



TBI-GEU

Incubation and Seed Fund Policy 2025

Graphic Era Deemed to be University
Dehradun, 248002, Uttarakhand

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TBI-GEU Incubation and Seed Fund Policy 2025

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1. Introduction

a. About Graphic Era Deemed to be University

Graphic Era Deemed to be University is a premier institution of higher education, known for its academic excellence, innovation, and commitment to quality learning. Established in 1996 as the Graphic Era Institute of Technology (GEIT), the institution was granted the prestigious status of Deemed to be University in 2008 under Section 3 of the UGC Act, 1956, vide notification F.9-48/2007- U.3(A). The University is accredited with an A+ grade by NAAC, holds UGC 12(B) status, and offers seven NBA-accredited programs, reflecting its high academic standards. In the National Institutional Ranking Framework (NIRF) 2024, conducted by the Ministry of Education, Government of India, Graphic Era was ranked 52nd among the top institutions in India.

The University offers 85+ programs across diverse faculties, including Engineering, Sciences, Management, Nursing, Paramedical, Law, Humanities & Social Sciences etc. In addition, the University proudly houses the Graphic Era Institute of Medical Sciences (GEIMS), a state-of-the-art 1200-beds super specialty hospital with an annual intake of 150 MBBS students and well-established infrastructure to support postgraduate programs.

GEU's campus in Dehradun is a vibrant, technology-rich environment with smart lecture halls, advanced labs, sports and wellness facilities, high-speed Wi-Fi, and residential amenities that create a holistic student experience. These elements are matched by academic rigor, ensuring that students are not only knowledgeable but also equipped to lead.

The University has set up a state-of-the-art Central Instrumentation Facility for advanced research in life and chemical sciences, along with multiple Centres of Excellence in partnership with global leaders like Tata Technologies, IBM, Steinbeis Academy, Emerson, Infosys, Microsoft Oracle, Adobe, and others. It also maintains academic partnerships with institutions across the USA, UK, France, Germany, Spain, Brazil, Italy, Mexico, and Taiwan to foster global innovation and research.

Today, Graphic Era is not just an institution; it is a movement shaped by one man's entrepreneurial spirit and drive to serve society through education. Prof. Kamal Ghanshala remains a towering figure—not just as an educator and administrator, but as the region's leading entrepreneur and a beacon of hope for aspiring innovators across India.

b. About Technology Business Incubator – Graphic Era University (TBI-GEU)

The Technology Business Incubator at Graphic Era (TBI-GEU) is the entrepreneurial heartbeat of Uttarakhand—recognized as one of the most dynamic and impactful incubation centers in North India. Established in 2010 as the Entrepreneurship Development Cell (EDC) and transformed into a full-fledged incubator in 2015 with recognition from Department of Science and Technology, Government of India. TBI-GEU has consistently empowered innovators, nurtured ideas into impactful startups, and created a robust ecosystem for entrepreneurship within the state and beyond. Through its rigorous efforts to promote entrepreneurship, TBI-GEU was recognized as the first nodal agency by Startup Uttarakhand in 2018.

TBI-GEU operates as a sector-agnostic incubator with a focus on emerging and high-impact areas such as SaaS, B2B, FMCG, Artificial Intelligence, Internet of Things, Blockchain, HealthTech, AgriTech, Renewable Energy and Social Innovation. Its services span pre-incubation, incubation, and acceleration, ensuring that startups receive end-to-end support. This includes mentorship from seasoned entrepreneurs, legal and IPR advisory, access to prototyping tools and labs, networking opportunities, and investor connections. Special emphasis is placed on women-led startups and rural innovations, ensuring inclusivity and balanced regional growth.



c. Vision 2035

By 2035, TBI-GEU aims to emerge as a national leader in entrepreneurial development — a dynamic hub where innovative ideas are nurtured, transformed, and scaled into impactful ventures that address the most critical challenges globally.

Anchored in the guiding philosophies of Startup India, Atmanirbhar Bharat, and the Uttarakhand Startup Vision 2025, TBI-GEU purposes to support and empower high-potential startups, across diverse sectors including SaaS, B2B, FMCG, Artificial Intelligence, Internet of Things, Blockchain, HealthTech, AgriTech, Renewable Energy and Social Innovation. This vision is not merely aspirational—it is strategic, inclusive, and deeply aligned with India's roadmap for innovation-driven economic growth, which it plans to achieve through strengthening of infrastructure, collaborations, partnerships and scaling outreach efforts.

