



Bon Secours Foundation for Entrepreneurship Development

Vilar Bypass, Thanjavr-613 006

Tamil Nadu

HUMAN RESOURCE DEVELOPMENT POLICY

■ Organizational Capacity, Human Resources, and Incentives

- A. BSFED will utilize faculty members with vital innovation and entrepreneurial/industrial experience and aptitude and will depute them for training to promote I & E.
- B. Faculty and staff will be encouraged to take courses and EDPs, innovation, management courses related to I & E.
- C. Interdisciplinary teaching and research will be encouraged to enhance the maximum utilization of internal resources and knowledge.
- D. Industry experts, subject matter experts, entrepreneurs will be engaged for strategic advice to bring in skills that are not available internally.
- E. BSFED will develop academic and non-academic incentives and reward mechanisms for all staff members and stakeholders who actively contribute and support innovation and startup activities.
- F. Reward system for the faculty and staff may include awards, sabbaticals, office and lab space for entrepreneurial activities, reduced teaching loads, training and other OODs for external outreach etc.

■ Norms for Start-ups by Faculty of BSCW

- A. Only the innovation and technologies that originate from the faculty research should be taken for faculty startups.

B. Role of faculty members may vary from being a proprietor/founder/direct promoter/ mentor/consultant/an advisor of the startup.

C. Faculty can be an open advisor/direct consultant to the startup.

D. Faculty startup will consist of faculty members alone or with students or with faculty of other bench mark institutes or with faculty of other institutes from any country or with alumni or with other entrepreneurs.

E. Faculty must not accept gifts from the startup.

F. Faculty must not involve research staff or other staff of BSCW in activities at the startup and vice-versa.

G. R&D activities carried out by faculty in the institute that have potential to scale will be identified and support will be extended for technology transfer or commercialization.

H. Faculty must abide by the rules and regulations the institute's HR policy and any human subject related research in startup should get clearance from ethics committee of the BSCW.

Pedagogy and Learning Interventions for Entrepreneurship Development

A. Broad and varied approaches including cross-disciplinary learning using mentors, labs, case studies, games, etc., instead of standard lecture-based delivery are to be adopted to yield the required learning outcomes.

B. Various student clubs/bodies/departments need to be created for organizing competitions, boot camps, workshops, awards and the like which will be responsible for improving the students' thinking and responding ability by involving them in institutional strategy planning.

C. To promote the culture of innovation and enterprise ecosystem, an annual "Innovation and Entrepreneurship award" is to be instituted to recognize the individuals/teams contributing outstanding ideas, successful enterprises etc.

D. Case studies based on business failures and real-life experiences by startups are to be part of teaching methodology to sensitize students.

E. Students are to be imparted with education in entrepreneurship as curricular/co-curricular/ extra-curricular activity through various courses on innovation, entrepreneurship and venture development in elective/short term/long term formats. Proper course outcomes will be made available to students.

F. Collaborative culture and engagement with external environment are to be achieved by utilizing the external stakeholders' expertise in providing entrepreneurship education.

G. Institute will conduct an induction program about the importance of I & E explaining its entrepreneurial agenda and the available support systems to the freshly inducted students at the beginning of every academic session.

H. Linkages with industry to be utilized for conducting research and survey on trends in technology, research, innovations and market intelligence.

I. Students are to be made aware of understanding their expected learning outcomes in I & E.

J. Engagement in the process of dialogue between student innovators, startups and experts is to be initiated to make the strategy need based.

K. Startups will be provided with customized teaching and training materials.

Strategies devised for sustained exchange of ideas/knowledge

A. BSFED encourages incubates to collaborate with potential partners, resource organizations, micro, small and medium sized enterprises, social enterprises, schools, alumni, professional bodies.

B. BSFED will engage stakeholders through bidirectional exchange of knowledge between institutes/organizations like incubators, software technology parks

within India and other countries. C. BSFED ensures in the policies to form and foster relationships with external stakeholders.

D. BSFED supports stakeholders through proper mechanisms to create, manage and coordinate the relationships.

E. BSFED will create a suitable supportive environment for the stakeholders through internships, teaching and research exchange Programme and events like clubs, social gatherings.

F. BSFED will integrate external information and experience into the already exchanged knowledge among the stakeholders within the institution.

G. The institution's incubation insists on Single Point of Contact (SPOC) for the students, faculty, collaborators, partners and other stakeholders for exchange of information related to I & E through its incubation center.

H. BSFED will collaborate with industries, universities, Government, NGO's and other bodies for innovation and entrepreneurial related activities.