

**OFFICE OF THE REGISTRAR**

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**Notice**

**Sub: Adamas University Innovation and Start-up Policy-2022**

The undersigned is directed to notify herewith the Adamas University “Innovation and Start-up Policy-2022”.

  
**Registrar**

To,

- All Staff, Adamas University



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2. Hon`ble Vice Chancellor
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# ADAMAS INNOVATION & START-UP POLICY 2022



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A Policy of Adamas University:  
Faculty and Students

(Adopted in accordance to NISP,  
MoE, Govt. of India  
& Science, Technology and  
Innovation Policy,  
Govt. of West Bengal)

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## **ABSTRACT: A Guiding Framework**

The Adamas Innovation and Start-up Policy 2022 for students and faculty members of Adamas University will enable the university to pursue excellence through the creation of innovation and entrepreneurial ecosystem. This framework shall act as a guideline for the university towards fostering innovation and entrepreneurship in line with the National Innovation and Start-up Policy 2019 and the West Bengal Science, Technology and Innovation Policy 2022. The drafting committee has taken utmost care to incorporate every aspect of strategy, guidelines that would be executed by the 'Implementation Committee'. The implementation would be monitored through Impact Assessment and periodically reported/ updated to Innovation Cell, Ministry of Education, Govt. of India through IIC and NISP portal.

## **Committee for Constitution, Approval and Implementation of Adamas Innovation and Start-up Policy 2022**

Sl No	Committee Name	Details of the Committee
1	Drafting Committee of Adamas innovation and Start-up Policy (AISP)	Annexure I
2	Academic Council	Annexure II
3	Governing Board	Annexure III
4	Adamas Innovation and Start-up Policy (AISP) Implementation Committee	Annexure IV

# 1. Preamble

The Ministry of Human Resource Development (Now, Ministry of Education), Govt. of India has laid down the “National Innovation and Start-Up Policy 2019 (NISP) for students and faculty, that serves as a guiding framework for Higher Education Institutions (HEIs) in India. Prior to this All-India Council of Technical Education (AICTE) released a Startup Policy document for AICTE approved institutions, to address the need of inculcation of innovation and entrepreneurial culture in higher education institutions (HEIs). The concept of Innovation and Entrepreneurship Development has also been emphasized in the National Education Policy 2020 released by MHRD, Govt. of India. The Govt. of West Bengal has drafted the Science, Technology and Innovation Policy in 2022.

In context to these, Adamas University has created a 17 membered committee headed by Prof. Naveen Das, Pro Vice Chancellor (Academics) for drafting the ‘Adamas Innovation and Start-up Policy 2021’ that has submitted the first draft of the Policy on May 2022. This was discussed in the IQAC on 23rd July 2022, subsequently revised based on recommendations and placed before the Academic Council on 26.06.23 and Governing Body on 04.01.2024.

The Policy is adopted and effective from February, 2024.

This policy will serve as a guideline to enable Adamas University in actively supporting their faculty, staff and students to participate in innovation and entrepreneurship related activities, aiming towards a self-reliant nation.

## 2. Vision

To promote excellence in inter-disciplinary translational research and innovation, entrepreneurial skills and support start-ups through creation of innovation and incubation ecosystem for nurturing students and faculty members towards nation-building.

## 3. Mission

- To create a strong ecosystem towards Interdisciplinary Translational Research and Development
- To promote Innovation through policy and practices
- To impart supportive environment stimulating innovation and Entrepreneurial Skills
- To nurture Innovative ideas towards creation of Enterprise
- To facilitate 'start-up' through Incubation Centre
- To adopt and institutionalize the best-practices of Innovation and Start-up policy

## 4. Strategy and Governance

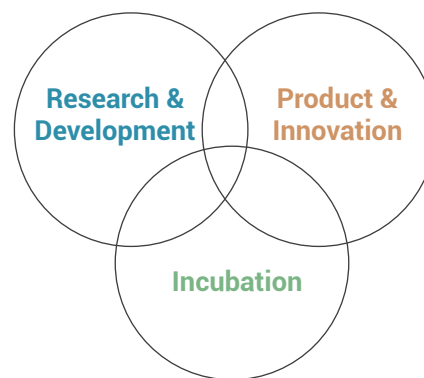
**4.1 System:** The strategy and governance for promotion of Innovation and Start-up culture shall be achieved through Mission Statements rather than Stringent Control System.

**4.2 Committee:** A high power committee named as 'Adamas Innovation and Start-up Policy (AISP) Implementation Committee' is constituted and given autonomy in functioning towards achieving the goals of AISP, STIP (Science, Technology and Innovation Policy, Govt. of West Bengal) and NISP (National Innovation & Start-up Policy, Govt. of India) in consultation with the highest university authorities i.e. Vice-Chancellor and Chancellor.

The Chairman/ Coordinator of this committee would be nominated to represent in the NISP Implementation at Institutional Level to Ministry of Education (MoE), Govt. of India, in receiving training and coordinating with the MoE.

### 4.3 Coordination:

The implementation of AISP is to be coordinated between the Departments of Research & Development, Product & Innovation & Incubation, at the university level.



**4.4 Policy/ Guidelines:** The Implementation of AISP and NISP at Adamas University would be governed by the following policies as in place time to time.

1. Adamas University Research & Development Policy
2. Guidelines for Centre for Incubation: Adamas University
3. Adamas University IPR Policy
4. Guidelines for Adamas Innovation & Incubation Foundation (Section 8 Company)

**4.5 Strategy:** The Strategy and working direction of this committee is shown below:

1. Promote intra-institutional relation
2. Promote inter-institution cooperation
3. Proper resource mobilization
4. Participation in National/ State level events
5. Participation in National ranking system
6. Creation of innovation and start-up ecosystem
7. Promoting entrepreneurial culture
8. Promoting Innovation and IP generation
9. Incentivizing innovation and start-up creation and mentoring

**4.6 Intra-Institutional Relation:** The implementation of AISP-2021 would rest on the coordination between all the Schools of Adamas University. Promotion of Inter-disciplinarity in terms of Research, Innovation and Start-up would be ensured through Coordinators of various Schools/departments. 'Train the Trainers' mode would be employed for this purpose.