2. Eligibility Criteria

TBI-GEU welcomes a diverse pool of innovators, entrepreneurs, and early-stage startups to apply for its incubation and funding programs. All applications are subject to a preliminary scrutiny by TBI-GEU and a structured evaluation by an independent **SEED-X Committee** (Startup Evaluation & Entrepreneurial Development eXpert Committee).

a. General Eligibility

- **Individuals or Teams:** Any innovator or group with a promising idea, prototype, or early-stage ventures are eligible to apply across sectors aligned with TBI-GEU's incubation focus.
- **Startups:** Legally registered entities (Private Limited, LLP, or Partnership Firm) with a defined business model or Minimum Viable Product (MVP).
- **GEU Affiliates:** Preference will be given to the students, faculty, and alumni of the Graphic Era Group of Institutions comprising of Graphic Era (Deemed to be University), Graphic Era Hill University, Graphic Era Institute of Medical Sciences and Graphic Era Global School.
- **Women and Rural Founders:** Applications from women-led startups or entrepreneurs operating in rural regions will receive preference.
- **Unregistered Innovators:** Individuals at the ideation stage may apply for pre-incubation but must complete formal registration to be eligible for seed funding. Support and guidance will be provided

b. Pre-Incubation Grant Eligibility (Up to ₹60,000)

- Applicable to individuals or teams at the ideation or early prototype stage.
- Must demonstrate a clear problem-solution fit and early concept viability.
- A minimum of two months of pre-incubation at TBI-GEU is mandatory before applying for prototype development support.
- Applicants are required to submit their proposals through TBI-GEU's official online portal.
- Proposals will be reviewed through preliminary screening by TBI-GEU, followed by a detailed evaluation by the SEED-X Committee.

c. Seed Fund Eligibility (₹2–5 Lakhs)

- Only legally registered startups are eligible to apply.
- The entity must have a validated prototype or MVP with a potential for market entry and scalability.



- **Minimum three months of incubation with TBI-GEU is mandatory** before a registered entity can apply for seed funding.
- Applications must include a clear business plan, financial model, and potential for job creation or IP generation.
- Pitching and detailed evaluations will be conducted by the SEED-X Committee in its quarterly meeting.
- Additional preference will be given to women-led and rural sector startups that meet evaluation benchmarks.
**** Subject to the merits of the case, special consideration may be granted for a higher amount, based on the recommendation of the SEED-X Committee.**
- The proposal should also include a funding model like advisory equity, revenue/sales, share etc. However, it will be applicable on recommendation of SEED-X committee and finalised upon mutual agreement with TBI-GEU.
- Startups must commit to active participation in TBI-GEU's incubation programs and remain responsive to mentorship and progress reviews.
- Entities should not be more than **10 years old** from the date of registration and must comply with DPIIT's startup definition.
- The applicant must not have any ongoing disputes or blacklist status with any government or funding institution.

3. Admission and Selection Procedure

TBI-GEU follows a transparent, merit-based, and structured admission and selection process to identify high-potential innovators and startups for pre-incubation and seed funding support. The procedure is designed to ensure objectivity and fairness while promoting ventures with societal impact, commercial viability, and long-term growth potential. All applications are rigorously evaluated in multiple stages, culminating in a final assessment by the **SEED-X Committee**, whose decision is final, binding, and non-contestable.

a. Application Process

- Applications will be invited in three cycles, and interested candidates must submit their proposals through the official TBI-GEU website using the prescribed online form.
- Separate forms and requirements are provided for pre-incubation grant applicants and seed fund applicants.
- Applications are open throughout the year, with evaluation rounds for seed fund scheduled three times annually.

b. Stage 1: Preliminary Screening by TBI-GEU

- All received applications undergo a preliminary review by the TBI-GEU Incubation Team.
- This review evaluates completeness, eligibility, alignment with incubation focus areas, and basic feasibility.
- Incomplete or ineligible applications will be rejected at this stage; however, applicants may be given an opportunity to reapply for the grant after identifying and addressing the specified shortcomings.
- Applications that meet preliminary criteria are shortlisted for evaluation by the SEED-X Committee.



c. Stage II: Evaluation by SEED-X Committee

- Shortlisted applicants are invited to present a detailed **pitch deck** and participate in **pitching session** in front of the SEED-X Committee (special and prior permission can be taken to appear in the session in virtual mode subject to approval from TBI-GEU).
- The SEED-X Committee evaluates each applicant across a set of predetermined metrics (see below).
- Evaluation rounds may span multiple days depending on the volume and complexity of applications.
- The decision of the SEED-X Committee regarding admission, funding, or support terms shall be **final and binding**.

