with prior permission of the Director, Rama University or by the University authorities on the recommendation of the Dean/Research cell etc. All the visits of project and consultancy staff, including for promotional visits and for project presentation, shall be approved by Director/Registrar Rama University. The claim bill towards, the visits within 200km (to and fro) distance from the institution may be admitted with the prior approval of the concerned Head of the Department.

All travel related to projects will be **treated as on duty**. All travel related to Consultancy and testing will be treated as **special casual leave** to which the faculty Member/staff is entitled. Travel related to the project, Consultancy, Testing of the Departments will be permitted by Director of University. Their requests are to be routed through the Head of the Department to the Research cell (in the prescribed form). The principal investigator of projects must take care of the total expenditure for travel shall not exceed the amount, allotted under This head in the project. With regard to claiming of taxi I auto fare the actual can be claimed for traveling to / from the Airport / Railway Station with due certification of the receipt..

TA & DA norms for faculty members wherein expenses are booked under the head

Registrar
Pama University
M-19, Jna, Kargar-202217

Projects & Consultancy the DA settlement will be as per the guidelines given below:

Journey

By Train: Up to 2 tier A/C (Ticket should be produced.)

By Air: As per eligibility (Boarding pass should be produced). If the flight ticket is booked through a travel agent, Service charge paid by the agent can also be claimed.

By Road: If private vehicles are hired, original printed and stamped receipts along with printed trip sheet with vehicle number will only be accepted. For field visits, if the journey commences from Kanpur, effort should be made to hire the vehicle through Logistic Centre. Written permission to hire a vehicle should be obtained from the university before the journey.

By Train: 3 AC train fare on actual can be borne by the institute with prior permission.

Accommodation will be reimbursed for actual expenses on production of receipts.

Expenses: For Projects sponsored by Govt. Funding agency / CTDI: Actual Bills to be furnished subject to a maximum of Rs 3,000/- for class A cities and Rs. 2,000/- for other places or in case of no bills available, Rs 500/- for 'A' Class cities and Rs.1,000/- for other places will be reimbursed as a lump sum

Projects supported by Pvt., funding agency and for consultancy: The amount will be reimbursed based on the actual expenses on production of receipts. Boarding charges of Rs. 1000/- per day lump sum will be offered. Apart from this, any other incidental charges should be informed. The number of days should be informed in advance to the research cell of the Rama University and written permission should be obtained for the same.

TA & DA for Project/consultancy staff, Students involved in Projects/ consultancy and Technical staff wherein expenses are booked under the head Projects & Consultancy shall be reimbursed for their travel and accommodation expenses based on their certification/ recommendation by the consultants/investigators.


Registrar
Rama University
Bhadrachalam, Kanpur-200117

Journey: By Train: Sleeper class for Field Assistant / Technical Assistant / Project In-Charge.

Number of Days: The number of days should be informed to the CTDT office in the advance and written permission should be obtained.

Registration Fees

When a registration fee is payable documentary evidence, i.e. conference brochure should be enclosed. The Registration fee will be drawn by cheque/DD in favor of the organizers/conference account and handed over to the investigator participant the project Investigator/consultant may also make payment of registration fee directly and claim Reimbursement later producing the documentary evidence.

Advance for TA/DA

When an advance for travel is required, it should be specifically mentioned in the TA/DA Approval request and in the case of Air Travel a copy of the Performa invoice for airfare /train ticket/e-ticket should be enclosed.

Refreshment and Hospitality Expenses

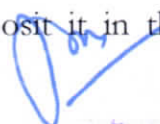
Contingent grant in projects can be used for refreshment expenses and to meet the local conveyance, accommodation and hospitality expenses for visiting members and review teams. The reimbursement will be based on the submission of the original bills with certification by the investigator professional body or member.

MoU/Agreements/Contracts

All MOU's relating to Projects, Consultancy, Testing, and Training will be processed by The Director and placed in the Syndicate for approval. The MOU's will be signed by the Registrar, Rama University. All Memoranda "of agreements/contracts for consultancy work shall be signed by the Consultants with the prior approval of Director Rama University.