**4.7 Inter-Institutional Relation:** The Implementation committee for AISP would also collaborate with other Higher Education Institutions (HEIs) providing mentorship, collaboration and handholding towards achieving common goals and adopting best-practices. Services like encouragement of registration to IIC (Institution's Innovation Council), MoE, GoI, participation in AIIRA ranking, formation of E-Cell etc. shall be extended towards other higher educational institution.

**4.8 Resource Mobilization Plan:** The resource mobilization plan for the purpose of implementation of AISP would include the following:

- 1% of Fund of the total annual budget is to be allotted for this purpose. However, it is subject to availability of fund and sanction by competent authority.
- Fund can be raised from various State and Central Agencies (e.g. DST, DBT, MHRD, AICTE, TDB, TIFAC, DSIR, CSIR, BIRAC, NSTEDB, NRDC, Startup India, Invest India, MeitY, MSDE, MSME, etc. through application of extramural projects and schemes related to Research, Innovation and Incubation.
- Fund can be obtained under support of CSR (U/S 135 of the Company Act 2013)
- Fund can be raised from Sponsorship, Donation and Alumni Network.

A separate account is to be maintained for research/ innovation/ incubation purpose for receiving grant-in-aid as well as disbursing of funds and other related routine activities.

**4.9 Participation in National Level Events/ Competitions/ Hackathons/ Network/ Ranking System:** Adamas University would join Institutional Innovation Council (IIC) Network and participate in various National and State level programs related to Innovation and Start-ups viz. Smart India Hackathon (SIH), Unnat Bharat Abhiyan (UBA), Atal Ranking of Institutions Innovation Achievement (ARIIA) etc.

**4.10 Development of Entrepreneurship Culture:** The AISP Implementation Committee would be the driving force in developing entrepreneurship culture in its vicinity (regional, social and community level).

**4.11 Initiatives for Promoting Interdisciplinary Research, Innovation and Entrepreneurship Skill:** The following initiatives are taken for promoting Inter-disciplinary Research, Innovation and Entrepreneurship Skills:

- Formation of IQEER Committee for monitoring research activities at university level
- Appointment of Coordinators for Research/ Innovation/ Incubation at School level
- Disbursing 'Seed Fund' to Faculties for conducting research
- Providing Incentive for researchers and innovators based on research publication/ patent/ innovation/ project etc.
- Creation of Innovation Lab/ Tinkering Lab
- Creation of Central Instrumentation Facility and Central Computational Facility and provide easy access to researchers/ innovators. Incubates.
- Providing Financial Support / Mentorship to in-house innovations (faculty and students) capable of being commercialized through ARISE Scheme by the Centre for Incubation.
- Incentivizing start-up creators and mentors.

**4.12 Action Plan:**

Sl. No	Action Items
1	Activities promoting innovation and entrepreneurial mindset
2	Academic program related to innovation/ entrepreneurship and IPR
3	Creation of dedicated infrastructure and facility
4	Generate innovations and assess TRL
5	Creation of start-ups through pre-incubate and incubates
6	Mobilize investment
7	Collaborate with industry, academic institutions
8	IP generation and commercialization
9	Having annual budget and its proper utilization
10	Participation in Govt. Innovation and Entrepreneurship initiatives
11	Revenue generation and sustainability



## 5. Start-up Enabling Institutional Infrastructure

Pre-incubation and incubation facilities for nurturing innovations and startups would be undertaken. Incubation and Innovation would be organically interlinked to promote creation of enterprise through innovation leading to financial success.

**5.1 Administration of Incubation Facility:** The incubation facility would be led by a senior faculty not below the rank of Associate Professor (designated as Associate Director/ Director) and would be dedicated for the administration of incubation center with minimal hierarchical system.

**5.2 Pre-Incubation and Incubation Support:** The students (UG, PG, Ph.D), faculty members and staff of Adamas University would be provided with the Pre-incubation for their idea/ venture as per the guidelines of the Centre for Incubation. Once graduated for the pre-incubation, they might be further incubated at the Adamas Innovation & Incubation Foundation for commercialization and development of enterprise. This support is offered in-return for fees, equity sharing and (or) zero payment basis. The pre-incubation/ incubation facility would be accessible 24 X 7 for encouraging engagement/development beyond class/ working hours.

**5.3 Identification of Priority Areas:** The following areas are identified (as of now) based on the expertise and infrastructural support available:

- Drug Design and Development
- Functional Foods
- Pharmaceutical products
- IoT
- Sensor Technology
- AI & ML
- Computer Science & IT
- AR & VR
- Functional Materials / Nanotechnology

This list may be modified time to time.

**5.4 Facilities available for Incubates (Students, Faculties and Externals):** The following infrastructural and support facility would be available to the incubates, subject to requirement and approval of the authorities:

- a. Working Space (Dedicated/ Shared)
- b. Access to Laboratories
- c. Access to Central Facilities (Lab/ Computer Centre etc.)
- d. Libraries
- e. Cafeteria/Food Court
- f. Seminar Hall
- g. Meeting Room

**5.5 Registration of Incubator as under Section-8 of Company Act 2013 to act as SPV:**

Adamas Innovation and Incubation Foundation is registered under Section-8 of Company Act 2013 with independent governance structure. This will allow more freedom 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.

## 6. Nurturing Innovations and Start-ups

**6.1 Identification of innovators and start-up aspirants:** The university would periodically conduct events like hackathons and call for proposal through internal/open advertisement. The students/ faculties/ staffs would be encouraged to participate and take up product-oriented research having innovation component and/or business potential.

**6.2 Incubation Support:** The university would provide pre-incubation and incubation support to students/ faculties for mutually acceptable timeframe. The 'Centre for Incubation' would be responsible to provide this support. This would be governed by the 'Guidelines for Incubation & Entrepreneurship Development: Centre for Incubation, Adamas University & Adamas Innovation and Incubation Foundation.