Applicants may be given an opportunity to present again if the deficiencies identified are not of a serious nature and can be rectified. They may address the issues or incorporate the feedback provided by the SEED-X Committee and reapply in the next round to be considered eligible for funding.

d. Evaluation Metrics

Each application is assessed based on the following parameters:

Metric	Weightage
Innovativeness	10%
Originality of the idea	10%
Market need and problem-solution fit	15%
Technical feasibility	10%
Scalability	5%
Team capability and commitment	10%
Revenue potential and business model	10%
Social impact and alignment with SDGs	10%
Readiness for prototyping (pre-incubation) or market entry (seed fund)	10%
IP potential or competitive edge	10%

e. Mandatory Documentation

Applicants are required to submit a set of essential documents to support their application. For pre-incubation support, this includes personal identification, background details, and a concise overview of the business idea, along with a proposed plan for prototype development. Seed funding applicants must additionally provide company registration documents, financial projections, founder credentials, and a detailed scaling strategy. In both cases, a well-structured pitch deck outlining the problem, solution, innovation, market potential, business model, and funding requirements is mandatory.

Pitch Deck Requirements: The pitch presentation (10–15 minutes) must include the following:

- Problem Statement
- Proposed Solution
- Innovation and Technology
- Target Market and User Persona
- Business and Revenue Model



- Market Validation/Traction
- Competitor Analysis
- Team Profile
- Roadmap and Future Plans
- Ask (Funding Request and Usage Plan)
- Exit Strategy or Long-Term Goals

More details on mandatory documentation are provided in the application form available on the official website of TBI-GEU (tbi.geu.ac.in).

4. Broad Areas of Incubation Support

TBI-GEU adopts a **sector-agnostic approach** to support diverse, innovative, and impactful ventures while maintaining a strategic focus on emerging technologies, social relevance, and inclusivity. It aims to empower founders across various domains and regions, with a strong emphasis on long-term impact and alignment with national priorities.

a. Sectoral Focus: TBI-GEU prioritizes startups in the following domains:

- Artificial Intelligence & Machine Learning
- HealthTech and MedTech
- AgriTech and FoodTech
- CleanTech and Renewable Energy
- EdTech and Digital Learning Platforms
- FinTech and Digital Inclusion
- Cybersecurity and Blockchain
- Smart Manufacturing and IoT
- SpaceTech and Geospatial Intelligence
- Tourism and Sustainable Hospitality
- FMCG

b. Thematic and Societal Impact Areas

Ventures with a strong societal mission or environmental relevance are highly encouraged. Thematic areas include:

- Affordable and Accessible Healthcare
- Water and Waste Management
- Climate Action and Sustainability
- Smart Cities and Urban Innovation
- Public Governance and CivicTech
- Education Access in Remote Regions

c. Emerging and Frontier Technologies

TBI-GEU fosters cutting-edge innovation by supporting startups in areas such as:

- Quantum Computing and Photonics
- Synthetic Biology and Bioinformatics
- Web3, NFTs, and Metaverse Technologies
- Big Data and Predictive Analytics
- Autonomous Systems (Drones, Robotics, AVs)
- AR/VR/XR for Immersive Experiences
- Cloud-native Solutions and DevOps Platforms

d. Rural Innovation and Social Entreprises



Startups focusing on rural challenges and grassroots development are welcomed. These include:

- Rural logistics and agri-supply chain optimization
- Agro-based product innovation and mechanization
- Handicrafts, local art digitization, and rural tourism
- Renewable energy and low-cost utility tech
- EdTech and health outreach platforms for rural areas

e. Women-led Startups

TBI-GEU encourages and supports ventures led by women or focused on women-centric issues. These include:

- Startups with women as primary founders or decision-makers
- Products and services designed for women's needs
- All-women or gender-balanced founding teams

***Preference may be given to rural startups or women-led startups with a target of two such startups in each funding cycle. The preference is indicative, not mandatory, and final decisions will be merit-based.*

5. Infrastructure, lab and resource access

TBI-GEU offers a 10,000 sq. ft. state-of-the-art incubation space on the 3rd floor of the CSIT block at Graphic Era (Deemed to be University), designed to support early-stage and growth-stage startups with comprehensive physical and digital infrastructure.