Incentives

When a consultant would like to keep a portion of his consultancy, testing fee with the University for other purposes, then he is permitted to deposit it in the Professional


Registrar
Rama University
Bhandara, Kurukshetra

Development Fund (Rama University Account). Individual accounts will be maintained by the Centre for all faculty members belonging to the Department / Centre for contributions through both Consultancy and sponsored projects. This amount can be utilized for the purposes such as travel, visits abroad, telephone expenses, professional body membership, health & accident insurance during India and abroad, refreshments and hospitality expenses relating to projects and consultancy as detailed below.

1. TA / DA, taxi fare and registration fee for attending a conference / workshop / symposium / Seminar/meeting etc., or deliver an invited lecture (subject to the sanction of appropriate leave by the competent authority) to a place in India or abroad and for making exploratory visits for Further sponsored research/consultancy work, with advance approval of Director Rama University.
2. Purchase of professional Books, journals, stationery including computer stationery, Software or data on any storage medium.
3. Equipment/ Electronic Gadget, Mobile Phones, Laptop, Palmtop, iPod can be purchased and taken into the stock register of the University.



A handwritten signature in blue ink is positioned above a purple rectangular stamp. The stamp contains the text "Rama University" and "2021" in a stylized font.

Annexure I A

(A) For any author who publishes their paper in any reputed/referred journal with the position 1st as an author will reward with the 5 thousand as incentives

(B) In a UGC journal author also secure the first position as an author for this incentive

- Web of Science/Thomson Reuters (Clarivate Analytics) with Science Citation Index/Science Citation Index Expanded/Emerging Science Citation Index
- Elsevier/Science Direct/SCOPUS
- PubMed/PubMed Central
- Journal published by Wiley Online Library
- Journal published by Tylor & Francis
- Journal published by Informa
- Journal published by Hindawi
- Journal published by Springer
- All transactions of IEEE.
- Journal published by NATURE

- Thomson Reuters/SCIENCE CITATION INDEX (SCI)/ Scopus Journal.
- PMC-NCBI/PUBMED/NAAS Rating
- UGC Approved Journals

Annexure I B

(A) For any author who publishes their paper in any reputed/referred journal with the position 1st as an author will reward with the 5 thousand as incentives

(B) In a UGC journal author also secure the first position as an author for this incentive

- Web of Science/Thomson Reuters (Clarivate Analytics) with Science Citation Index/Science Citation Index Expanded/Emerging Science Citation Index
- Elsevier/Science Direct/SCOPUS
- PubMed/PubMed Central
- Journal published by Wiley Online Library
- Journal published by Tylor & Francis
- Journal published by Informa
- Journal published by Hindawi
- Journal published by Springer
- All transactions of IEEE.
- Journal published by NATURE

- Thomson Reuters/SCIENCE CITATION INDEX (SCI)/ Scopus Journal.
- PMC-NCBI/PUBMED/NAAS Rating
- UGC Approved Journals

Annexure I C

Only for selected Faculty that will recommended by respective Dean/HoD, documents must be in use of Rama University.

On special recommendation of committee / Director/VC of University.

Annexure I D

Maximum total of Gov. Fees will provided to all applicants as a reimbursement amount.

In case of variation in amount to the related bills, University will pay maximum Gov.

Fees amount as registration fees for National patent.

Annexure I E

Type	Acceptable	Not Acceptable/ avoid
<p>(Awards) Teachers who received awards</p>	<p>Only State, National and International level from Government/Govt. recognised bodies will be considered.</p>	<p>Awards that are local in nature cannot be considered. (For Ex: Avoid awards from urban local bodies/Panchayat etc.) Intra and inter university / institution will not be considered. Participation / presentation certificates – during paper presentation etc., are not considered. Participation / presentation certificates in workshops / conferences etc., are not to be included.</p>
<p>Fellowship/financial support by various agencies for advanced studies/ research</p>	<p>Documents for all awards are compulsory</p>	<p>Awards without any financial support are not to be included (E.g: Best Teacher Award, Certificate of Appreciation).</p>
<p>Awards / recognitions received for research/innovations by the institution/research scholars/students</p>		<p>Participation / presentation certificates in workshops / conferences etc., are not to be included.</p>
<p>awards received by the Institution, its teachers and students from Government /Government recognised bodies in recognition of the extension activities</p>	<p>Awards received only to the extension activities carried out are to be included.</p>	<p>Awards that are local in nature will not be considered. For Ex: Avoid awards from urban local bodies/Panchayat etc. Awards by individuals will not to be considered. Awards from own trust / sister institutions not to be considered.</p>

Annexure I F

If any faculty members proactively help to receive reputed awards to any Dept. /Faculty/University of Rama Group then said amount will be provided to respective faculty.