**6.3 IPR Support:** The students and faculty members intending to initiate a start-up based on the technology developed or co-developed by them or the technology owned by the institute, will be allowed to take a license on the said technology on easy term, either in terms of equity in the venture and/ or license fees and/ or royalty to obviate the early-stage financial burden. The IPR Policy of the University would be applicable to them. The IPR Cell would be responsible to provide every support related to IPR.

**6.4 Special Considerations:** The following considerations may be provided to the students on a case-to-case basis based on the recommendation of the AISP Implementation Committee/ Head of R&D/ Head of Innovation/ Head of Incubation subject to university norms and approval of competent authorities i.e. Registrar/ Vice-Chancellor/ Chancellor.

**6.4.1 Using University Address for Registration:** Students who are under incubation but and are pursuing some entrepreneurial ventures while studying may be allowed to use their address in the institute to register their company with due permission from the institution.

**6.4.2 Relaxation for Attendance:** Student entrepreneurs may be allowed to sit for the examination, even if their attendance is less than the minimum permissible percentage, with due permission from the institute. This shall be applicable only if the student/ entrepreneur spends substantial time for his venture creation.

**6.4.3 Semester/ Year break:** Students may be allowed to take a semester/year break (or even more depending upon the decision of review committee constituted by Adamas University) to work on their start-ups and re-join academics to complete the course.

**6.4.4 Credit Transfer:** Student entrepreneurs may earn academic credits for their efforts while creating an enterprise. This may be permitted based on recommendation of review committee based on the progress made by the student. Appropriate credits may be transferred to his academic based on his/her effort.

**6.4.5 Accommodation and 24x7 culture:** The university might provide accommodation to the student/ faculty/ staff attempting to create enterprise in the campus to facilitate 24 x 7 work-culture. This may be subject to availability and will be governed by Hostel/ Accommodation Rules & Regulations, as in place time to time.

**6.5 Course on Innovation/ Entrepreneurship:** The following program/ course are implemented for promoting the culture of Innovation and Start-up:

1. BBA: Specialization in Entrepreneurship & Family Business
2. Design Thinking: A 30 h course introduced in UG Programs.
3. Venture Ideation: A 30 h course introduced in UG Programs.
4. Interdisciplinary Project: A 30 h course introduced UG Programs.

**6.6 Capacity building training:** The university would strive for capacity building in the domain of Innovation and Entrepreneurship Development. Faculty Development Programs would be organized and Training/ Workshop/ Seminar etc. will be organized periodically to promote this culture and develop experts in the domain. Collaboration with various professional agencies and external training would be provided to selected faculties and 'train the trainers' mode will be adopted.

**6.7 Stake in Start-up:** 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.) However, this is governed by 'Guidelines for Incubation & Entrepreneurship Development: Centre for Incubation, Adamas University & Adamas Innovation and Incubation Foundation.

**6.8 Facilities for Alumni:** The facility of protecting IPR, Innovation, product commercialization and business incubation shall be extended to the alumni (students and faculty members) of the university.

## 7. Product Ownership Rights for Technologies Developed at Institute

**7.1 Ownership:** IPR is to be jointly owned by the inventors and the institute for which facilities/ fund are used by the inventors for the development of product as a part of curricular/ academic/ research activities. The Ownership Right would be governed by the **Adamas University IPR Policy**.

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.

IP ownership for funded projects shall be governed by the rules of the funding agency.

**7.2 Licensing:** Inventors and institute could together license the product / IPR to any commercial organisation, with inventors having the primary say. License fees can be shared based on the agreement governed by IPR Policy of the University.

**7.3 Equity:** The SPV may be requested to hold the equity on behalf of the University as per **Adamas University IPR Policy**. The amount may be utilized for infrastructure development/ accessories/ seed funding etc. governed by the '**Guidelines for Centre for Incubation: Adamas University**' and '**Guidelines for Adamas Innovation and Incubation Foundation**'

## 8. Organizational Capacity, Human Resources and Incentives

**8.1 Staff/ Faculty Recruitment:** Adamas University would recruit staff / faculty having a strong innovation and entrepreneurial/ industrial experience, behaviour and attitude. This will help in fostering the Innovation and Entrepreneurial culture. Weightage on Patent/ Product Development/ Start-up exposure will be ensured during the recruitment process.

**8.2 Faculty Development and Upskilling:** Relevant faculty members with prior exposure and interest would be deputed for training to promote Innovation and Entrepreneurial skills among all domains of the university. Upskilling programs shall be organized on a regular basis and it must be given due weightage in Institutional policy of career development i.e. in determining promotion to achieve better/ higher engagement.

Faculty and staff should be encouraged to do courses on innovation, entrepreneurship management and venture development. Faculty members would be trained through 'Innovation Ambassador Program' of Innovation Cell, MoE, Govt. of India.

**8.3 Inter disciplinary culture:** Faculty and school/ departments of Adamas University will have to work in coherence and cross-departmental linkages, strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.

**8.4 Incentive:** 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. This shall be governed by 'Adamas University Incentive Scheme for Innovation & Start-up'

## 9. Creating Innovation Pipeline and Pathways for Entrepreneurs at Institute Level

**9.1 Survey:** A survey would be conducted on every batch of student to estimate/ evaluate the preparedness/ awareness of the students in the domain of innovation and entrepreneurship development.

**9.2 Awareness:** Spreading awareness on innovation and start-up culture will be a prioritized agenda of the university policy. This would also include promotion of Govt. schemes and facilities for innovators and entrepreneurs.

**9.3 Encouragement:** Student/ staff/ faculty members will be encouraged to solve societal/ industrial problems and develop entrepreneurial mindset through experiential learning and exposing them to real-time situation. Training etc. Events like Ideation. Hackathon, Bootcamps, Seminars, Exhibitions must be organized on a regular basis.

**9.4 Ecosystem:** Adamas University would build an Entrepreneurial Ecosystem connecting to academic, industrial and financial support available in the region through the 'Centre for Incubation' and 'Adamas Innovation and Incubation Foundation'.

**9.5 Institution's Innovation Council (IIC):** The institute has established Institution's Innovation Councils (IICs) as per the guidelines of MHRD's Innovation Cell and allocated appropriate budget for its activities. IIC-AU should guide institutions in conducting various activities related to innovation, start-up and entrepreneurship development.

