



**MKSSSS's Cummins College of Engineering
for Women, Pune**
(www.cumminscollege.org)

Innovation and Startup Policy

Preamble

Cummins College of Engineering for Women (CCEW) is governed by its parent institution, Maharshi Karve Stree Shikshan Samstha (MKSSS) which is started in 1896. Cummins College is the first all women engineering college in India established in the year 1991 with support from Cummins Diesel (India) Foundation. It is located in Pune, Maharashtra State and is well known as 'Oxford of the East' with strong Computer, IT, Mechanical, Automobile and Electronics industry hub. Cummins College of Engineering for Women is recognized for its rigour in academics and dedicated faculty, successful alumnae being its outcome. Cummins College has a strong association with the industry and is recognized for providing quality recruits for the industry. The institute facilitates the students to work on innovative project ideas and encourages, provides a platform for business startups to develop their ideas into commercially viable products,

Mission

To develop women professionals who are academically & technically competent with strong professional ethics.

Vision

To be globally renowned institute for imparting quality education and to develop women leaders in engineering and technology.

1. Strategies and Governance

- A) An Entrepreneurship Development – Startup & Innovation cell and pre-incubation facilities shall be created.
- B) A separate committee shall be constituted including a senior person at the level of dean / director / equivalent position as head and members from the entire stakeholder's (faculty, alumni, students, industry, incubation centres, start-ups) category would be involved in implementing this entrepreneurial vision at the institute.

- C) Importance of innovation and entrepreneurial agenda shall be promoted and highlighted at institutional programs such as conferences, convocations, workshops, seminars etc.
- D) The institute will foster various collaborations to boost the growth of the start-up ecosystem. Industrial corporations and associations will be encouraged to mentor, support, or incubate start-ups in a big way.
- E) To ensure seamless and uninterrupted growth of startups, funding support will be given for the startups across stages i.e. early / seed stage, growth stage and mature stage to ensure holistic growth of the entire ecosystem.

2. Enabling Institutional Infrastructure for Startups

- A) Creation of pre-incubation and incubation facilities for nurturing innovations and startups in the institute shall be undertaken. The goal of the efforts shall be to link Innovation to Enterprises to Financial Success.
- B) The pre-incubation facilities shall be accessible to students, alumni, staff and faculty of the institute who are working in the domain of entrepreneurship, startup & innovation

3. Nurturing Innovation and Start Ups

- A) Students / faculty will be allowed setting up their own start up (including social start ups).
- B) Students / faculty will also be allowed working part-time for the start ups while studying / working OR work as intern / part-time in start ups incubated in the institute.
- C) Student entrepreneurs shall be given academic credits for their work on innovative prototypes / Business Models. A clear guideline will be developed to formalise the mechanism to give credits to Student Entrepreneurs for working on innovative prototypes / Business Models. A committee may be set up for review of the startups initiated by students, which will give appropriate credits for academics based on the progress made.
- D) Mentoring and support of legal experts for easy creation of start-ups, copyrights and patent registrations shall be provided.
- E) Guidance, mentoring and support for filing of patents, copyrights, trademarks, designs etc., shall be provided to start ups, ideas by students, faculty and staff members.
- F) Students shall be allowed to take a semester / year break (or even more depending upon the decision of the review committee) to work on their startups and re-join academics to complete the course.

- G) Institute shall extend this startup facility to alumni of the institute as well as outsiders.
- H) Interdisciplinary research and publication on startup and entrepreneurship shall be promoted by the institutions.

4. Product Ownership Rights for Technologies Developed at Institute

- A) If fund and / or resources of the institute are used substantially, then the Intellectual Property will be made jointly by the institute and inventor faculty and / or students.
- B) The revenue arising out of licensing of IP in such cases, will be shared between the inventors and the applicant institute as per the norms specified in IPR policy of the institute.
- C) If any one of the inventor (student / faculty) want to start a startup based on the technology developed for which IP is jointly filed, then it can be licensed to the inventor with royalty of 4% of sales price.
- D) If the licensing is in the form of shares, then it will be between 1 to 4%
- E) In return of the services offered (Space, infrastructure, mentorship support, seed funds, support for accounts, legal and patent filing support etc.) and facilities offered to a startup setup by students / faculty, institute / incubation unit will take 2 to 9.5% equity / stake in the startup / company.
- F) Depending on the infrastructure and other resources utilised, time and the kind of support services extended, the actual percentage may vary.
- G) In case of any dispute on IPR ownership and revenue sharing and licensing, a committee will be setup to look into the matter and recommend.