Name & recommendation must be provided by respective HoD/Dean/Principal.

ANNEXURE- 3

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for (Students, faculties and staff in innovation and entrepreneurship)

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for students and faculty of Rama University is a guiding framework to enable the institutes to actively engage **students, faculties and staff in innovation and entrepreneurship** related activities

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

Strategies and Governance

- Entrepreneurship promotion and development should be one of the major dimensions of the Rama University strategy. To facilitate development of an entrepreneurial ecosystem in the organization, specific objectives and associated performance indicators should be defined for assessment.
- Implementation of entrepreneurial vision at the institute should be achieved through mission statements rather than stringent control system. The entrepreneurial agenda should be the responsibility of a senior person at the level of dean/ director/ equivalent position to bring in required commitment and must be well understood by the higher authorities. However, one must understand that promoting entrepreneurship requires a different type of mindset as compared to other academic activities. Therefore, this person should be very carefully chosen from someone who understands the industry and above all business.
- Resource mobilization plan should be worked out at the institute for supporting pre-incubation, incubation infrastructure and facilities. A sustainable financial strategy should be defined in order to reduce the organizational constraints to work on the entrepreneurial agenda.
- For expediting the decision making, hierarchical barriers should be minimized and individual autonomy and ownership of initiatives should be promoted.
- Importance of innovation and entrepreneurial agenda should be known across the institute and should be promoted and highlighted at institutional programs such as conferences, convocations, workshops, etc.
- Student and faculty startup Policy and action plan should be formulated at university level, which is in line with the current document along with well-defined short-term and long-term

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

goals. Micro action plan should also be developed by the affiliated institutes to accomplish the policy objectives.

- Institute should develop and implement I & E strategy and policy for the entire institute in order to integrate the entrepreneurial activities across various centers, departments, faculties, within the institutes, thus breaking the silos.
- Product to market strategy for startups should be developed by the institute on case to case basis.
- Development of entrepreneurship culture should not be limited within the boundaries of the institution.

Startups Enabling Institutional Infrastructure

Creation of pre-incubation and incubation facilities for nurturing innovations and startups in Rama University institutions should be undertaken. Incubation and Innovation need to be organically interlinked. Without innovation, new enterprises are unlikely to succeed. The goal of the effort should be to link INNOVATION to ENTREPRISES to FINANCIAL SUCCESS.

- All are advised to create facilities within their institution for supporting pre-incubation (e.g. IICs as per the guidelines by MHRD's Innovation Cell, EDC, IEDC, New-Gen IEDC, Innovation Cell, Startup Cell, Student Clubs, etc.) and Incubation/ acceleration by mobilizing resources from internal and external sources.
- This Pre-Incubation/Incubation facility should be accessible 24x7 to students, staff and faculty of all disciplines and departments across the institution.
- Pre-incubation facilities may or may not be a separately registered entity or Special Purpose Vehicle (SPV), but we recommend that 'Incubation cum Technology Commercialization Unit'(ITCU) should be a separate entity preferably registered under Section-8 of Company Act 2013 or 'Society' registered under Society Registration Act with independent governance structure. This will allow more freedom to Incubators in decision making with less administrative hassles for executing the programs related to innovation, IPR and Startups. Moreover, they will have better accountability towards investors supporting the incubation facility.
- Rama University may offer mentoring and other relevant services through Pre-incubation/Incubation units in-return for fees, equity sharing and (or) zero payment basis. The modalities regarding Equity Sharing in Startups supported through these units will depend upon the nature of services offered by these units.

