

National Innovation and Startup Policy 2020 for Faculty

Jagannath International Management School, Vasant Kunj

Jagannath International Management School

Vasant Kunj, New Delhi-110070

(Affiliated to Guru Gobind Singh Indraprastha University, New Delhi)

Recognized u/s 2(f) by UGC & Accredited with 'A' Grade by NAAC

Participant of UNGC & UNPRME, New York

ISO 9001:2015 Quality Certified

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1. **At JIMS product development and commercialization** and nurturing of startups is critical and would now be added to the bucket of faculty-duties
2. **At JIMS performance evaluation policies for faculty will award weight to faculty participation and mentoring of startups.**
3. **We at JIMS ensure that at no stage any liability (Disclaimer Agreement signed)** accrue to it because of any activity of any startup.
4. When JIMS 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.**
5. On the other hand, if product/ IPR is developed by innovators not using any JIMS 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.
6. If there is a dispute in ownership, **a minimum five membered committee consisting of two faculty members, two of the JIMS alumni/ industry experts 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.
7. JIMS allows faculty and staff to **take off for a semester / year as sabbatical (max 2 years)/ unpaid leave/ casual leave/ earned leave for working on startups** and come back, **subject to approval.**
8. **JIMS 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.
9. The decision-making body at JIMS with respect to incubation / IPR / technology-licensing will consist **of faculty and experts who have excelled** in technology translation.
10. **At JIMS an interdisciplinary research and publication (weightage of 2% in Performance Evaluation)** on startup and entrepreneurship is encouraged.
11. **JIMS is focused on building a strong culture of innovation** and entrepreneurship and also recruits faculty and staff (**min.1%** of total recruitments) with ample industrial experience, behavior and attitude.

12. At JIMS, Faculty and departments have to work in coherence and develop cross-departmental linkages through **shared faculty, cross-faculty teaching and research in order to gain maximum utilization** of internal resources and knowledge.
13. JIMS encourages periodically some **external subject matter experts such as guest speakers from the industry** or alumni for strategic advice.
14. At JIMS, Faculty and staff are encouraged to **do courses on innovation, entrepreneurship management (min one in an academic session)** and venture development.
15. At JIMS, in order to attract and retain right people, academic and non-academic incentive and **rewards are provided to all faculty and staff members and other stakeholders, based on their contributions.**
16. JIMS has established Institution's Innovation Council (IIC) as per the guidelines of **MHRD's** Innovation Cell and has allocated **appropriate budget** for its activities. **IIC** conducts various activities related to innovation, startup and entrepreneurship development.

For any queries you may contact the undersigned

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