



GAYATHRI

INSTITUTE OF TECHNOLOGY AND MANAGEMENT
(Approved by AICTE, Affiliated to Osmania University) ESTD.2007

DUNDIGAL | HYDERABAD

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College Code: 1511

Innovation and Entrepreneurship (I &E) Policy

Gayathri Institute of Technology and Management is considered one of the best learning institutes in the Telangana State. GITM possesses four pillars in the form of Institute Innovation Cell (IIC) which has the Design thinking, Ideation, Intellectual property and pre incubation cell. GITM was committed to encourage innovation and entrepreneurship so as to transform the students and faculty innovative ideas/problems to tech-solution with business model that has a viable business stage. The IIC has been hosting several events to motivate students and faculty of the institute in different areas in relating to design thinking, innovation, ideation and incubation. The Industry, Society, and Market problems will be transformed to come up with tech solutions to the problems by the students and the faculty to create Ideas/Proof of Concepts (PoCs) and bring them to prototypes and mentor them to develop business models ready. Hence, the development of a robust stream of quality and quantity tech based potential start-ups in incubators industry to attract further out of students, faculty as well as alumni of the institute is essential.

The institute must fund the startup of faculty and student with all the requirements as per the National Innovation and startup policy 2019 on the startup cell requirement of students and faculty in line with which the startup cell activities in the institute must be funded by at least 1% of the total budget. The Atal Ranking of Institutions on Innovation Achievements (ARIIA) ranking (2021) has 70% of marks to facilitate Innovation, Entrepreneurship and Start-up and it fully mentions the significance of the start-up cell in the institute. The start-up cell also aids the institute in securing good position in NIRF and NBA since there is a good weightage in areas of patents filed, patents granted, consultancy and industry collaboration. The 'National Student and Faculty Startup Policy-2019' is initiated by MHRD's Innovation Cell and AICTE. It is a guiding framework to envision an educational system oriented towards start-ups and entrepreneurship opportunities for student and faculties.

The guidelines provide ways for developing entrepreneurial agenda, managing Intellectual Property Rights (IPR) ownership, technology licensing and equity sharing in Start-ups or enterprises established by faculty and student and encourage them to actively pursue path of innovation and entrepreneurship

Vision:

To build an advanced innovation ecosystem at GITM that empowers students and faculty to lead cutting-edge research, drive deep-tech innovation, and create globally competitive, sustainable startups delivering transformative solutions for societal and industrial impact.

Mission:

- Build a campus-wide startup ecosystem that embeds innovation and entrepreneurship across all departments.
- Activate student, faculty, and staff participation in research, innovation, and venture creation through structured institutional platforms.
- Create collaborative innovation spaces that enable co-creation, partnerships, business networking, and knowledge exchange.
- Establish robust IP and commercialization frameworks for intellectual property ownership, technology transfer, licensing, and equitable equity sharing.

Objectives:

- To Promote a strong culture of entrepreneurship by integrating innovation and venture creation into the institutional ecosystem.
- To Create sustained awareness and capacity building in entrepreneurship through regular workshops, expert lectures, training programs, and innovation-driven activities.
- To Establish and strengthen a sustainable startup ecosystem through strategic investments, scalable institutional support systems, and innovation-led consultancy frameworks.
- To Support and incubate early-stage, technology-based ventures by providing structured mentoring, infrastructure, funding facilitation, and innovation acceleration mechanisms.
- To Identify, develop, and accelerate high-impact innovations with commercial viability and social relevance across priority sectors including clean environment, green and alternative energy, healthcare, food and agri-business, and education.

Scope and Importance of Establishing the Start-Up Policy:

The start-up cell may have the impact on the various evaluation systems such as NIRF, AICTE, MHRD – MIC norms, ARIIA and NBA and the brief details are presented below for your kind information.

1. NIRF:

- Research and Professional Practice (RP)
- IPR and Patents: Published and Granted (IPR)
- Footprint of Projects and Professional Practice (FPPP)

2. AICTE and MHRD Norms:

Investment in the entrepreneurial activities should be a part of the institutional financial strategy. Minimum 1% fund of the total annual budget of the institution should be allocated for funding and supporting innovation and startups related activities through creation of separate 'Innovation fund'.

The Institute Innovation Cell (IIC) has been organizing various events in connection with MHRD- IIC and in addition to that the institute may initiate the startup cell to promote the incubation and enhance innovation culture in the institute.

3. ARIIA - Atal Ranking of Institutions on Innovation Achievements – 2021

More than 60% of marks are distributed to the innovation and startup support, funding, revenue generation, IP and etc.

