

Minutes of the 3rd Meeting of the Board of Governors of IMT Ghaziabad held on Friday, 21st May 2021 through video conferencing.

Members Present:

1. Prof A H Kalro - Chairman
2. Prof Mithileswar Jha
3. Prof P K Jain
4. Prof Asha Bhandarker
5. Mr Rajesh Uppal
6. Prof Subhajit Bhattacharyya, Director IMT Ghaziabad
7. Prof P K Biswas
8. Prof Puja Aggarwal Gulati
9. Mr Narender Pal

Due to pandemic situation, the Board Meeting was conducted online.

Prof Kalro, Chairman welcomed all the members of the Board of Governors. He mentioned about the difficulties of the pandemic situation and challenges for the academic institutions. He again appreciated the tireless efforts made by the Director, Dean, Faculty and staff of IMT Ghaziabad in these unprecedented times and running the Institution efficiently. He also stated that IMT not only was running efficiently but also achieved some accolades which made all the stakeholders proud. He mentioned that IMT Ghaziabad received re-accreditation from AACSB for further five years till 2026. He informed the members that IMT Ghaziabad has been granted Category - I status by AICTE which gives lot of freedom to the institute in many academic matters.

Prof Kalro then invited Prof Bhattacharyya to take the members through the agenda of the meeting.

Prof Subhajit Bhattacharyya, Director presented to the Board on following activities of the Institute:

- AACSB Accreditation and Feedback
- Academic Activities and Action Plan 2021-22
- Placement
- Admissions
- Faculty Research Output
- IMT Ghaziabad Action Plan to Create Entrepreneurial Ecosystem as per NISP

First, the MOM of the last meeting were confirmed by the members of the Board.

Further, he informed all the members that he will be presenting first five agenda items and the last agenda on the action plan to create Entrepreneurial Ecosystem will be presented by Dr Shalini Tiwari who will join the meeting later to discuss this aspect.

Agenda item no. 1: AACSB Accreditation and Feedback

Director informed the board about the re-accreditation by AACSB for further five years till 2026. He told that IMT Ghaziabad was appreciated on the following points by the peer review team of AACSB

- Impressive progress on intellectual contributions and institutional research support
- Elaborate and beneficial industry immersion through faculty, curricular components, and alumni support that benefits student success.
- Very thorough and well laid out admissions criteria
- Being the first institution in India to launch a Beta Gamma Sigma (BGS) student chapter in 2016
- Recognition through AACSB's– "Innovations that Inspire"

He mentioned that following issues need to be looked into by IMT Ghaziabad as per the feedback received from the peer review team

- Currently the gender ratio is heavily skewed in favour of Male students (85%) and female students constitute only 15%. The School should take appropriate action to address this anomaly.
- The school should establish a formal External Advisory Board that comprise not only the Governing Council members but also the industry experts, and contribute to Curricular improvement, Fund raising, Student Placement, Internships and Mentoring.
- The school should increase clarity on Faculty qualifications, participation and the role of Dubai Campus as well as other campus nationwide in the perspective of PGDM-DCP program.

Prof Bhattacharyya informed the board that IMT Ghaziabad has launched a scholarship 'Mrs Leela Nath Memorial Scholarship' for girl students which may encourage females to join us. He said that we have decided not to relax eligibility norms for female students as we would not like to compromise on quality of the students. In addition to this scholarship, one more scholarship has been started under which the full tuition fee of 10 students from economically weaker Section will be refunded.

Prof Kalro pointed out that positive discrimination is also allowed as per the constitution of India.

Prof P.K Jain suggested that a slight relaxation of marks for female candidates may not disturb the quality of batch but it can help in improving the gender ratio.

Prof Bhandarker said that cut-offs should not be different for male and female candidates but some extra marks may be given to the female students who are fall in the selected pool of the candidates.

Prof Kalro summed up that we must set a new direction to increase female student ratio through positive discrimination in light of various judgements, and it may be referred to the Governing Council.

Prof Bhattacharyya informed the members that IMT Ghaziabad has already started the process of NBA re-accreditation of PGDM (Fin) and (Mkt). The PRT visit was also conducted and we are awaiting the results.

Agenda item no. 2: Academic Activities and Action Plan 2021-22

Director apprised the board that all the classes and examinations of all our programs (Two year PGDM, DCP, Part-time, executive, FPM) were conducted in online manner during last

year. Strict plagiarism checks were in place for examination evaluation. Similarity index of more than 10% were looked into seriously by the faculty members and students were even awarded zero in such cases. This policy was appreciated by the members of the board.

Prof P.K Jain expressed his concern over similarity index in numerical papers of Finance. Director informed him that in all such cases the faculty members had taken the decision based on the nature of subject. Further, Prof Puja Aggarwal Gulati being in Finance area mentioned that the Faculty cohort of the course had discussed and decided the evaluation pattern in finance courses while taking cognizance of the possibility of high similarity in finance subjects.

Prof P.K. Biswas added that the faculty members were asked to frame questions papers consisting of analytical questions so as to avoid the straight forward answers given by the students. He also said that the question papers drafted by visiting faculty members were moderated by Core faculty members.

