

## **NATIONAL INNOVATION AND STARTUP POLICY**



**Maharshi Karve Stree Shikshan Samstha's  
SMT BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION  
(For women) Affiliated to INC, MNC, MUHS and NAAC Accredited**

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## **The Innovation & Incubation Cell**

### **Our Heritage:**

The Maharshi Karve Stree Shikshan Samstha 125-years-old parent body has been committed to “Empowerment of Women through Education”. The Institution works relentlessly towards educating the women and thereby making them self-reliant. The Samstha was established in 1896 by the great visionary and social worker Bharat Ratna Maharshi Dhondo Keshav Karve to provide shelter to destitute women. Samstha has 65 educational branches all over Maharashtra in India and more than 35,000 girl students are learning in these institutions. All these units are meant exclusively for girls or women. We also have hostel and medical facilities for students and working women and old age home for senior citizens.

### **About the Institution:**

The Maharshi Karve Stree Shikshan Samstha's Smt. Bakul Tambat Institute of Nursing Education was started in the expansive campus of the Samstha in Pune in August 2000. The Institute is approved by the Indian Nursing Council, Delhi, Maharashtra Nursing Council, Maharashtra State Board of Nursing and Paramedical Education, Maharashtra Government and Maharashtra University of Health Sciences, Nashik. The Institute runs RANM, RGNM, B. B.Sc. Nursing, P.B.B.Sc Nursing, M.Sc. Nursing and Ph.D. in Nursing. Clinical learning is conducted in the parent hospitals i.e. Deenanath Mangeshkar Hospital and Mai Mangeshkar Hospital.

The Innovation & Incubation Centre (IIC), at Smt. Bakul Tambat Institute of Nursing Education aims to be a stepping-stone for its thriving incubatees who are driven by passion to bring change and be the change-makers of today and tomorrow. The IIC seeks to equip students with resources to surpass economic perils, creative blocks, and lack of mentorship. The right balance between theory and practice is established, aiding the entrepreneurial journey. With an extensive assemblage of alumni, who have succeeded as entrepreneurs and leaders in various fields, will be instrumental in proving these entrepreneurs with substantial support and skills- be it technical or interpersonal. The centre envisions building a generation of solid minds with a rounded personality to justify the women of tomorrow.

### **Vision:**

“Women's education and national development are closely related”.

### **Mission:**

“The institute is committed to developing conscientious, confident and caring quality nursing professionals of international repute.”





**Goal:**

'Maharshi Karve Stree Shikshan Samstha's Smt. Bakul Tambat Institute of Nursing Education' strives for developing outstanding holistic, empowered professional nurse leaders in providing excellent, compassionate health care at local, national and global level.

**Core professional values:**

**Integrity:** quality of consistently adhering to code of honesty and accountability and being ethically moral.

**Certainty:** is the ability to transcend traditional ideas, pillars and rules as well as having the capacity to construct meaningful new idea, methods, and interpretations.

**Competent:** having the expertise, knowledge and skills to successfully and efficiently perform the roles of their profession.

**Core personal values:**

**Courage:** is the aptitude to uphold one's convictions and demonstrate confidence to speak and act accordance with one's beliefs and responsibilities.

**Compassion:** is an active desire to alleviate another's distress through caring, empathy and supporting and helping others.

**Caring:** is best demonstrated by a nurse's ability to embody the five core values of professional nursing. Core nursing values essential to nursing education include **human dignity, integrity, autonomy, altruism and social justice**. The caring professional nurse integrates these values in clinical practice.

**Aim:** The major aim of this policy is to develop entrepreneurial ecosystem at the student and faculty level, encouraging interdepartmental activities and innovative activities with the predefined guidelines laid out in this policy.

1. Establishment of well-defined norms and pathways for start-ups.
2. To establish and distinguish the interrelationship between the research happenings at the academic level and its translation for development.
3. Norms are provided towards start-ups for all students and faculty at the Institute.
4. Encourage, facilitate and support emergence of considerable start-ups in our institute.
5. Offer certification courses and elective courses on Entrepreneurship Development and Intellectual Property Rights.



**The Innovation & Incubation Centre is in provision of:**

- Infrastructure—standardised labs, equipment and workspace.  
Network and engagement – ties with various institutions, alumni, mentors and collaborations.
- Training—idea generation, skill-set equipment.

**Objectives:**

1. To inculcate entrepreneurial culture among the students and faculty.
2. Innovations from research and development.
3. Innovations in curriculum.
4. To organize competitions to sensitize students towards entrepreneurship.
5. To orient students to work on their innovative ideas and to develop their skills using the resources available within and outside the institute.
6. To provide facilities for prospective incubatees
7. To invite industrial experts for personal grooming.
8. To organize training and workshops for young women incubatees.
9. To arrange interactive sessions with successful entrepreneurs.
10. To organize industrial visits.
11. To spread awareness among students and faculty regarding Intellectual Property Rights (IPR).
12. To strengthen industry interaction of the institution and generate revenues through consultancy work and student start-up

**Policy**

- The institute will foster state, national and international collaborations to boost the growth of the start-up ecosystem. Large industrial corporations and associations will be encouraged to mentor, support, or incubate start-ups.
- The institute will play a critical role in establishing strong linkages between the startups and well-renowned industry.
- To ensure seamless and uninterrupted growth of startups, adequate funding support will be taken for the startups across stages i.e. early/seed stage, growth stage and mature stage to ensure holistic growth of the entire ecosystem.
- Special infrastructure like cloud, internet etc. may be made available through various service providers.
- A multi-disciplinary approach will be adopted by the institute to equip students at institute level as well as the faculty members with the right set of skills to help them chase their dream. The institute will focus on creating an environment that would facilitate idea generation for enterprise development.