SI No	Parameters	Non- Technical HEI	Technical HEI
1	Development an Innovative and Entrepreneurial Mind –set through Series of Activates	8	4
2	Teaching and learning: Academic Programmers related to Innovation & Entrepreneurship (I & E) IPR offered by the HEI	10	6
3	Dedicated Infrastructure& Facilities to promote Innovation & Entrepreneurship at HEI	13	13
4	Generation of Innovations /ideas with the HEI & Recognitions Received	13	13
5	Ventures Established with the support of the HEI Recognitions Received	8	12
6A	Angel & VC Fund/ Investment mobilized to support Innovation & Startups Incubated at HEI	3	5
6B	Promotion of Collaboration for & C- -Creation of I & E initiatives	8	5
7	Intellectual Property (IP), Generation and Commercialization	14	19
8A	Annual Budget on Promoting and supporting I &E Activites Total expenses towards I & E and IPR support activities:	8	8
8B	Total Revenue generated by HEI form incubation services to startups and Commercialization of IP and Innovations	4	6
9	Participations of HEI in I & E Intiative of MOE	11	9
	Total	100	100

4. NBA – Research and Development (75)

5.8.2. Sponsored research (20)

5.8.3. Development activities (15)

5.8.4 Consultancy from industry (20)

5. IT & Entrepreneurship @ College level (Telangana State - THUB)

1.1 Students, Innovators and Entrepreneurs

- a. Student Entrepreneur in Residence - Universities shall be encouraged to introduce the concept of Student Entrepreneur in Residence. Outstanding students who wish to pursue entrepreneurship can take a break of one year, after the first year, to pursue entrepreneurship full time. This may be extended to two years at the most and these two years would not be counted towards the maximum time for graduation. The Gap Year facility may be given to ensure syllabus continuity at the time of joining back and after an appraisal process by an incubator where the student is attached.
- b. **IT & Entrepreneurship @ College level I. All Universities in Telangana shall be encouraged to grant 5% grace marks and 20% attendance every semester for student Startup teams. Guidelines for the same shall be framed in consultation with the institutions.**

Faculty / Student Start-Up may have the following Contents in the Policy:

1. Kind of company
2. Capital support
3. Other support from the institute
4. Financial sharing with start-up
5. IPR
6. Loan amount recovery
7. Role of Faculty
8. Methodology

1. Kind of Company:

- (a) Companies jointly owned by the faculty members and graduating students/alumni (along with possibly others)
- (b) Companies owned by the faculty members (one or many) along with possibly others.
- (c) Companies owned by the graduating students, alumni along with possibly others.

2. Capital support:

The faculty / student start-up may have its own funding and accounting procedures in line with the prevailing statutory norms. The faculty/student may apply for various funding sources with institute support. The institute may support for funding based on the IIC committee decision and as per the funding support provided the institute contribution in the company may be decided.

3. Other Support from the Institute:

The faculty / student start-up may utilize the necessary facilities such as office, operational space, permission to use laboratories, workshop facilities and equipment, business management advice, networking support, mentoring, seed-fund when possible, monitoring.

4. Financial Sharing with Start-up:

The faculty/student start-up may utilize the financial support from the institute and the institute may have 1 to 6% share in the start-up. The IIC committee will review the quarterly financial report of the start-up. The Institute will have the right to liquidate the shares after 5 years of the start-up with the decision from the start-up. The shares price may be evaluated on mutual basis or price calculated by experts.

Case 1: If the institute provides only necessary support without any financial assistance in seed and capital at the outside of the institute premises, the institute share is 1% of net earnings of the start-up.

Case 2: If the institute provides the necessary support at the institute premise without financial assistance, the institute share is 2% of the net earnings of the start-up.

Case 3: If the institute provides the necessary funds at outside of the organization the distribution of net earnings as given below

S.No	Total net earnings	Percentage (up to 2.5 lakhs)	Percentage (2.5-5 lakhs)	Percentage (5-10lakhs)	Percentage (10lakhs)
1	Not exceeding 10 Lakhs	5%	6%	7%	8%
2	Above 10 Lakhs Less than 25 Lakhs	6%	7%	8%	9%
3	Above 25 Lakhs Less than 50 Lakhs	7%	8%	9%	10%
4	Above 50 Lakhs Less than 1 Crore	8%	9%	10%	11%
5	Above 1 crore	9%	10%	11%	12%

Case 4: If the institute provides the necessary funds at outside of the organization the distribution of net earnings as given below

S.No	Total net earnings	Percentage (up to 2.5 lakhs)	Percentage (2.5-5 lakhs)	Percentage (5-10lakhs)	Percentage (10lakhs)
1.	Not exceeding 10 Lakhs	7%	8%	9%	10%
2.	Above 10 Lakhs Less than 25 Lakhs	8%	9%	10%	11%
3.	Above 25 Lakhs Less than 50 Lakhs	9%	10%	11%	12%
4.	Above 50 Lakhs Less than 1 Crore	10%	11%	12%	13%
5.	Above 1 crore	12%	13%	14%	15%

5. Intellectual Property Rights (IPR):

The institute faculty/students may use an IPR filed / granted with institute affiliation in start-up. If the start-up may file new patent in the relevance of institute existing IPR, the prior permission and license agreement may be required.

