



MGM INSTITUTE OF HEALTH SCIENCES, NAVI MUMBAI

(DEEMED TO BE UNIVERSITY U/S OF UGC ACT 1956)

GRADE 'A++' ACCREDITED BY NAAC

INNOVATION AND START-UP POLICY



MGMIHS INNOVATION AND START-UP POLICY



MGM Institute of Health Sciences, Navi Mumbai


Dr. Rajesh B. Goel
Registrar
MGM Institute of Health Sciences
Navi Mumbai - 410209

MGMIHS INNOVATION AND START UP POLICY COMMITTEE

Dr. Shashank D. Dalvi – Vice Chancellor, MGMIHS, Navi Mumbai,

Dr. Rajesh Goel- Registrar, MGMIHS

Mr. P.G.Ramesh -Finance Officer, MGMIHS

Dr. Sabita Ram-Research Director, MGMIHS

Dr. Raman P. Yadav, Director, MGMIHS Incubation and Innovation Center

Dr. Rajani Mullarpatan, Member, Institutions Innovation Council, MGMIHS

Dr. Mansee Thakur, Member, Institutions Innovation Council, MGMIHS

Dr. Rita Khadkikar, Member, Institutions Innovation Council, MGMIHS

Table of Contents

SECTION 1:	4
1.1 Preamble	4
1.2 Innovation & Start-up policy at MGMIHS	4
1.3 Definitions.....	5
1.4 MGMIHS Innovation & Start-Up Policy Framework	5
SECTION 2: Institutions Innovation Council (IIC), MGMIHS	6
2.1 MGMIHS Innovation Council	6
2.2 Functions of Institutions Innovation Council, MGMIHS	6
2.3 MGMIHS Innovation Initiatives.....	7
SECTION 3: MGMIHS Incubation and Innovation Centre	9
3.1 Vision and Mission of Incubation and Innovation Centre	9
3.2 Functioning of MGMIHS Incubation and Innovation Centre Members	10
3.3 Internal innovation linkages and functioning	11
3.4 MGMIHS Preincubation and Incubation program	11
3.5 Startup policy implementation.....	12
SECTION 4: Guidelines for Involvement of Faculty, Research Scholars and Students in Start-ups.....	12
4.1 Modes of Engagement of Faculty with Startups.....	13
4.2 Modes of Engagement for Research Scholars and Students with Start-Ups	14
4.3 Guidelines regarding Intellectual Property (IP) Rights	16
4.4 Equity sharing between Startups of Faculty Members/Student with MGMIHS Incubation and Innovation Centre.....	17
SECTION 5: Conflict of Interest.....	17
5.1 Guidelines for Management of Conflict of Interest	17
5.2 Resolution of Conflicts	18
SECTION 6: Glossary	18

1.1 Preamble

Innovation is one of the important modules which plays an important role in Entrepreneurship and startup development and its initiatives. In recent years, India has gained importance significantly in this domain and aggressively propagated in various section of society including higher education. Although entrepreneurship motivation was inherently present in Indian system but in last few years start-ups have demonstrated success in delivering breakthrough technologies as per society needs. Confidence in start-up lead into innovative business model. Higher educations. can be considered as an innovation mines which can play vital role for shaping ideas into successful entrepreneurs. At higher educational institute the concept of idea to invention can lead to technology and entrepreneur driven education in the university. It will certainly boost confidence instakeholders in higher education for idea to invention and for strong start-up ecosystem. This system took all the stakeholders together to operate system with team spirit and start their own venture with collaboration.

New change in government policy and high pace in innovation has directed for reasonable entrepreneurship development and startup in all higher educational institutes.

1.2 Innovation & Start-up policy at MGMIHS

In order to translate the innovative research into successful startup ecosystem, Institute has framed Innovation and start up policy as per the guideline mentioned in national start-up policy 2019. This was the result of the Start-Up Action plan in January 2016 with the intention of building a strong eco-system for nurturing innovation and startups across the country particularly in strategic areas of technology, biotechnology, healthcare, heavy industries and defense. The Atal Innovation Mission (AIM) established by Niti Aayog, Government of India to be used fully for is an innovation promotion platform involving academics, entrepreneurs and researchers.

