



# **Chhatrapati Shahu Ji Maharaj University Kanpur**

**(FORMERLY KANPUR UNIVERSITY, KANPUR)**

**Policy**

*for*

**Faculty Start-up  
Promotion -2019**

## 1. Preamble

Government of India is reaching out to innovators to drive economic growth as well generate large scale job opportunities with the mission of "Start-Up India". To bolster the Start Up ecosystem several project schemes and projects have been proposed at various levels. The National Student Start-up Policy aims to create 100,000 students owned tech-based start-ups and a million employment opportunities by 2025. At the University and educational front, the National Student Start Up policy has outlined the roles of AICTE, academic institutions and Technology Business Incubators (TBI) in creating faculty entrepreneurs.

CSJM University, Kanpur is administered under the state legislature of Uttar Pradesh. Its' one of the largest universities of Asia catering to urban and rural area students offering both professional and academic courses in the disciplines of Art, Sciences, Commerce, Law, Business management, Engineering, Biotechnology, Computer Applications, Management, medicine and Health related courses. For catering to the needs of young engineering aspirants, University Institute of Engineering & Technology situated in the University campus offering various courses in Engineering: Chemical, Computer Science and Information Technology, Electronics & Communications, Material Science and Mechanical Engineering. The University in its ambit includes various Institutes for high scientific and management research: Institute of Life Sciences, University Institute of Pharmacy, University Institute of Health Sciences, Institute of Biosciences & Biotechnology, and the Institute of Business Management.

CSJM University aims to promote technology, science and management based entrepreneurship amongst its students and thereby facilitate practical application of knowledge for the development of demand based ideas and innovations that benefit the society. With this goal, CSJM University has based its Faculty Start Up Policy to promote amongst its Faculty a spirit of Start Up and Make in India alongwith encouraging students to engage into such activities.

The University will incubate atmost 10 incubated companies at a time. One financial year can have atmost 5 new companies incubated. The total number of startups by faculty and students can not exceed the number specified.

Women led startups: Minimum 25% incubation seats at GoUP recognized incubators shall be mandatorily allocated to startup startups with women founders/co-founders on preferential basis. (as per section 8.6.i pg 9 Startup UP Policy 2018). This would be applicable to all startups.

## **2. Faculty Start Up Promotion Policy**

Faculty members at CSJM University are continuously engaged in knowledge generation and dissemination. A large number of R&D activities are being carried out by faculty members and students in several cutting-edge science and technology areas. However, most of these research outcomes do not get translated into commercial products, benefiting the society in general, due to several reasons including lack of interest in the industry in commercializing new and futuristic technologies and restriction on the Institute's employees to start entrepreneurship. It is expected that faculty members will make all efforts to balance their academic responsibilities while assuming the above role and will respect the adherence of this Policy.

### **2.1 Role of the Faculty Member**

The Faculty member has to take prior permission from the University before associating with any business venture or starting a new venture in the application format as prescribed by CSJM University (Annexure I). It is expected that the faculty member would be a Promoter of such Companies and/or a Director on its Board. In addition, the faculty member can choose one of the following options:

- a. Provide consultancy to the Company in a non-executive capacity. Undertake projects that could be executed at CSJM University and manage through the Company.
- b. Take a sabbatical and/or Leave without pay and work full-time for the Company in an Executive Capacity (COO, CEO, Vertical Head etc). Eligibility and approvals of such leave are governed by the extant rules of the University.

It should be noted however that the faculty member of CSJM University should take all possible steps to ensure that his/her duties and responsibilities as faculty, take precedence over all other activities regardless of the nature of his/her engagement with the Company.

## **3. Process of entrepreneurship**

It will be as below:

- a) A faculty member will submit the duly filled application form (Appendix I) for establishing a new company to the Hon'ble Vice Chancellor, CSJM University.
- b) Once permitted, the faculty member may form a Company. A faculty member may approach the Institute even before the formation of a Company for an in- principle approval for incubation of the Company.
- c) For the incubation of the Company, evaluation will be as per the policy adopted for Student Startup.
- d) No grant will be permitted to Faculty Startups from the University, however they may apply for external funding available to CSJMU incubatees.

- e) In case there are students involved in the Startup, their services will be taken free of charge and will be permitted on prior approval of concerned HoD. Such a student will not compromise in his regular study hours, but can take this work under the project on permission of the concerned HoD.

#### **4. Implementation and Deployment of the Faculty Start Up Promotion Policy**

The same procedures adopted for Student Startup Policy may be adopted for deployment of the Faculty Startup.

The Faculty Startup can avail all resources developed for the Student Startup and also consult Mentors appointed by the University for their startup.

#### **5. Evaluation and Assessment**

Faculty Start Up Promotion Center will be evaluated in the same way as a Student Startup wherein the maximum time of incubation would not exceed 3 years.

#### **6. Incentives for Startups (as per section 9.3 of Policy for Startups in UP)**

If our Incubation Cell gets GoUP recognition, various benefits for our incubated companies will be available. These are as follows:

- At Idea Stage

Sustenance allowance at the rate of INR 15,000 per month for a period of one year shall be given to startups at the idea stage.

- At Prototype/POC Stage

A one-time prototyping assistance of upto INR 5 Lakhs shall be provided to startups which have been recognized and accepted under incubation program (including virtual incubation).

- At Pilot Stage

Commercialization assistance of upto INR 10 Lakhs shall be provided to startups to launch their prototype product/services in the market at pilot stage.

Note: Additional 50% shall be given to startups founded/co-founded by women/divyangjan/transgender or startups having 50% or more women/divyangjan employees or startups having registered offices/operations in Purvanchal/Bundelkhand regions.

#### **Other Incentives**

Patent Filing Cost: The cost of filing and prosecution of patent application shall be reimbursed to the incubated startups for Indian as well as foreign awarded patents.

SGST Reimbursement: 100% SGST reimbursement shall be given to startups for the period of 5 years after the start of production/commercialization.

Event participation: Reimbursement to startups for participation in events – upto INR 50,000 for national events and INR 100,000 for international events. This is applicable to only those startups which are registered under the UP Startup Policy 2018 and incubated with GoUP supported incubators/virtual incubator of GoUP.

***Non-Fiscal Incentives for Incubators/Accelerators/CoEs/Startups***

10 Startups and incubators in the State will be permitted to file self-certifications, in the prescribed formats under the following acts and rules framed (may be amended from time to time) there under barring inspections arising out of specific complaints:

- I. The Factories Act 12
- II. The Maternity Benefit Act
- III. The Shops & Establishments Act
- IV. The Contract Labour (Regulations & Abolition) Act
- V. The Payment of Wages Act
- VI. The Minimum Wages Act
- VII. The Employment Exchanges (Compulsory Notification of Vacancies) Act 11 Permission shall be available for 3-shift operations with women working in the night for startups, subject to such units taking the prescribed precautions in respect of safety and security of employees in addition to providing the required welfare and health amenities as prescribed under applicable labour laws and obtaining the necessary approvals from the competent authority



  
**REGISTRAR**  
Chhatrapati Shahu Ji Maharaj University,  
Kanpur