**9.6 Financing:** For strengthening the innovation funnel of the university, access to financing would be opened for the potential entrepreneurs in the form of seed money. Facilities at subsidised cost would be provided to the incubates. However, the money provided, serving as capital is to be returned in order to promote the concept risk involved in start-up. The seed fund would be subject to availability and governed by Financial policy of the university and the Guidelines of Centre for Incubation.

**9.7 Incubator:** The facilitation for start-ups at the institutional level will be carried out by the Centre for Incubation and the Adamas Innovation and Incubation Foundation, serving as Incubator for internal as well as external incubates.

**9.8 Innovation Tool Kit:** A ready reckoner Innovation Tool Kit, will be displayed on the website and will provide required links and information regarding the process of incubation, relevant details and any other instruction/ information pertaining to innovation and incubation.

# 10. Incentivizing Students and Faculties for Innovation and Start-ups

**a. Incentive for Students:** The following incentives may be provided to the students:

- i. Students may be allowed to work Part-time in their / colleagues business devoting upto 25 % of their study time, provided they themselves take out 25% of additional time to work for the venture.
- ii. Students engaged in such start-up ventures may be allowed to appear in the exam having 60% attendance instead of the conventional regulation of 75% attendance. This may be permitted on a case-to-case basis.
- iii. Students demonstrating high motivation and innovative technological/ social business potential may be provided with 'Seed fund' on a case-to-case basis. However, to maintain transparency, it must be made through open call known as 'Adamas Research and Innovation in Science & Engineering (ARISE) and evaluated by Adamas University Internal Quality Enhancement & Excellence in Research (IQEER) having Dean R&D and Director (Incubation) as permanent member of the committee.
- iv. Students may be allowed to earn '4-10 extra credit' (depending on magnitude of the work) through working on 'innovative prototype and business model' that shall be reflected in the mark sheet/ transcript of the student. Necessary amendments can be made in the course structure and examination system of the university and duly passed in the Academic Council and Governing Body of the university.
- v. Students may be allowed to take Semester/ year break to work on their own start-up. However, this shall be governed by the admission/ registration policy of the students as in place time to time.
- vi. Students may be allowed to use the hostel/ institute / incubation centre address to register their venture while studying at the university.
- vii. Students engaged in developing their venture at the university may opt for the same as Project/ Dissertation/ Internship/ Summer training etc. with permission of the Dean of the respective school and endorsement by the Director, Incubation.

**b. Incentive for Faculty Members:** The following incentives may be provided to the faculty members/ staffs:

- i. Faculty members are encouraged to create their technology/ social start-up incubated at the university.
- ii. The faculty/ staff would retain the full ownership of the IP created unless the university has funded the scheme/business.
- iii. Faculty members/ staffs shall be entitled to leave (unpaid/ casual/ earned/ academic etc.) citing their activity for the venture. It is to be endorsed by the Director, Incubation and governed by the leave policy of the university. In extreme cases semester/ year break as sabbatical may be provided in a case-to-case basis.
- iv. There shall be no restriction on share/ partnering venture as long as they don't spend 20% of office time on advisory/ consultancy/ partnership role without compromising on academic and administrative duties.
- v. The Centre for Incubation/ University can take stake/equity on start-up not more than 20% of the share of the faculty member/ staff or 9.5% of the total stake, whichever is minimum.
- vi. Faculty members working as mentors to incubates shall be provided with lesser teaching workload / the dedicated time for mentoring shall be counted in determining the workload for faculty members.

# 11. Norms for Faculty Startups

**11.1 Encouragement:** Faculty members and staffs is encouraged to take active part in the incubator and in creation of start-up.

**11.2 Role of Faculty members:** The faculty members may take any of the following role in the process of entrepreneurship development:

- a. Owner
- b. Partner
- c. Promoter
- d. Consultant/ Mentor
- e. Member, board of directors

**11.3 Conflict of Interest:** The involvement of faculty member in any start-up must have a proper declaration of 'conflict of interest' and ensure that it do not disrupt the normal activity of the faculty pertaining to regular duties.

**11.4 Approval:** Any staff/ faculty willing to be engaged in any business/ start-up must take a prior 'no-objection certificate' from competent authorities. Priority would be given to indigenous/ technology-based start-ups being incubated on-campus.

**11.5 Leave/ Sabbatical:** In case of faculty start-up being incubated outside the campus and requiring full-time / part-time involvement of the faculty in the process, the faculty may be provided with a sabbatical/ existing leave/ unpaid leave/ casual leave/ earned leave as deemed fit by competent authorities. The maximum duration for such is one semester which may be extended to another semester on recommendation by the review committee.

**11.6 Work-Load:** Faculty members mentoring start-ups at the centre for incubation where they themselves are not partners/ owners shall be entitled to show additional workload upto 20% of their academic duties. It is to be endorsed by the Director, Incubation depending on the involvement of the mentor in the venture.

# 12. Pedagogy and Learning Interventions for Entrepreneurship Development

**12.1 Innovative Pedagogy:** The university promotes and encourages the application of innovative pedagogy by the teachers with full autonomy to the course instructor in dealing with courses. Peer learning, group discussion, flip classrooms and modern ICT, teaching aids and use of open source information are encouraged.

**12.2 Promotion through Clubs:** The university promotes innovative ideas and ventures generated from the activities of various clubs. The Entrepreneurship Club, a student run club is mentored by the Centre for Incubation towards bringing awareness and promotion of start-up activities.

**12.3 Awards:** University would initiate 'Innovation and Entrepreneurship Award' to recognize outstanding ideas and contribution towards successful enterprises and/or contributors for promoting innovation and enterprises ecosystem within the institute.

**12.4 Curriculum:** University has taken initiative to introduce compulsory credit course on Design Thinking and Venture Ideation across all programs in the university. IPR course encouraged for all programs at the university.

- Design Thinking: for UG students
- Venture Ideation: for UG students

These Program shall be operated by the respective schools. However, a course coordinator shall monitor the progress of the course, maintain uniformity and look for optimal course attainment.