1.3 Definition

- **“MGMIHS” stands for “MGM Institute of Health Sciences”.**
- **“MGMIHS Member”** shall mean any permanent faculty member on duty or on leave, faculty on tenure, research associates, post-doctoral fellow and student having live registration.
- **“Faculty Member”** shall mean a faculty member of MGM Institute of Health Sciences
- **“Student”** shall mean a full-time student enrolled and continuing studies at MGM Institute of Health Sciences.
- **“Startup”**. Is an entity that develops a business model products and services based on innovation that makes it scalable, replicable and self-reliant as defined in Gazette Notification
- **“Innovator”** It support entrepreneurs in launching and scaling their technology-based ideas.
- **“Accelerator”** It conduct startup accelerator programs in collaboration with reputed national and international organizations to help accelerate the learning and growth of incubated start-ups.
- **‘IPR’** means Intellectual Property Rights

1.4 MGMIHS Innovation & Start-Up Policy Framework

The MGMIHS Innovation and Start-up Policy Framework is to have three important components:

1. MGMIHS Institutions and Innovation Council.
2. MGMIHS Incubation and Innovation Center.
3. MGMIHS Pre-Incubation and Incubation Program.

SECTION 2: Innovation Council (IIC), MGMIHS

2.1 MGMIHS Institutions Innovation Council focus

Institution's Innovation Council of MGMIHS, Navi Mumbai was established on 11th September, 2019 as per the guide line of MHRD's Innovation Cell (MIC).

The major focus of IIC will be:

- To create a vibrant innovation ecosystem in campus
- Shaping ideas for innovation to invent at all level
- Startup / Entrepreneurship supporting initiatives
- Establish an ecosystem for scouting ideas and pre-incubator for ideas
- Develop better cognitive abilities amongst students

2.2 Function of Institutions Innovation Council, MGMIHS

Following will be the functions of IIC, MGMIHS:

- To conduct various innovation and entrepreneurship-related activities prescribed by MIC in a time-bound manner.
- Identify and reward innovations and share success stories.
- To organize various workshops, seminars, interactions and mentoring sessions with innovators, entrepreneurs, start-up founders and professionals to nurture the young minds for innovation.
- Create MGMIHS innovation portal to highlight innovative projects carried out by the Institution's faculty members and students.
- Organize Hackathons, Idea Competitions, design competition, group discussion, prototyping, innovation pitch, PoC etc.
- To organize small activities as a part of self- driven activities to engage and motivate students in the fields of innovation, IPR, entrepreneurship and start-up.

- To conduct the council meetings on quarterly basis to check the progress and milestones set during the previous quarter and upload of all relevant reports/ documents in the IIC, MoE Portal.
- To conduct all the activities as per the guideline of Ministry of Education (MoE) under IIC calendar, MIC- driven, self-driven and others.

2.3 MGMIHS Innovation Initiatives

Student innovation club

MGM Institute of Health Sciences, is a progressive institute predominantly known for the quality healthcare service provider as well as eminent institute in the field of research. In the field of Health Science Education one of the most promising challenge is to inculcate the innovation and entrepreneurship skills in the mind of under graduate, post graduates and research scholars. Institute has stepped forward as per the directives of National agencies to develop an ecosystem in research, innovation and entrepreneurship.

The Objectives of the club

The basic objective underlying the formation of Student Innovation Club is to promote the product-based research and encourage the students to conduct the quality research by providing them quality mentorship and guidance by experienced faculty and members of Institution Innovation Council which was established under the directives of MHRD. Incubation & Innovation Centre can be utilised by the students to incubate and innovate ideas and culminate research to startups for commercialisation. Students have an open mind and can work together on new ideas and projects.

The responsibilities of the student innovation club is to conduct the following major activities to encourage the students to take active role in the process of innovation and start their entrepreneurship journey.