- **Workspaces:** The facility includes private offices, co-working bays, and hot desks to accommodate diverse team sizes and operational needs. These are equipped with modern furnishings and high-speed internet to foster productivity and collaboration.
- **Meeting & Event Facilities:** Startups have access to fully equipped conference rooms, boardrooms for investor or committee meetings, and a multipurpose hall for workshops, demo days, and community events. Dedicated training rooms support skill development and bootcamps.
- **Labs & Prototyping Support:** Through Graphic Era University, startups can access advanced computing labs, embedded systems labs, IoT tools, 3D printing, and biotech facilities—subject to availability and institutional guidelines.
- **Common Amenities:** The facility includes a reception, lounge areas, printing/scanning support, pantry services, CCTV surveillance, and 24x7 internet and power backup.

TBI-GEU's infrastructure is tailored to accelerate innovation, support product development, and create a collaborative ecosystem for startup success.

6. Seed Fund Structure and Governance Model

TBI-GEU's seed funding mechanism is designed to provide early-stage financial support to startups demonstrating strong potential for market entry, scalability, and social or economic impact. The fund structure integrates transparency, due diligence, and strategic returns through equity or revenue sharing, ensuring sustainability for both startups and the incubator.

a. Funding Structure for Pre-Incubation Grant:

- **Amount:** Up to ₹60,000 per idea



- **Eligibility:** Pre-incubated ideas at the ideation or prototyping stage
- **Evaluation Frequency:** Three times a year
- **Duration:** Available after **minimum 2 months of pre-incubation** at TBI-GEU
- **Use:** Prototype development, proof of concept, testing
- **Flexibility:** May be increased based on viability, at the discretion of the SEED-X Committee
- **Equity/Revenue Requirement:** None
- **Decision Authority:** SEED-X Committee reserves full discretion on funding amount, terms, and conditions

b. Funding Structure for Seed Fund:

- **Amount:** ₹2–5 Lakhs per startup
- **Eligibility:** Registered entities with a working MVP, incubated for **minimum 3 months** at TBI-GEU
- **Evaluation Frequency:** Three times a year
- **Funding Model Options:**
 - **Equity-based:** 1–5% advisory equity
 - **Revenue-based:** 2–10% share of gross sales or profit for a pre-agreed tenure
- **Decision Authority:** SEED-X Committee reserves full discretion on funding amount, terms, and conditions

c. SEED-X Committee (Startup Evaluation & Entrepreneurial Development eXpert Committee)

The **SEED-X Committee** is the apex body responsible for evaluating and sanctioning seed funding. It ensures due diligence, impact assessment, and merit-based selection of ventures.

i. Composition:

- Chairperson
- Vice Chairperson
- Treasurer (Finance representative from TBI-GEU)
- CEO, TBI-GEU
- Incubator Manager, TBI-GEU
- A Government Representative (from state/central bodies)
- An Ecosystem Partner (VC firms/Incubators/CSR wings etc.)
- 2 Domain Mentors (subject matter experts, seasoned entrepreneurs)
- 2 Startup Advisors/Investors

ii. Committee Meeting Protocol:

- **Frequency:** Three times a year
- **RSVP Required:** 15 days before meeting date
- **Quorum:** 6 members required.

iii. Governance Principles:

- The committee's **decision is final, binding, and non-contestable**
- All funding recommendations are based on structured evaluations and committee consensus
- Conflict of interest declarations are mandatory before voting on any applicant

d. Fund Disbursal and Monitoring

- **Disbursement:** Fund release will be milestone-based and tracked through a monthly startup performance report to be submitted to and reviewed by TBI-GEU.



- **Utilization Reports:** Startups must submit a quarterly utilization and impact report to TBI-GEU for review and the suggestions must be incorporated in a timely manner.
- **Follow-up Rounds:** Additional funding or mentorship support may be offered based on performance and recommendation from TBI-GEU.
- **Equity/Revenue Contracts:** Formalized through legal agreements between TBI-GEU and the applicant.