**12.5 Sensitization:** The university shall conduct sensitization program at various level:

- a) For Students During Orientation of Freshers
- b) For Students and Faculty Members: During each semester
- c) Local Awareness Drive
- d) Sensitization in Schools/ Colleges in neighboring areas.

**12.6 Internship at start-ups:** Students are motivated and placed in start-up companies as interns instead of established companies, to support the venture and provide real-time exposure and challenging work-environment to the students.

**12.7 Program on Entrepreneurship:** The university runs a full time BBA in Family Business and Entrepreneurship Program. Entrepreneurship & Venture Development may also be provided as a specialization for MBA students.

## 13. Collaboration, Co-creation, Business Relationships and Knowledge Exchange

**13.1 Partnership:** In order to promote the culture of innovation and build start-up ecosystem the university shall strive to build partnership with several government and private agencies using the following existing schemes (This may change time to time, while the list is indicative in nature):

- a) NITI Ayog, Govt. of India:
  - i) Atal Incubation Centre (AIC)
  - ii) Atal Community Incubation Centre (ACIC)
- b) BIRAC:
  - i) E-YUVA Centre
  - ii) BioNEST
- c) DST, Govt. of India
  - i) NIDHI Prayas Centre
- d) Ministry of Electronics and information Technology
  - i) MeitY Incubator
- e) NRDC, Govt. of India
- f) NSTDEB, Govt. of India
- g) DSIR, Govt. of India

Partnership with Industries/ MNCs in establishing 'Centre of Excellence' with their support is also to be explored.

**13.2 Collaboration:** Handholding between university and other stakeholders shall be encouraged and promoted with the following:

- a. **Industry:** Emphasis shall be given on collaboration with MSME Sector, local industries and renowned industries specific to technical domains.
- b. **Academia:** Academic collaboration shall act as a network between local colleges/ universities (HEI's) as well as established HEIs having proven background of innovation and entrepreneurship.
- c. **Corporate:** The university shall establish collaboration with corporate sector with relevant domains of mutual interest.

**13.3 Co-Creation:** This shall be promoted through:

- a) Research Collaboration
- b) Joint Project proposal to funding agencies
- c) Mutual support of facility and infrastructure for innovative research

**13.4 Business Relationship:** The university shall frame a guidelines for establishing business relationship with private partners and industries through the outreach division of the university.

**13.5 Knowledge Exchange:** Emphasis is to be given on knowledge exchange and sharing between all stakeholders i.e. academia & industry. This shall be promoted through:

- a) **Mentorship:** Mentoring industries especially MSME sector.
- b) **Publication:** Publication of research articles, patents, general articles, popular stories, success stories etc. in print and digital media.
- c) **MDP/FDP:** Organizing Management Development Program (MDP), Faculty Development Program (FDP) to handhold and exchange generated knowledge in the domain of innovation and entrepreneurship.
- d) **Student/ Faculty Exchange:** Students/ Faculty members may be permitted to visit nearby/ reputed institutions to gain knowledge of innovation ecosystem and exchange of students/ faculty members for a semester shall be the best practice.

## 14. Entrepreneurial Impact Assessment

- a. Entrepreneurial Impact Assessment of Institutes initiatives shall be performed regularly using well defined parameters.
- b. The framework for impact assessment shall be in accordance with NITI Aayog/ AIIRA raking/ framework designed by the university i.e. IQAF.
- c. Impact assessment shall be in terms of sustainable social, financial and technological impact in the market.
- d. The assessment shall also evaluate the involvement of various schools towards the innovation and entrepreneurial impact of the university.
- e. The impact assessment report shall be presented to the IQAC for feedback. Based on feedback the strategy shall be revised time to time.

## Glossary:

- **Accelerator:** Program that provides rapid growth, i.e. scaling-up support to start-ups.
- **Angel Fund:** Investment fund typically provided by wealthy individuals to early-stage start-ups.
- **Cash Flow Management:** Collaborative process of managing a company's cash flow effectively.
- **Compulsory Equity:** Requirement for a company to issue and maintain a certain amount of equity.
- **Corporate Social Responsibility:** Business practice that involves initiatives to benefit society beyond profit.
- **Cross-disciplinarity:** Integration of different disciplines or fields of study.
- **Entrepreneurial culture:** Environment that fosters innovation, risk-taking, and entrepreneurship within a system.
- **Entrepreneur:** Individual who starts and operates a business, taking on financial risks to do so.
- **Experiential learning:** Learning through experiences and practical applications rather than solely through theory.
- **Financial Management:** planning, controlling, and monitoring an organization's financial resources to achieve its financial goals and objectives efficiently
- **Hackathon:** Event where individuals collaborate to solve challenges within a set timeframe.
- **Incubation:** Support process for start-ups including infrastructure, mentorship and funding assistance to develop and grow their businesses.
- **Innovation:** Introduction of new ideas, products, or methods that bring about solution to an existing problem.




- **Intellectual Property Rights:** Legal rights to intangible assets such as inventions, designs, and creative works.
- **Knowledge Exchange:** Sharing of information and expertise between individuals or organizations.
- **Pedagogy:** The method and practice of teaching.
- **Pre-Incubation:** Support and preparation for start-ups before they officially enter an incubation program.
- **Prototype:** Initial version or model of a product used for testing and development.
- **Seed Fund:** Capital provided to early-stage start-ups to help them grow and develop.
- **Special Purpose Vehicle:** Legal entity created for a specific purpose to bring autonomy and relaxation of existing hierarchical system.
- **Technology Business Incubator:** Program that supports the growth and development of technology start-ups.
- **Technology Commercialization:** Process of bringing a technology-based product or service to market.
- **Technology Licensing:** Agreement allowing one party to use another party's technology under specified conditions.
- **Technology Management:** Process of planning, implementing, and overseeing an organization's technology resources.
- **Venture Capital:** Private investment capital provided to start-up companies with high growth potential.

## Bibliography

1. National Innovation and Start-up Policy 2019 for Students and Faculty, MHRD, Govt. of India.
2. Guidelines for developing student innovation and start-up ecosystem in University/ Engineering campuses TEQIP-III, MHRG, Govt. of India.
3. Start-up Policy 2016, AICTE, Govt. of India.
4. Science, Technology and Innovation Policy, Govt. of West Bengal.