1. To conduct the regular brainstorming sessions/activities to spread the knowledge about capacity building in innovation and entrepreneurship.

2. To organise the programs to handhold the students to critically analyse their ideas
3. To assist the students to get familiar with the start-up formulations.
4. To train them for preparation of Project Documents such as; Project executive summary, formulation of objectives, timeline formulation, budget document preparation, preparation of feasibility report.
5. To assist the student members to formulate the proposals for their ideas
6. To handhold the students to apply for extramural funding for research.

Entrepreneurs club

It provides the right atmosphere for entrepreneurs to work on and grow their idea. You can learn important business skills like leadership, time management, financial planning, negotiation, research, etc. It targets to develop India entrepreneur ecosystem through interaction such as between professionals, entrepreneurs, technologists, mentor, angel investors etc.

Ideas mines

It's an e-portal where, all the stakeholders of MGMIHS can post their ideas which is connected to various labs for implementation and a channelization for product and process development.

Innovation valley

It is forum of successful entrepreneurs, technologist, researchers to encourage entrepreneur minds within start-up community.

MGMIHS Pitch

This is business plan competition which is presented by stakeholders of MGMIHS. Here participants will articulate a five minutes pitch of a product, service or solution in front of a panel of experienced judges and get feedback on ideas and presentations from both judges and mentors. The participants may or may not have the proof-of-concept of the idea at this stage. The best three participants need appreciation.

MGMIHS start-up Internship

MGMIHS Startup Internship program could be specifically encouraged for MGMIHS students who want to experience working at a startup full time. The duration of the internship could be from two to six months. Alternatively, students could be encouraged for such internships in the summer break.

SECTION 3: MGMIHS Incubation and Innovation Centre

3.1 Vision and Mission of MGMIHS Incubation and Innovation Centre

“MGM Incubation and Innovation Centre” which is mainly fostering the entrepreneurial spirit among students, faculty members and other stakeholders. This centre is providing unique and interdisciplinary platform for creation of skill based new enterprises. Centre incubate all our expertise for commercial exploration.

Vision: Facilitate the growth of innovators and entrepreneurs in achieving their goals

Mission: To incubate innovative ideas by supporting with planning, development monitoring and training. To create a multiplier effect on opportunities for innovator and entrepreneurs. To incubate all our expertise for commercial exploration. Innovate and contribute to the nation's development.

Objective of Incubation and Innovation Centre

- Fostering the entrepreneurial spirit among students, faculty members & other stakeholders
- Accelerate discovery and research program.
- Accelerate commercialization of R&D outputs and technology transfer.
- Create skill based new enterprises that can generate value-added jobs and services.
- Support start-up including mentoring and infrastructure.

3.2 Functioning of MGMIHS Incubation and Innovation Centre Members:

MENTORS

Dr. Shashank D. Dalvi, Vice-Chancellor, MGMIHS

Dr. Nitin N.Kadam Pro-Vice Chancellor MGMIHS

Dr. Sudhirchandra Nanasaheb Kadam, Medical Director, MGMIHS

DIRECTOR

Dr. Raman P. Yadav

MEMBERS

DEPARTMENT

Dr. Naheed Abidi	Ophthalmology
Dr. Nimain Mohanty	Paediatrics
Dr. Rajani Mullerpatan	Physiotherapy
Dr. Ashok Kalyanshetty	Surgery
Dr. Prabha Dasila	Nursing
Dr. Z.G. Badade	Biochemistry
Dr. Harapriya Kar	Microbiology
Dr. Ipseeta Ray	Pharmacology
Dr. Mansee Thakur	Medical Biotechnology
Dr. Parineeta Samant	Biochemistry
Dr. Kavita More	Biochemistry
Dr. Uttara Deshmukh	Prosthetics and Orthotics
Dr. Sameer Pachpute	Microbiology

Thrust areas:

- Tuberculosis – Affordable and Rapid Diagnostic Test for TB and Malaria: Nano-biosensor
- Diabetes, Osteoporosis – Zebra fish – Vertebrate Model Developed for Nano Toxicology Drugs Screening
- Physiotherapy – Biomechanics
- Radiation effect on fetus new born and children
- Covid-19

3.3 Internal innovation linkages and functioning

Gyan: It provides a solid platform for the entrepreneurs to get insights into the various aspects of entrepreneurship through workshop and seminars on relevant subjects.