Nurturing Innovations and Startups

- Rama University are expected to establish processes and mechanisms for easy creation and nurturing of Startups/enterprises by students (UG, PG, Ph.D.), staff (including temporary or project staff), faculty, alumni and potential start up applicants even from outside the institutions

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

- 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.
- 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.
- Rama University should allow their 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 startups 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.
- The institute should explore provision of accommodation to the entrepreneurs within the campus for some period of time.
- Allow faculty and staff 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 startups and come back. Institution should consider allowing use of its resource to faculty/students/staff wishing to establish start up as a fulltime effort. The seniority and other academic benefits during such period may be preserved for such staff or faculty.
- Start a part-time/full time MS/ MBA/ PGDM (Innovation, entrepreneurship and venture development) program where one can get degree while incubating and nurturing a startup company. AICTE has already issued guidelines for a similar program.
- 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 return of the services and facilities, institute may take 2% to 9.5% equity/ stake in the startup/ company, based on brand used, faculty contribution, support provided and use of institute's IPR (a limit of 9.5% is suggested so that institute has no legal liability arising out of startup. The institute should normally take much lower equity share, unless its full-time faculty/ staff have substantial shares). Other factors for consideration should be space, infrastructure, mentorship support, seedfunds, support for accounts, legal, patents etc.
- The institute should also provide services based on mixture of equity, fee-based and/ or zero payment model. So, a startup may choose to avail only the support, not seed funding, by the institute on rental basis.
- Institute could extend this startup facility to alumni of the institute as well as outsiders.
- Participation in start up related activities needs to be considered as a legitimate activity of faculty in addition to teaching, R&D projects, industrial consultancy and management duties and

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

must be considered while evaluating the annual performance of the faculty. Every faculty may be encouraged to mentor at least one startup.

- Product development and commercialization as well as participating and nurturing of startups would now be added to a bucket of faculty-duties and each faculty would choose a mix and match of these activities (in addition to minimum required teaching and guidance) and then respective faculty are evaluated accordingly for their performance and promotion.
- Institutions might also need to update/change/revise performance evaluation policies for faculty and staff as stated above.
- Institute should ensure that at no stage any liability accrue to it because of any activity of any startup.
- Where a student/ faculty startup policy is pre-existing in an institute, then the institute may consider modifying their policy in spirit of these guidelines.

Product Ownership Rights for Technologies Developed at Institute

- When institute facilities / funds are used substantially or when IPR is developed as a part of curriculum/ academic activity, IPR is to be jointly owned by inventors and the institute.
- On the other hand, if product/ IPR is developed by innovators not using any institute facilities, outside office hours (for staff and faculty) or not as a part of curriculum by student, then product/ IPR will be entirely owned by inventors in proportion to the contributions made by them. In this case, inventors can decide to license the technology to third parties or use the technology the way they deem fit.
- If there is a dispute in ownership, a minimum five membered committee consisting of two faculty members (having developed sufficient IPR and translated to commercialisation), two of the institute's alumni/ industry experts (having experience in technology commercialisation) and one legal advisor with experience in IPR, will examine the issue after meeting the inventors and help them settle this, hopefully to everybody's satisfaction. Institute can use alumni/ faculty of other institutes as members, if they cannot find sufficiently experienced alumni / faculty of their own.
- Institute IPR cell or incubation center will only be a coordinator and facilitator for providing services to faculty, staff and students. They will have no say on how the invention is carried out, how it is patented or how it is to be licensed. If institute is to pay for patent filing, they can have a committee which can examine whether the IPR is worth patenting. The committee should consist of faculty who have experience and excelled in technology translation. If inventors are using their own funds or non institute funds, then they alone should have a say in patenting.
- All institute's decision-making body with respect to incubation / IPR / technology-licensing will consist of faculty and experts who have excelled in technology translation. Other faculty in the department / institute will have no say, including heads of department, heads of institutes, deans or registrars.

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

- Interdisciplinary research and publication on startup and entrepreneurship should be promoted by the institutions.