## Annexure I

### Drafting Committee of Adamas innovation and Start-up Policy (AISP)




Ref No: AU/REG/NOT/2021/02/003 Date: 02.02.2021

**Sub: Constitution of Committee for Drafting 'Adamas Innovation & Start-up Policy-2021' for adopting National Innovation & Start-up Policy, MoE, Govt. of India**

The undersigned is directed to convey that the Constitution of Committee for drafting 'Adamas Innovation & Start-up Policy-2021' for adopting National Innovation & Start-up Policy, MoE, Govt. of India of Adamas University is notified as under:

Sl. No.	Name	Designation
1	Dr. Naveen Das Dean, Academics & Dean, School of Business and Economics	Chairman
2	Dr. Rudra Prasad Saha Officiating Dean, School of Life Science & Biotechnology (President: IIC)	Member
3	Dr. Prithvish Bose Director, Product & Innovation (Vice President IIC)	Member
4	Dr. Saptarshi Chatterjee Associate Director, Incubation (NISP Coordinator & IIC Convener)	Convener
5	Dr. Moumita Mukherjee Dean, Research & Development	Member
6	Dr. Amitava Mukherjee Officiating Dean, School of Engineering & Technology	Member
7	Mr. Rajat Subhra Roy Assistant Director, International Relations (IIC Coordinator)	Member
8	Dr. Sajal Kumar Jha Officiating Dean, School of Pharmaceutical Technology	Member
9	Mr. Jitendra Kumar Nayak Assistant Professor, School of Liberal Arts and Culture Studies	Member
10	Mr. Rajat Banerjee Assistant Professor, School of Law and Justice	Member
11	Mr. Amal Sankar Mukherjee Assistant Professor, School of Education	Member
12	Dr. Sunayan Bhattacharjee Associate Professor, School of Media, Communication and Fashion	Member
13	Dr. Moumita Dey Associate Professor & HOD (Physics), School of Basic and Applied Sciences	Member

14	Mr. Kali Krishna Mahapatra Advisor, Techvarita	External Member (Industry)
15	Mr. Raja Mukherjee (Owner/Partner: Ezyrack Business Solutions Pvt. Ltd.)	External Member (Entrepreneur)
16	Mr. Rohit Mazumdar B.Tech CSE Sem III Email: rohit_mazumdar@stu.adamasuniversity.ac.in	Student Representative
17	Ms. Shreya Mukherjee Alumni: Law Mob: 9007464522 Email: shreyamukherjee097@gmail.com	Alumni Representative

  
Dr. Sanjay Mishra  
Registrar

To

- The Chairman and all Members of Committee

For Information and Copy to:

- Chancellor
- Vice Chancellor
- Pro-Vice Chancellors
- Office of the Chancellor
- President & Business Head, Chancellor Cell
- All Deans
- All Directors
- All HODs
- Group CFO
- President- Administration
- Officiating Controller of Examination
- Law Officer
- Deputy Librarian
- Chief Technology Officer
- Assistant Registrar
- Assistant Registrar (Academics)
- Accounts Officer
- Office File

# Annexure II

## Academic Council

**OFFICE OF THE REGISTRAR**

Ref No: AU/REG/NOT/2023/06/006 Date: 13.06.2023

**Notification**

**Sub: Re-Constitution of the Academic Council of the Adamas University**

The undersigned is directed to convey that in terms of section 16 of the Adamas University Act, 2014 & section 4 (1) of Adamas University First Statutes, the Academic Council of the Adamas University has been re-constituted. It is notified as under:

a) The Vice-Chancellor	1.	Hon'ble Vice Chancellor	Chairman
b) The Deans of Faculty Councils	2.	Dean, School of Business and Economics	Member
	3.	Dean, School of Basic and Applied Sciences	Member
	4.	Dean, School of Liberal Arts and Culture Studies	Member
	5.	Dean, School of Engineering and Technology	Member
	6.	Associate Dean, School of Media and Communication	Member
	7.	Dean, School of Life Science and Biotechnology	Member
	8.	Associate Dean, School of Smart Agriculture	Member
	9.	Associate Dean, School of Medical Sciences	Member
	10.	Associate Dean, School of Law and Justice	Member
	11.	Director, School of Education	Member
	12.	Dean, School of Design	Member
	13.	Dean, Research & Development	Member
	14.	Director, Centre for Lifelong Learning	Member
	c) Two Professor nominated by the Vice Chancellor, one of whom shall be from outside the University	15.	Dr. Sankhayan Choudhury Professor and Head Department of Computer Science and Engineering The University of Calcutta Mob: 9433040414 Email ID- sccomp@caluniv.ac.in sankhayan@gmail.com
16.			

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**ADAMAS UNIVERSITY KOLKATA PURSUE EXCELLENCE**

ii) Professors of the University	16.	Prof.(Dr.) Naveen Das Pro-Vice Chancellor (Training, Placement and Corporate Relations)	Member
	17.	Dr. Arindam Mitra Professor, School of Life Science & Biotechnology	Member
	18.	Dr. Chiranjib Chakravarty Professor, School of Life Science & Biotechnology	Member
	19.	Dr. Sanjib Ghosh Professor of Eminence, School of Basic and Applied Sciences	Member
	20.	Dr. Bimal Kumar Sarkar Professor, School of Basic and Applied Sciences, Adamas University	Member
	21.	Dr. Gopeshwar Mukherjee Professor, School of Medical Sciences	Member
	22.	Dr. Tridib Chakraborti Professor Emeritus, School of Liberal Arts and Culture Studies	Member
	23.	Dr. Rakesh Das Professor, School of Medical Sciences	Member
	24.	Dr. Partha Basu Professor, School of Basic and Applied Sciences	Member
	25.	Dr. Aparajita Bhattacharya Professor, School of Basic and Applied Sciences	Member
	26.	Mr. Sujit Kumar Nandy Professor, School of Law and Justice	Member
	27.	Dr. Ruby Sain Professor Emeritus, School of Liberal Arts and Culture Studies	Member
	28.	Dr. Prithvish Bose Professor, School of Business and Economics	Member
	29.	Dr. Abhishek Roy Professor, School of Engineering and Technology	Member
	30.	Dr. Ishita Chatterjee Professor, School of Law & Justice	Member