- The institute will conduct workshops to inculcate entrepreneurial skills i.e. risk taking, critical thinking, digital literacy etc. at institute-level in association with organizations that specialize in this field. Students/faculty that participates in innovative activities will be recognized. Start-up awareness will be given to the students in order to orient them towards innovation.
- In association with leading incubators and co-working spaces, the institute will organize workshops for students/faculty sparing to being incubator managers.
- The institute will ensure greater access to professional advice by partnering with mentor networks and industry associations across the globe to institute a mentorship program for startups. Alumni will be engaged as mentors as well as in the generation of innovative ideas.
- The institute has been established to foster innovative approaches and solutions that contribute. The main objective of the institute innovation cell is to provide a platform to entrepreneurs, researchers, academics to foster a culture of innovation.
- The institute will be implementing, monitoring and evaluation of this policy.
- Incubation support: offer access to pre-incubation & Incubation facility to start ups by students, staff and faculty for mutually acceptable time-frame.
- The area in which students want to initiate a start-up may be interdisciplinary or multidisciplinary. However, the students must describe how they will separate and clearly distinguish their on-going research activities as students from the work being conducted at the start up.
- Institute will facilitate the start-up activities/ technology development by allowing students/ faculty to use institute infrastructure and facilities.
- Mentorship support on regular basis.
- Facilitation in a variety of areas including technology development, ideation, creativity, design thinking, financial management, social entrepreneurship, human resource management.
- Institute could extend this start-up facility to alumni of the institute as well as outsiders.
- Institute will recruit faculty that have a strong innovation and entrepreneurial/ industrial experience, behaviour and attitude. This will help in fostering the I &E culture.
- Faculty and departments of the institutes will work in coherence and cross-departmental linkages should be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- Periodically some external subject matter experts such as guest lecturers or alumni will be engaged for strategic advice and bringing in skills which are not available internally.
- Faculty will be encouraged to do courses on innovation, entrepreneurship management and venture development.



- Spreading awareness among students/faculty about the value of entrepreneurship and its role in career development or employability will be a part of the institutional entrepreneurial agenda.
- Students/faculty will be taught that innovation (technology, process or business innovation) is a mechanism to solve the problems of the society and consumers.
- Students should be encouraged to develop entrepreneurial mind set through experiential learning by exposing them to training in cognitive skills (e.g. design thinking, critical thinking, etc.), by inviting first generation local entrepreneurs or experts to address young minds.
- Initiatives like idea and innovation competitions, hackathons, workshops, boot camps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition will be routinely organized by the institution.
- To prepare the students for creating the start up through the education, integration of educational activities with enterprise-related activities will be done in the institution.
- The institute will link their start-ups with wider entrepreneurial ecosystem and by provide support to the students who show potential, in pre-start-up phase. Connecting student's entrepreneurs with real life entrepreneurs will help the students in understanding real challenges which may be faced by them while going through the innovation funnel and will increase the probability of success.
- Networking events will be organized to create a platform for the budding entrepreneurs to meet investors and pitch their ideas.
- Business incubation facilities will be provided like laboratories, research facilities, IT services, training, mentoring, etc. will be accessible to the new start-ups.
- Faculty start up may consist of faculty members alone or with students or with faculty of other institutes or with alumni or with other entrepreneurs.
- Role of faculty may vary from being an owner/ direct promoter, mentor, consultant or as on-board member of the start-up.

### **The Journey of Entrepreneurship**

Today we stand proud. MKSSS Smt. Bakul Tambat Institute of Nursing Education has a long tradition of promoting entrepreneurship among its students through the Annual college week which gives visibility and recognition to our students and provides them an opportunity to network and showcase their talents and ideas. Through our SNA we encourage leadership skills and creative thinking and independent projects, keeping in mind the social contribution.






Our students will be prepared for independent start-up such as starting their own nursing bureau, and having independent practice. We will provide needed education and experience through their incubation centre.

**Incubation and Pre Incubation Support:**

- The incubation and pre incubation facilities for the faculty and students will be made available at the campus 24x7 on all days through the Start up Cell.
- Provision of relevant services and mentoring support like provision of space, infrastructure, mentorship and support and use of facilities at the institution.
- Depending on the infrastructure and other resources utilised, time and the kind of support services extended, the actual percentage may vary.

**Governance and operation for promoting innovation and entrepreneurship:**

- Promoting entrepreneurship through innovation is laid in agreement with the National Innovation and Start-up policy (NISP) framed by AICTE.
- A senior faculty will be appointed as the NISP coordinator of the Institute. This faculty is nominated by the Head of the Institute and is responsible for the adoption, implementation, monitoring and evaluation of the Start-up and Entrepreneurial activities inside the institute.
- A NISP committee is framed with 10 experts within MKSSS BTINE, alumni entrepreneurs, startup founders, members from incubation and preincubation unit's representatives from Innovation and Entrepreneur Ecosystem enablers.
- The institute has established a 'Start Up Cell' which works under the direct supervision and administrative headship of the Principal and in coordination with the Institution Innovation Cell. The Institute will coordinate the below said activities through the Institute Start up Cell. - Ensuring maximum student participation to go through the pre incubation process - Link and collaborate the Start-up Cell with external agencies and ecosystem enablers to provide network and incubate start-ups
- Encourage student participation in experience sharing, participation in planning competitions and organise competitions/ hackathons
- Recruit faculty with strong entrepreneurial/ industrial experience to foster the Innovation and Entrepreneurship culture.
- Develop academic and non-academic incentive mechanism for faculty and students actively involved in Start Up activities

  
**PRINCIPAL**  
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