7. Intellectual Property Rights Policy

a. Ownership of IP

- Any **IP developed by incubated startups** at TBI-GEU—whether by students, faculty, staff, or external innovators—shall primarily belong to the **creator/startup** unless substantial institutional resources were used.
- In cases where **TBI-GEU infrastructure, labs, funds, or mentorship** have contributed significantly to the development of IP, TBI-GEU **reserves the right to retain a minor equity stake or royalty-based usage rights** as defined in mutual agreements.

b. Definition of Significant Use

"Significant use" includes, but is not limited to:

- Dedicated lab access for product R&D
- Use of institutional funding (including pre-incubation or seed support)
- Technical mentorship leading to IP creation
- Use of university IP as the base for development

Each case will be reviewed by TBI-GEU's IPR Advisory Cell on a **case-by-case basis** to determine ownership sharing.

c. Commercialization and Priority Rights

- If the IP or patent is **commercialized or sold to a third party**, TBI-GEU will retain **first right of negotiation or matching rights** to invest in or license the technology, provided it was developed using institutional resources.
- If the patent or IP is **commercialized by the startup itself**, and it involved substantial support from TBI-GEU (in terms of infrastructure, mentorship, or funding), the startup will be liable to pay **a royalty of no more than 10-20%** of net revenues for a period of **2 to 5 years**, depending on the scale of support, as determined by mutual agreement with the IPR Advisory Cell.

d. IPR Support for Startups

TBI-GEU offers the following IPR facilitation services:

- Mentorship on patentability, copyright, trademarks, and industrial design rights
- Support for filing national and international IP through empanelled attorneys
- Financial assistance for filing charges (for select startups under merit-based schemes)
- IP audits and commercialization strategy development

e. Faculty, Staff, and Student Founders

- Faculty members involved in startup ventures may retain their IP rights but must disclose such IPs if institutional resources were used.
- Any faculty- or student-led startup that files IP while affiliated with GEU or TBI-GEU must **notify the institution in writing** and, where applicable, obtain a **No-Objection Certificate (NOC)** before commercial use.



- In case of joint ownership with the university, **benefit-sharing models (equity or royalty)** shall be mutually agreed upon prior to fund disbursement or IP filing.

f. Commercialization and Licensing

- Startups may **license or commercialize** their IP independently, provided there is **clear ownership and no institutional conflict**.
- If the IP is jointly owned with TBI-GEU, licensing or commercialization shall be done **with institutional consent**, and revenue sharing terms must be defined in advance.
- TBI-GEU retains the right to **showcase or promote jointly developed IP** for academic, outreach, or promotional purposes.

g. Dispute Resolution and Legal Compliance

- Any disputes regarding IP ownership or usage shall be resolved by the **IPR Dispute Resolution Panel**, chaired by the Vice Chancellor or designated legal authority of the University.
- All IP activities shall comply with **DPIIT, WIPO, Indian Patent Office**, and other national/international regulations as applicable.

8. Monitoring and Evaluation

TBI-GEU adopts a rigorous, transparent, and milestone-based monitoring framework to ensure that all incubated startups and funded entities remain accountable, growth-focused, and aligned with their proposed objectives. Continuous engagement, performance tracking, and timely course correction are core to the success of the incubation lifecycle.

a. Periodic Evaluation and Reporting

- Every incubated startup is required to submit a **progress report every quarter**, detailing achievements, financial utilization, challenges, and next-phase targets.
- In-person or virtual review meetings will be conducted by the TBI-GEU team to assess progress, offer feedback, and recommend interventions where necessary.
- **Monthly check-ins** will be encouraged during the early phase of incubation or in cases of seed funding, especially to monitor cash flow and operations.

b. Milestone-Based Fund Release

- For both **pre-incubation grants** and **seed funds**, disbursement will be made in **tranches linked to predefined milestones** that are committed during the SEED-X Committee evaluation.
- These milestones may include prototype completion, MVP launch, customer acquisition benchmarks, or product certification, as applicable.
- TBI-GEU will **verify milestone completion** through submitted documentation, field validation (if required), or demonstration.
- Any deviation from promised timelines must be pre-approved by TBI-GEU through a formal change request.

c. Evaluation Metrics

Key performance indicators (KPIs) will guide the ongoing monitoring process and include:

- Achievement of technical/product development milestones
- Market validation and user feedback
- Revenue and traction growth (where applicable)