Super Idea Forum (SIF): It is a platform for talented youth to present their entrepreneurial ideas. It inculcates a spirit of entrepreneurship among young minds. Validated super idea is generally registered under IPR. It gives an opportunity for the youth to come face-to-face with the entrepreneurial world.

Excellence Corridor (EC): Centre of excellence connect incubator provide opportunity for advance and translational work and also fosters a close collaboration with industry to help the innovator.

3.4 MGMIHS Preincubation & Incubation program

Pre-incubation: Presentation of innovative Idea, new strategy, New products, new technologies and Processes, new strategy etc.

Eligibility Application: Presentation for Screening of applications- Technical aspect, Methodology, Financial, Business Plan etc.

Incubation: Providing Workspace, Mentoring, Administrative Services Specialized Services, Trainings etc.

Post incubation period: Monitoring, Linkages Support, Processes and Networking support etc.

3.5 Startup policy implementation

MGMIHS Incubation and Innovation centre of MGMIHS carries out all type of discussion with start-ups right from the selection to recruitment. MGMIHS Incubation and Innovation Centre will primarily support the startup by providing various services such as

- Use of idea mines under certain terms and conditions
- Office and operational space
- Permission to use various laboratories and equipments
- Mentoring support from experts
- Advice on Intellectual Property Right protection and technology transfer
- Advice on various fund raising
- Monitoring and reporting
- Suggestion about Business model

SECTION 4: Guidelines for Involvement of MGMIHS Faculty, Research Scholars and Students in Start-ups

This deals with encouraging university stakeholders including faculties, researchers and students to involve in start-ups in various capacities while in professional employment with the university/institute. This approach encourages translation of inventions and innovations into commercial products. At MGMIHS, several research groups and faculty members and students are actively engaged in several cutting-edge research areas of health sciences. However, most of these research outcomes are not translating into entrepreneurship development and commercial products due to many reasons including financial risks, job- related issues and dual mindset between research and business. In view to active participation of faculty members, research scholars and students to set up and involve in start-ups set up the following guideline will give direction to promote start-up ecosystem in campus.

4.1 Modes of Engagement of Faculty with Start-ups

a) Capital Investment by faculty members

- When MGMIHS faculty member is involved in a start-up by providing capital investment alone in return for shares with no other managerial, technical or mentorship role whatsoever.
- If a MGMIHS faculty member makes a financial investment in a startup or a company without making any contribution in the form of technical/consulting advice or any involvement of MGMIHS in the form of any commercial transaction or intellectual property or use of MGMIHS facilities, then such an investment will be treated as a private matter of the faculty member with no concern to MGMIHS.
- In such instances, MGMIHS too will have no role to play.
- However, this may be declared by the faculty member to MGMIHS or to MGMIHS Incubation and Innovation Center a matter of good practice to avoid any conflict-of-interest situation.

b) Part time engagement of faculty members in a start-up

- Faculty members are allowed to participate in a start-up on a part time basis as per prevailing MGMIHS norms.
- The faculty member will seek prior approval from MGMIHS for his/ her involvement with a startup on a part time basis as per the prevailing MGMIHS rules. The faculty member must apply for approval for engagement with the startup and the startup must enter into an agreement with MGMIHS Incubation and Innovation Center. Such an agreement should establish the mode of engagement of the faculty member with the startup besides including the MGMIHS technology / Intellectual Property being licensed to the startup.
- With regard to the extent of time spent upon such participation, the compensation to the faculty member may be made through cash for which MGMIHS norms for consultancy projects will be applicable.