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**ADAMAS UNIVERSITY KOLKATA PURSUE EXCELLENCE**

e) Heads of the Departments	31.	Dr. Sajal Saha Professor, School of Engineering and Technology	Member
	32.	Dr. Somenath Chatterjee Professor, School of Basic and Applied Sciences	Member
	33.	Dr. Himansu Sekhar Guha Professor Emeritus, School of Basic and Applied Sciences	Member
	34.	Dr. Manas Ranjan Gupta Professor Emeritus, School of Business and Economics	Member
	35.	Dr. Ajitava Ray Choudhuri Professor Emeritus, School of Business and Economics	Member
	36.	Dr. Biswajit Dash Professor, School of Medical Sciences	Member
	37.	Dr. Rajat Ray Professor Emeritus, School of Medical Sciences	Member
	38.	Dr. Indranil Bose Professor, School of Business and Economics, Vice President- Academics	Member
	39.	Head, Department of Economics & Commerce, SoBE	Member
	40.	Head, Department of Management, SoBE	Member
	41.	Head, Department of Pharmaceutical Technology, SoMS	Member
	42.	Head, Department of Allied Health Sciences, SoMS	Member
	43.	Head, Department of Law, SoLJ	Member
	44.	Head, Department of Education, SoE	Member
	45.	Head, Department of English Language & Literature, SoLACS	Member
	46.	Head, Department of Bengali Language & Literature, SoLACS	Member
	47.	Head, Department of Political Science, SoLACS	Member
	48.	Head, Department of Sociology, SoLACS	Member
	49.	Head, Department of History, SoLACS	Member

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**ADAMAS UNIVERSITY KOLKATA PURSUE EXCELLENCE**

f) Invitee	50.	Head, Department of Psychology, SoLACS	Member
	51.	Head, Department of Civil Engineering, SoET	Member
	52.	Head, Department of Computer Science & Engineering, SoET	Member
	53.	Head, Department of Mechanical Engineering, SoET	Member
	54.	Head, Department of Electrical & Electronics Engineering, SoET	Member
	55.	Head, Department of Chemistry, SoBAS	Member
	56.	Head, Department of Physics, SoBAS	Member
	57.	Head, Department of Mathematics, SoBAS	Member
	58.	Head, Department of Geography, SoBAS	Member
	59.	Head, Department of Media Studies, SoMC	Member
	60.	Head, Department of Media Science, SoMC	Member
	61.	Head, Department of Biotechnology, SoLB	Member
	62.	Head, Department of Biological Sciences, SoLB	Member
	63.	Mr. S.K Sarkar Executive Vice Chairman, SKRMT	Invitee
	64.	Prof. (Dr.) Sushanta Kumar Mandal Dean-Academics, Policy Making & Implementation & Dean QAA	Invitee
65.	Controller of Examinations	Invitee	
66.	Mr. Nirmalya Chakraborty Law Officer	Invitee	
67.	Dr. Parimal Chandra Biswas Director, International Relations	Invitee	
68.	Registrar	Member Secretary	

Quorum:  
 • The quorum for a meeting of the Academic Council shall be one third of the total number of members including the Vice-Chancellor, rounded off to the next integer. If a quorum is not present within sixty minutes after the time fixed for the meeting, the meeting shall not be held

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# Annexure II

## Academic Council

Sl. No.	Name	Category	Designation	Tenure
31.	Dr. Sejal Saha Professor, School of Engineering and Technology		Member	
32.	Dr. Somenath Chatterjee Professor, School of Basic and Applied Sciences		Member	
33.	Dr. Himansu Sekhar Guha Professor Emeritus, School of Basic and Applied Sciences		Member	
34.	Dr. Manas Ranjan Gupta Professor Emeritus, School of Business and Economics		Member	
35.	Dr. Ajitava Ray Chaudhuri Professor Emeritus, School of Business and Economics		Member	
36.	Dr. Biswajit Dash Professor, School of Medical Sciences		Member	
37.	Dr. Rajat Ray Professor Emeritus, School of Medical Sciences		Member	
38.	Dr. Indranil Bose Professor, School of Business and Economics, Vice President-Academics		Member	
e) Heads of the Departments				
39.	Head, Department of Economics & Commerce, SoBE		Member	
40.	Head, Department of Management, SoBE		Member	
41.	Head, Department of Pharmaceutical Technology, SoMS		Member	
42.	Head, Department of Allied Health Sciences, SoMS		Member	
43.	Head, Department of Law, SoLJ		Member	
44.	Head, Department of Education, SoE		Member	
45.	Head, Department of English Language & Literature, SoLACS		Member	
46.	Head, Department of Bengali Language & Literature, SoLACS		Member	
47.	Head, Department of Political Science, SoLACS		Member	
48.	Head, Department of Sociology, SoLACS		Member	
49.	Head, Department of History, SoLACS		Member	

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# Annexure III

## Governing Board

Ref. No. : AU/G8/NOT/2023/11/001 Date: 01.11.2023

**Notification**

**Sub: Re-Constitution of the Governing Board of the Adamas University**

The undersigned is directed to convey that in terms of Section 13 of the Adamas University Act, 2014, the Governing Board of the Adamas University has been re-constituted and notified as under:


Sl. No.	Name	Category	Designation	Tenure
1	Prof. Samit Ray Chancellor, Adamas University 11/1, B.T. Road, Kolkata - 700056 Mob: 9051589025 Email ID: chancellor@adamasuniversity.ac.in	Chancellor, Adamas University	Chairman	Ex-officio
2	Mrs. Malika Roy Director, Adamas International School 11/1, B.T. Road, Kolkata - 700056 Mob: 09874472882 Email ID: malikaroy68@yahoo.co.in	Nominee of the Sponsoring Trust	Member	3 years from the date of Notification
3	Mr. Sunil Kumar Sarkar Executive Vice Chairman, Sachis Kiron Roy Memorial Trust Former Registrar, Visva-Bharati, Santiniketan, Tower 13, Flat 10.02, Elita Garden Vista, Opposite: Shapoorji New Town Action Area 3, Kolkata 700135 Mob: 09830560427 Email ID: sunil_k_sarkar@yahoo.co.in	Nominee of the Sponsoring Trust	Member	3 years from the date of Notification
4	Prof.(Dr.) Suranjit Das Vice Chancellor, Adamas University Mob: 8479913769/980202966 Email ID: vc@adamasuniversity.ac.in	Vice Chancellor	Member	Ex-officio
5	Prof.(Dr.) Naveen Das Dean, School of Business & Economics Mob: 6292190229 Email ID: dean_sobe@adamasuniversity.ac.in	Dean of Faculty Council for Post Graduate and Under Graduate Studies; nominated by the Chancellor	Member	3 years from the date of Notification
6	Prof. (Dr.) Rudraprasad Saha Dean, School of Life Science and Biotechnology Mob: 8100193105 Email ID: dean_solsb@adamasuniversity.ac.in	Dean of Faculty Council for Post Graduate and Under Graduate Studies; nominated by the Chancellor	Member	3 years from the date of Notification

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Sl. No.	Name	Category	Designation	Tenure
7	Prof. Sibaji Raha Former Director, Bose Institute 769/1 Hussainpur Road, Kolkata - 700107 Mob: 09432649834 033-2355-7434/033-2350-7073 Email ID: sibajiraha@gmail.com	Academician nominated by the Visitor	Member	Nominee of the Visitor
8	Dr. Debasish Ghosh Head of Breast Services, Royal Free Hospital, London and Associate Professor, UCL Medical School, London 4A Waltham Court, 109-111 Haverstock Hill London NW3 4SD United Kingdom Mob: 09769964935/ +447967058446 Email ID: dbghosh@gmail.com	Academician nominated by the Chancellor	Member	3 years from the date of Notification
9	To be nominated by the State Government	Academician nominated by the State Government	Member	
10	Mr. Subhasis Mitra President, RICE Education C/O Late S.N Mitra 19, Kabir Road, Kol-700026 Mob: 9830284410 Email: subhasis.mitra@riceindia.org	The Expert representing the disciplines of Finance, Legal, Management or Humanities to be nominated by the Chancellor	Member	3 years from the date of Notification
11	Dr. Partha Ghosh Renowned Management Consultant and Policy Advisor Unit 66, The Ledges, 7 Wainwright Road, Winchester, MA 01890, USA Phone: 06292190232/ +16175123038 Email ID: parthasg@aol.com	The Expert representing the disciplines of Finance, Legal, Management or Humanities to be nominated by the Chancellor	Member	3 years from the date of Notification
12	Mr. Chandan Majumdar CEO, RICE Group Ph No: 9831392197 Email ID: chandan.majumdar@riceindia.org	The Expert representing the disciplines of Finance, Legal, Management or Humanities to be nominated by the Chancellor	Member	3 years from the date of Notification
13	Mr. Vishal Jhajharia Managing Director -StarOm Group Manufacturing of Plywood, Shipping & Logistics Jhajharia House, 8, Rowdon Street, Kol-700017 Mob: 9830034250 Email ID: vishal@multivyn.com	Representative from the Industrial Sector, nominated by the Chancellor	Member	3 years from the date of Notification

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Sl. No.	Name	Category	Designation	Tenure
14	Mr. Jaidev Sarkar President and CEO 111, Petermar Drive, Woodbridge, Ontario, L4T1A6, Canada Mob: (416)5648603 Email ID: jsarkar@srtrtrck.ca	Representative from the Industrial Sector, nominated by the Chancellor	Member	3 years from the date of Notification
15	Prof. Shaouik Roy Chowdhury Registrar, Adamas University Mob: 9073364738 Email ID: registrar@adamasuniversity.ac.in	Registrar, Adamas University	Secretary	Ex-officio

By order  
  
 Registrar

To  
 • The Chairman and Members of the Governing Board

Copy to:  
 • Hon'ble Chancellor  
 • Hon'ble Vice Chancellor  
 • Secretary, Sachis Kiron Roy Memorial Trust (SKRMT)  
 • Executive Vice Chairman, SKRMT  
 • Assistant Registrar (Academics)  
 • University Website  
 • Office File

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# Annexure IV

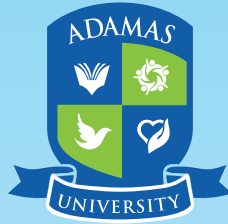
## Committee for Implementing 'Adamas Innovation & Start-up Policy-2022'

The following committee shall be constituted to implement 'Adamas Innovation and Start-up Policy' in line with the 'National Innovation & Start-up Policy'

Sl. No.	Designation	Role
1	Vice Chancellor	Chairman
2	Pro Vice Chancellor	Vice Chairman
3	Dean (Academics)	Member
4	Dean, Research & Development	Member
5	Director: Product and Innovation	Member
6	Director, Incubation	Member
7	Dean of All Schools	Member
8	Coordinator: NISP Implementation (MoE, Govt. of India)	Convenor
9	IIC President, Vice President & Convenor	Member
10	External Expert (Innovation/ Incubation/ Translational research)	Member

### Schools:

SoET: School of Engineering & Technology; SoMHS: School of Medical and Health Sciences; SoLACS: School of Liberal Arts and Culture Studies; SoLJ: School of Law and Justice, SoLB: School of Life Science & Biotechnology; SoE: School of Education; SoBAS: School of Basic and Applied Sciences; SoBE: School of Business; SoMC: School of Media & Communication.



# ADAMAS

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## UNIVERSITY

### KOLKATA

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PURSUE EXCELLENCE



## Transform with **Adamas**

Address: Adamas Knowledge City, Barasat - Barrackpore Road, P.O. - Jagannathpur, District - 24 Parganas (North), Kolkata - 700 126

Admission City Office: Haute Street, 86 A, Topsia Road, (2nd Floor) Topsia, Kolkata - 700 046

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