- Team progress and HR alignment
- IP filings, certifications, or regulatory compliance
- Participation in mentorship, events, and community contributions

d. Review and Intervention

- In cases of underperformance, TBI-GEU reserves the right to:
 - Suspend or terminate incubation support
 - Withhold or revoke pending fund tranches
 - Recommend business model pivots or leadership changes (advisory in nature)
- Startups will be encouraged to engage in **peer learning reviews**, collaborative demos, and panel evaluations to refine their strategy and execution.

e. Graduation and Continuity

- Startups nearing the end of the incubation term will undergo a **final review assessment** to determine their readiness for graduation or need for extended support.
- Those showing exceptional promise may be considered for:
 - Additional funding rounds (from internal or external sources)
 - Investment facilitation and pitch connect
 - Alumni access to TBI-GEU's services on a reduced or need basis

9. Exit and Graduation Policy

The Exit and Graduation Policy at TBI-GEU is designed to ensure that startups transition smoothly from the incubation program either upon successful growth or due to unmet objectives. The policy promotes accountability, maximizes the impact of support, and maintains space and resources for new entrants.

a. Graduation Criteria

A startup is considered eligible for graduation from TBI-GEU's incubation program upon fulfilling one or more of the following criteria:

- **Product/Service Launch:** A market-ready product or service has been developed and commercialized.
- **Revenue Generation:** The startup achieves consistent revenue over two quarters, demonstrating product-market fit.
- **External Funding:** The startup secures angel investment, venture capital, or substantial government/CSR funding.
- **IP and Compliance Milestones:** Completion of key regulatory, IP filing, or certification benchmarks.
- **Operational Maturity:** The team has grown, systems are formalized, and the startup has become operationally self-reliant.
- **Incubation Duration:** Completion of the agreed incubation term (typically 12–18 months), even if other criteria are unmet.

Startups must undergo a **Final Review Meeting** with the TBI-GEU team and submit a **Graduation Report** to officially exit the program.

b. Exit Criteria (Non-Graduation)

A startup may be asked to exit the program under the following non-graduation circumstances:

- **Non-performance or Inactivity:** Consistent failure to meet milestones, missing reviews, or no product progress within 6 months.



- **Fund Misuse or Non-compliance:** Breach of contract terms, fund diversion, or falsified reporting.
- **Voluntary Withdrawal:** Founder(s) decide to discontinue operations or exit the program.
- **Ethical Violations or Legal Issues:** Any behaviour that compromises institutional integrity, legality, or public trust.

In such cases, TBI-GEU reserves the right to:

- Discontinue services and facilities
- Reclaim unused funds or support
- Enforce any revenue/equity obligations outlined in the initial agreement

c. Standard Operating Procedure (SOP) for Exit/Graduation

- **Step 1:** Internal Evaluation – Conducted quarterly to track startup eligibility for graduation or early exit.
- **Step 2:** Notification – Eligible startups receive a formal communication regarding potential graduation or exit.
- **Step 3:** Final Reporting – The startup submits a comprehensive report including financials, achievements, challenges, and future plans.
- **Step 4:** Review Panel – TBI-GEU organizes a final panel meeting with incubator staff, mentors, and advisors to assess readiness.
- **Step 5:** Decision – Based on the panel's recommendation, the startup is either graduated, offered extended support, or exited.
- **Step 6:** Handover – Formal clearance, asset return (if applicable), and final settlement of dues or obligations (e.g., equity/revenue agreements).

d. Post-Graduation Engagement

Graduated startups are welcomed into the **TBI-GEU Alumni Network**, through which they can:

- Access mentorship and investor connects
- Attend exclusive alumni events and demo days
- Receive discounted services or re-enter incubation (if pivoting/new venture)
- Participate as mentors or peer reviewers in future batches

10. Policy Review and Amendments

The TBI-GEU Incubation Policy is a dynamic document designed to evolve with the changing needs of the innovation ecosystem, regulatory frameworks, and national priorities. The policy shall be:

- **Reviewed annually, or twice a year if required,** by the **Internal Review Board** of TBI-GEU.
- Amendments may be proposed by the incubation management team, SEED-X Committee, or university leadership.
- Any changes shall be approved by the designated board and **notified officially through the TBI-GEU website and direct communication** to affected stakeholders.
- The revised policy shall be applicable prospectively unless stated otherwise.