6. Loan Amount Recovery:

The institute may support initial seed money for a start-up. The seed money may be recovered based on the progress of the start-up. The IIC will review the financial status quarterly of a start-up. The IIC committee will decide the recovery of loan amount based on the start-up performance. The interest on seed money may be waived for the first year and the repayment of seed money may be initiated after 18 months (from loan amount receiving date) and the simple interest rate may be used for calculation.

7. Role of Faculty:

The faculty/ student is expected that the faculty members would be owners of such companies and be a Director on the Board. Also, the faculty member may choose to play an operational role (Technical Advisor, CEO, Marketing Manager etc).

- The faculty/student can work in start-up two days in a week
- The faculty/student can work after the college time
- The faculty can take sabbatical leave and work full-time in the start-up
- The faculty can take EOL and work full-time in the start-up
- The faculty member is expected to complete all his responsibilities on time
- The students can have a attendance exception to 15 % and below 60% is not permissible
- The student is expected to full fill all responsibilities to obtain a degree

8. Methodology:

A Company will necessarily be required to be incubated in the Institute. However, in exceptional cases, the institute may allow a faculty member to open/operate/incubate the Company outside the institute if sufficient justification is provided.

Our Norms:

Component	Functionality
1.Kind of company	Faculty / student
2.Capital support	Seed funding (0 to 10 lakhs)
3.Other support from the institute	All institute facilities, labs, testing and etc
4.Financial sharing with start-up	The faculty/student start-up may utilize the financial support from the institute and the institute may have 1 to 6% share in the start-up.

5.IPR	The institute affiliated patent may be used for start-up. For similar kind of patent application, the institute permission is required. For new patent the start-up will have full
6.Loan amount recovery	First year no interest. After 18 months from the date of first disbursement of loan with simple interest.
7.Role of Faculty	Director on the Board, Technical Advisor, CEO, Marketing Manager etc. Weekly two days, off time, EOL, sabbatical leave
8.Methodology	A Company will necessarily be required to be incubated in the Institute. However, in exceptional cases, the institute may allow a faculty member to open/operate/incubate the Company outside the institute if sufficient justification is

For staff and faculty, institute would take no-more than 20% of shares that staff / faculty takes while drawing full salary from the institution; however, this share will be within the 9.5% cap of company shares, listed above.

GITM Domadugu – Startup Evaluation Committee

Institute Level Evaluation Committee:

1. Principal
2. Vice Principal
3. Dean R&D
4. IIC President & Vice President
5. Startup cell In-charge
6. Department HOD
7. IIC Design thinking, Ideation, Intellectual property and pre incubation coordinators
8. Finance Officer on review of the institute evaluation committee the idea will be evaluated at society level and decision will be taken for further processing.

Society Level Evaluation Committee:

1. Chairman
2. Vice Chairman
3. Principal
4. Vice Principal
5. Startup cell In-charge
6. Department HOD

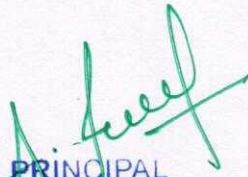
NISP Implementation Committee:

A committee has been formed by identifying the experts having expertise and experience in the domain of innovation, IPR and startup to start the work of policy formation and implementation of guidelines at the institute.

S. No	Name of the Faculty/Expert	Designation	Email ID
1.	Dr.Immanuel Anupalli	President	principal@gitm.edu.in
2.	Dr.B.C.Lakshmanna	Vice President	Lakshmannabc@gitm.edu.in
3	Mr.Ch.Adithya Reddy	Executive Member	aditya.chilumula@gmail.com
4	Dr. P.Naresh Kumar	Convener	nareshkumarp@gitm.edu.in
5	Dr. M.Joga Rao	Member	jogaraom@gitm.edu.in
6	Mr. D.Mallesam	Member	mallesamd@gitm.edu.in
7	Mrs.A.Rama Devi	Member	ramadevia@gitm.edu.in
8	Dr.A.Balaji Ganesh	IP Consultant and Legal Advisor	drabganesh@gmail.com
9	Mr. Ch.Jayasimhareddy	Entrepreneur	md@mteindustries.com
10	Mr. B.Sathyanarayana	Entrepreneur	md@nuvotech.in
11	Mr.V.Ramankanth	Innovation Enabler	ceo-acic@kluniversity.in

Copy to

- Deans and Heads of all the departments
- Committee Members
- IQAC
- Administrative Officer
- Office File


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