

Woman power

Cummins has established a technical college exclusively for women.



Background:

At a time when most students gaining and pursuing higher technical education were still men, 'Maharshi Karve Stree Shikshan Samstha' (MKSSS) took a step towards women education and empowerment with the Cummins College of Engineering. Established in 1991 in Pune, the college was set-up exclusively for women.

The idea behind setting-up this college was to provide quality technical education at a reasonable fee so that girls, even from humble backgrounds, could fulfill their dream of becoming engineers.

Approach and effort:

At Cummins, we believe education is a necessary tool and a foundation to uplift the weaker sections of society.

By providing financial assistance to the Cummins College of Engineering for Women (CCEW), Cummins endorsed the mission of MKSSS - 'Women empowerment through education'.

Not limiting itself to financial assistance alone, Cummins has contributed to the development of the college in academic ways as well. Cummins offers this assistance to both the units of CCEW in Pune and Nagpur.

The project requires committed participation from employees who are engaged in:

- Establishing the Mechanical Engineering Department

- Cummins Fellowship Program at Purdue University
- Sponsorship for the national level inter-collegiate technical event
- Projects and internship for students
- Guest lectures, workshops and training programs

Resulting change:

In less than two decades, this association has bloomed magnificently. Besides allocating more funds, Cummins India Foundation has declared the Cummins College as its Signature project and is working hard at ensuring that the college acquires a listing amongst the top colleges in India.

CIF aims at 'enhancing the quality of education such that the college is amongst the top 5% of privately managed engineering institutes'. The plan for this is outlined:

- Phase 1– Focus on undergraduate program (2011–2017)
- Phase 2– Focus on graduate program (2018–2025)



Our association ensured:

- Assistance in setting up the engineering college for women in Pune
- Second unit of the engineering college for women in Nagpur
- Establishment of Mechanical Engineering Dept. in CCEW, Pune
- Assistance to 23 students to pursue MS at Purdue University in the United States

- Internships at Cummins Inc. or Cummins India to students of this college

Other than that, Cummins also took it upon itself to enhance faculty and student development.

For this, Cummins:

- Sponsored faculty for PhD and paper presentation
- Provided training
- Provided faculty Exchange
- Provided opportunities to work with industry on research projects
- Provided external faculty as Mentors

Towards student development, Cummins:

- Provided Leadership Program
- Provided industrial exposure to students
- Provided Students Exchange Program
- Increased the placements of students

Making education accessible

Cummins creates education opportunities for traditionally and economically-disadvantaged students, enabling them to follow their dreams.



Background:

At Cummins, the belief goes that education is a necessary tool and a foundation to uplift the weaker sections of society. Special scholarship programs have been put in place to empower needy students with educational and financial assistance.

What distinguishes the Cummins Scholarship Program is that it aims for gender equality by providing girls a platform to opt for higher education in the stream of engineering, medicine, teaching, nursing, etc. The Cummins Scholarship Program reserves 60% of the seats for female candidates.

Approach and effort:

The Cummins Scholarship Program was inceptioned in the year 2006 at Pune with 13 students being awarded scholarships. In just over a couple of years, the scholarship program has become immensely successful and expanded to Cummins' other locations like Jamshedpur, Daman, Dewas, Ahmednagar and Phaltan. The program offers:

- Scholarship which includes college fee, stationery reimbursement and laptops
- Communication with schools, junior colleges, engineering colleges, diploma institutions, NGOs & Trusts offering educational assistance
- Zero liability in terms of bond or any other condition for repayment of the scholarship on students

- Mentorship projects and internship opportunities

This program contributes in a large way to the organization's initiative of Every Employee Every Community (EEEC) which mandates an employee to devote minimum 4 hours of their working time towards any community-related project undertaken by Cummins.

Employees participate towards:

- Generating awareness in different schools and colleges
- Conducting telephonic and personal round of interviews to gauge:
 - Academic Knowledge
 - Attitude / Maturity of thoughts / Adaptability
 - Communication / Interpersonal Skills-verbal / nonverbal
 - Enthusiasm and Confidence
 - Potential for growth

- Making verification calls with parents / guardians of short listed students to ascertain family details

- Stepping in as mentors

- Monitoring student's performance every semester

This scholarship initiative is executed using project management tools. Thousands of applications based on this communication and word of mouth are received. 60% of the scholarship is earmarked for female students and 15% for socially-disadvantaged students.

Resulting change:

The program started with 13 scholarships in 2006 and has grown phenomenally since then. So far, Cummins has awarded 233 scholarships to such deserving and meritorious children coming from disadvantaged backgrounds.



Anant J. Talaulicar, Managing Director, Cummins in India, and Tim Solso, former Chairman and CEO, Cummins Inc. (from 2000 till 2011) presenting scholarship letters to selected scholars.