Organizational Capacity, Human Resources and Incentives

- Institute should recruit staff that have a strong innovation and entrepreneurial/ industrial experience, behaviour and attitude. This will help in fostering the I&E culture.
- Faculty and departments of the institutes have to work in coherence and cross-departmental linkages should be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- 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.
- Faculty and staff should be encouraged to do courses on innovation, entrepreneurship management and venture development.
- In order to attract and retain right people, institute should develop academic and non-academic incentives and reward mechanisms for all staff and stakeholders that actively contribute and support entrepreneurship agenda and activities.

Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level

- To ensure exposure of maximum students to innovation and pre incubation activities at their early stage and to support the pathway from ideation to innovation to market, mechanisms should be devised at institution level.
- The institute should link their startups and companies with wider entrepreneurial ecosystem and by providing support to students who show potential, in pre-startup phase. Connecting student entrepreneurs with real life entrepreneurs will help the students in understanding real challenges which may be faced by them while going through the innovation funnel and will increase the probability of success.
- The institute should establish Institution's Innovation Councils (IICs) as per the guidelines of MHRD's Innovation Cell and allocate appropriate budget for its activities. IICs should guide institutions in conducting various activities related to innovation, startup and entrepreneurship development. Collective and concentrated efforts should be undertaken to identify, scout, acknowledge, support and reward proven student ideas and innovations and to further facilitate their entrepreneurial journey.
- For strengthening the innovation funnel of the institute, access to financing must be opened for the potential entrepreneurs.
- Institute must develop a ready reckoner of Innovation Tool Kit, which must be kept on the homepage on institute's website to answer the doubts and queries of the innovators and enlisting the facilities available at the institute.

Norms for Faculty Startups

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

- For better coordination of the entrepreneurial activities, norms for faculty to do startups should be created by the institutes. Only those technologies should be taken for faculty startups which originate from within the same institute.
- 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.
- Faculty must clearly separate and distinguish on-going research at the institute from the work conducted at the startup/ company.
- 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.
- Faculty must not accept gifts from the startup.
- Faculty must not involve research staff or other staff of institute in activities at the startup and vice-versa.
- Human subject related research in startup should get clearance from ethics committee of the institution.

Pedagogy and Learning Interventions for Entrepreneurship Development

- Diversified approach should be adopted to produce desirable learning outcomes, which should include cross disciplinary learning using mentors, labs, case studies, games, etc. in place of traditional lecture-based delivery.
- Entrepreneurship education should be imparted to students at curricular/ co-curricular/ extracurricular level through elective/ short term or long-term courses on innovation, entrepreneurship and venture development. Validated learning outcomes should be made available to the students.
- Pedagogical changes need to be done to ensure that maximum number of student projects and innovations are based around real life challenges. Learning interventions developed by the institutes for inculcating entrepreneurial culture should be constantly reviewed and updated.

Collaboration, Co-creation, Business Relationships and Knowledge Exchange

- Stakeholder engagement should be given prime importance in the entrepreneurial agenda of the institute. Institutes should find potential partners, resource organizations, micro, small and medium sized enterprises (MSMEs), social enterprises, schools, alumni, professional bodies and entrepreneurs to support entrepreneurship and co-design the programs.
- The institute should develop policy and guidelines for forming and managing the relationships with external stakeholders including private industries.

Rama Centre for Innovation, Incubation and Entrepreneurship (RCIE) Policy for

(Students, faculties and staff in innovation and entrepreneurship)

- Knowledge exchange through collaboration and partnership should be made a part of institutional policy and institutes must provide support mechanisms and guidance for creating, managing and coordinating these relationships.

Entrepreneurial Impact Assessment

- Impact assessment of institute's entrepreneurial initiatives such as pre-incubation, incubation, entrepreneurship education should be performed regularly using well defined evaluation parameters
- Formulation of strategy and impact assessment should go hand in hand. The information on impact of the activities should be actively used while developing and reviewing the entrepreneurial strategy.
- Impact assessment for measuring the success should be in terms of sustainable social, financial and technological impact in the market. For innovations at pre-commercial stage, development of sustainable enterprise model is critical. COMMERCIAL success is the ONLY measure in long run.

Source: [All India Council for Technical Education \(AICTE\)](#)

[Uttar Pradesh Startup Policy 2020](#)

<https://timscdrmumbai.in/national-innovation-and-startup-policy-2019-for-students-and-faculty/>