- Alternately, the faculty member will be allowed to obtain shares of the start-up/ company as a compensation for engagement with the company in part or in full, in lieu of cash payment. In such cases the faculty member will offer a certain percentage of these shares to MGMIHS Incubation and Innovation Centre which shall be transferred to this Centre on the same valuation terms.

4.2 Modes of Engagement for Research Scholars and Students with Start-Ups

a) Part time engagement of research scholars and students in a startup:

- An MGMIHS research scholar/ student can take permission from MGMIHS to work for a startup on a part-time basis as per prevailing MGMIHS rules.
- A research scholar/student must apply for approval before engaging with a startup and that startup must enter into an agreement with MGMIHS Incubation and Innovation Center.
- With regard to the extent of time spent on such participation, the compensation will be done in cash for which MGMIHS norms for consultancy projects will be applicable, but only for research scholars and not for the students.
- Alternately, the research scholar/student will be allowed to obtain shares of the startup as compensation for their involvement with the company in part or in full, in lieu of cash payment.
- In such cases research scholars will offer a certain percentage of these shares to MGMIHS Incubation and Innovation Center which will be transferred to the Center on the same valuation terms. Students will not be required to share any percentage of his/her shares with MGMIHS Incubation and Innovation Center.
- All norms including attendance requirements should be fulfilled by the research scholar/student for his/her program of study in order to earn a degree.

b) Full time engagement of research scholars and students with a startup

- An MGMIHS research scholar/ student can seek permission from MGMIHS to take Leave (L) for a up to one year which can be extended by one more year (i.e., maximum of two years) as per prevailing MGMIHS rules and may work full time for the startup.

- The research scholar/student must apply for approval before engrossing with startup and that startup must enter into an agreement with MGMIHS Incubation and Innovation Center. Such an agreement should establish the mode of engagement of the member with the startup besides including the Technology/ Intellectual Property being licensed to the startup.
- Research scholar/student will not receive any fellowship when he/ she is on Leave.
- During the period of Leave., the Research scholar/student can receive compensation from the startup in cash which need not be shared with MGMIHS as he/she will not be receiving any fellowship during the period.
- However, if the compensation is related to any work done in MGMIHS, then MGMIHS norms will be applicable for consultancy projects only for research scholars and not for the students, and they will be required to share a certain percentage as per the then prevailing norms.
- Alternately, the research scholar/student will be allowed to obtain shares of the startup/company as compensation for their involvement with the company in part or in full, in lieu of cash payment. Again, he/she will not need to share any part of these shares with MGMIHS as he/she will not be receiving any fellowship during this period.
- However, if this compensation is related to any work done in MGMIHS, then MGMIHS norms will be applicable for consultancy projects to research scholars and not to students and will be required to share a certain percentage of shares with MGMIHS Incubation and Innovation Centre as per the then prevailing norms which shall be transferred to the Centre on the same valuation terms.
- All norms including attendance requirements should be fulfilled by the research scholar/student on returning back, for his/her program of study in order to earn a degree.

4.3 Guidelines regarding Intellectual Property (IP) Rights

- An MGMIHS member, while on duty or on leave, may be involved in creation of IP either solely or in association with a startup or a company. The definition of IP will include, but is not limited to, inventions/ innovations which may or may not be patentable, invention/ innovation disclosures, trade secrets, technical data, documentation, data collections, databases, concepts, processes, prototypes, designs, images, materials, biological material etc.
- If such an IP is created with the involvement of the MGMIHS member, then any contract between MGMIHS *and* the startup specifying the sharing rights for the IP will hold good on terms defined either in terms of equity in the startup and/or license fees and/or royalty to obviate the early-stage financial burden.
- In case an MGMIHS member develops an IP (either during part-time association or while on leave) at a startup or company which leverages prior IP developed at MGMIHS, the member must ensure that the prior IP is properly licensed by the startup. In the absence of such a contractual obligation, the prevailing MGMIHS IPR Policy, Rules and Regulations will be applied.
- In case the startup or company to which the IP has been licensed to further sublicense the same to any other entity, then the licensing revenue generated by the said company will be distributed among the inventors and MGMIHS incubation and Innovation Centre as per the extant IPR Policy of the Institute.
- If product/ IPR is developed by faculty members/students not using any Institute facilities, after the office hours or not as a part of the curriculum by students, then
 - product/ IPR will be owned entirely 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 consider it appropriate.