5. Organizational Capacity, Human Resources and Incentives

- A) Institute Faculty will be encouraged to do courses on innovation, entrepreneurship management and venture development.
- B) Faculty and departments of the institutes shall work in coherence and cross-departmental linkages shall be strengthened through shared faculty, cross-faculty teaching and research in order to gain maximum utilization of internal resources and knowledge.
- C) Participation in start up related activities will be considered as a legitimate activity of faculty in addition to teaching, R & D projects, industrial consultancy and management duties and will be considered while evaluating the annual performance of the faculty.

- D) Mentoring a startup by faculty shall be encouraged. Startup and patent work shall be included as one of the performance evaluation policy for faculty and staff.
- E) There will be no restriction on shares that staff and faculty can take as long as they don't spend more than 20% of office time on the startup in advisory or consultants role and don't compromise with their existing academic and administrative work or duties.

6. Creating Innovation Pipeline and Pathways for Entrepreneurs

- A) Spreading awareness among students, faculty and staff about the value of entrepreneurship and its role in career development or employability shall be a part of the institutional entrepreneurial agenda.
- B) Students / staff shall be made aware of and educated that innovation (technology, process or business innovation) is a mechanism to solve the problems of the society and consumers.
- C) Students shall be encouraged to develop entrepreneurial mindset through experiential learning by exposing them to training in cognitive skills (e.g. design thinking, critical thinking, etc.), by inviting local entrepreneurs or experts to address young minds.
- D) Initiatives like idea and innovation competitions, hackathons, workshops, bootcamps, seminars, conferences, exhibitions, mentoring by academic and industry personnel, throwing real life challenges, awards and recognition should be routinely organized.
- E) The institute shall link their startups and companies with wider entrepreneurial ecosystem by providing support to students who show potential, in pre-startup phase.
- F) Business incubation facilities such as premises at subsidised cost, laboratories, research facilities, IT services, training, mentoring, etc. will be made accessible to the new startups.
- G) A culture will be promoted to understand that the money is not FREE and is risk capital. The entrepreneur must utilize these funds and return.

7. Pedagogy and Learning Interventions for Entrepreneurship Development

- A) Diversified approach shall be adopted to produce desirable learning outcomes, which should include cross disciplinary learning using mentors, labs, case studies, games, etc. in place of traditional lecture-based delivery.
- B) Student clubs / bodies / chapters shall be created for organizing competitions, bootcamps, workshops, awards, etc.

- C) Institute shall start annual 'Innovation and Entrepreneurship Award' to recognize outstanding ideas, successful enterprises and contributors for promoting innovation and enterprises ecosystem within the institute.
- D) Teaching methods shall include case studies on 'business failure' and real-life experience reports by start-ups for creating awareness among the students. Failures will be elaborately discussed and debated to imbibe that failure is a part of life, thus helping in reducing the social stigma associated with it. This shall be a part of institute's philosophy and culture.
- E) Entrepreneurship education shall be imparted to students at curricular / co-curricular / extracurricular level through elective / short term or long-term courses on innovation, entrepreneurship and venture development.
- F) Integration of expertise of the external expertise shall be done in the entrepreneurship education.
- G) In the beginning of every academic session, institute shall conduct an induction program about the importance of I & E so that newly inducted students are made aware about the entrepreneurial agenda of the institute and available support systems.

8. Collaboration, Co-creation, Business Relationships, Knowledge Exchange

- A) Formal and informal mechanisms such as internships, teaching and research exchange programmes, clubs, social gatherings, etc., shall be used for the faculty, staff and students of the institutes to connect with the external environment.
- B) The institute will implement, monitor and evaluate this policy.

MW

Principal
MKSSS's Cummins College of Engg.
For Women, Karvenagar, Pune-52