- If there is a dispute in ownership of IPR or matters related to IPR, a committee, consisting of two faculty members (having developed sufficient IPR and translated to commercialization), two of the Institute's alumni/industry experts (having experience in technology commercialization) and one legal advisor with experience in IPR matters, will examine the issue after meeting the concerned parties to help them settle the same. The Institute can appoint alumni/faculty members of other institutes as
- The startup or company may be permitted to use the laboratory and other such facilities to which the founding faculty member(s) is/are entitled and allowed with a clearly defined conflict of interest policy. The company may also use other facilities of the Institute on payment basis as per prevailing norms. In addition, to ensure safety and security of all concerned, all compliances and procedures for laboratory usage should be strictly adhered to.
- If any IP is generated by the startup during their course of incubation, the information about its filing and status of IP application should be provided to MGMIHS for records and information.

4.4 Equity sharing between Startups of Faculty Members/Student with MGMIHS Incubation and Innovation Centre

- The decision regarding equity sharing will be taken by the Hon'ble Vice Chancellor of MGMIHS.

SECTION 5: Conflict of Interest

5.1 Guidelines Management of Conflict of Interest

- MGMIHS is keen to motivate its faculty members, research scholars and students to transform their new innovative ideas into commercial ventures which can benefit the Institute as well as the society. However, while doing this, complexities surrounding
- actual and potential conflict of interests are expected to arise, especially in the context of their commitment to MGMIHS, student education and objective research, as well as their obligations to society. For them to benefit from education and research, a fine line has to be drawn between using Institute resources for Institute activities and for personal

economic interests.

- A situation of conflict of interest arises when an individual holds two positions in different roles and when he/she tries to use a position for personal satisfaction of his/her aspirations in another. This could be as simple as employees of MGMIHS Incubation and Innovation Centre exploring equity stakes in startups incubated on a selective basis.
- Care must be taken to clearly separate the personal financial aspects of the entrepreneurial activities of faculty members, research scholars and students from their respective roles, duties and responsibilities at MGMIHS and should be consistent with the value system of MGMIHS. Similarly, the use of MGMIHS facilities and equipment must be free from unauthorized and conflicting uses and must be suitably compensated as per the policies of MGMIHS. Appropriate judgement should be applied by all concerned parties, the faculty members, research scholars, students, MGMIHS Incubation and Innovation Centre employees and associates besides the incubated startups, their promoters, employees and staff.

5.2 Resolution of Conflicts

- In situations wherein the objectivity of an MGMIHS member, due to his/her link-up with a startup or company could reasonably be questioned, the Hon'ble Vice Chancellor of MGMIHS may establish an independent committee to investigate the operation of the startup/ company and possible conflict of interest between the functioning of the startup/ company and the responsibilities towards MGMIHS of the MGMIHS member linked with the company.

SECTION 6. Glossary

“Innovation” taking idea transformed into practical reality

“Incubation” system to nurture small business in early stage of development

“IPR Licensing” is to give another party permission to use your IPR rights in exchange for an agreed payment (fee, royalty or equity).

“Pre-incubation” represents the process to support very early stages of setting up their company

“Incubation” Providing Workspace, Mentoring, Administrative Services Specialized Services, Trainings etc.

“Post incubation period: Monitoring, Linkages Support, Processes and Networking supportetc.

“Prototype” is an early sample, model, or release of a product built to test a concept or process.

“Super Idea Forum” It is a platform for talented youth to present their entrepreneurial ideas.

“Excellence Corridor” Centre of excellence connect incubator provide opportunity for advance and translational work and also fosters a close collaboration with industry to help the innovator.