Prof P.K. Jain suggested that in present scenarios the weightage of end term examination can be reduced and multiple components can be added such as internal evaluation.

Prof P.K. Biswas stated that such practice is already in place.

Prof Puja Aggarwal Gulati elaborated that at IMT Ghaziabad we already have at least four components of evaluation in all courses and the weightage of end term exam is not more than 40%/50% for any course.

Prof Bhandarker also pointed out about effective proctoring system. It is a learning process for all.

Prof Kalro emphasized for the need for setting innovative question papers and learning focus.

Prof Bhattacharyya stated that starting from academic year 2021-22, all PGDM students are supposed to go for international immersion for a period of 1 week during January –March 2022. Preparations are on for that.

Agenda item no. 3: Placements

Prof Bhattacharyya provided the figures of placements of batch of 2020. He mentioned that out of 549 students, 503 have got placed. The highest domestic offer was INR 29.32 lac per annum

and average salary stood at INR 12.42 lac per annum. There were no international placements this year.

Prof P. K. Jain appreciated this considering the Pandemic circumstances. Other members also noted it as good.

Agenda item no. 4: Admissions

Director provided status of admissions in Two Year Full Time PGDM Program. He informed the members that the admission process was conducted online as a result of pandemic. He mentioned that the CAT Cut-off for Two years PGDM was 93% whereas for DCP it was 90%.

Prof Asha Bhandarker enquired about the fellowship paid to the FPM Scholars. Prof Bhattacharya informed all the members that IMT Ghaziabad pays Rs. 60,000 per month as stipend to FPM scholars. It was appreciated as it is probably the highest stipend paid by any institution in the country.

Prof P.K. Jain suggested that supervisors should be allotted to the FPM scholars in second year itself. He stated that this would help the scholar and the supervisor to start working on the research work at the early stage.

Prof Kalro suggested that we should encourage more inter-disciplinary courses in FPM.

Agenda item no. 5: Faculty Research output and highlights

Prof Bhattacharyya reported the figures of faculty research output for the last three years. He mentioned that although the number of research papers published by faculty members has decreased but the quality of journals in which faculty has published has significantly improved. He further added that monetary incentives for high rated publications has helped in improving the quality of publications. He informed the board that from the current academic year, a penalty will be imposed on the faculty for not publishing in an academic year.

Prof Jain and Prof Bhandarker expressed their concerns over penalty for not publishing in an academic year. Prof Jain said that every faculty member might not be a good researcher, he/she might be an excellent teacher. Prof Bhandarker said that one-year timeline is too short to evaluate for a good quality journal publication. She suggested to increase this timeline to 2/3 three years. Prof Bhattacharyya informed the members that the penalty would be a token penalty and not a harsh one.

Prof P.K. Biswas informed the board that from current academic year it is decided to give a research grant to the faculty members for carrying out the research work. The research proposal of faculty will be evaluated by a committee, constituted by Director, and on the basis of the recommendations, the grant will be given.

Agenda item no. 6: IMT Ghaziabad Action Plan to Create Entrepreneurial Ecosystem as per NISP

Prof Bhattacharya informed the board that as per National Innovation and Start Up Policy 2019, IMT Ghaziabad created a committee to create an Entrepreneurial Ecosystem in the campus. He invited Prof Shalini Rahul Tiwari to join the meeting and present to the board about the planning for Entrepreneurial Ecosystem as per NISP.

Prof Tiwari presented the action plan in three parts to the board members, short term, medium term and long term.

Prof Jha suggested to look at the existing structures on entrepreneurial ecosystem at IIM Ahmedabad, Bangalore, S.P Jain Institute, IITS, Indian Institute of Science as these places already have entrepreneurial ecosystem in place. He also said that to begin with, IMT Ghaziabad should look at national collaborations instead of international collaborations.

Mr Rajesh Uppal agreed with the points made by Prof Jha. He said that at Maruti Suzuki that have a team which works with institutions, gives them the problem statement and they come out with the solutions. Maruti also provide funding to the institutions to create solutions to the

problem statement. He said that the plan presented is a good framework but it should be divided into small actionable plans.

Prof Asha Bhandarker suggested to start in a project mode.

Prof Kalro also gave his inputs on the plan presented. He said we should not only look at three years but this activity should be planned for many years to come. He suggested to touch base with Alumni who have become entrepreneurs as it would help in taking the plan ahead. He also suggested that Incubation facilities to germinate ideas. Innovations also should in the context of problem solving He quoted examples of Ahmedabad Education Society and NMIMS. In this space he cited the example of Social Enterprises/ Social Entrepreneurship.

Prof Biswas mentioned that we have benchmarked our plan on the basis of experiences of IIMs, IITs and other institutions. We have also introduced an elective on Social Entrepreneurship to strengthen curriculum component in addition to workshops on Entrepreneurship & course on CSR. As we have to incorporate NISP plan on AICTE portal, we have defined short term, medium term and long term plan of activities. However, we will incorporate suggestions of board members.

Prof Kalro mentioned that proposed NISP is approved to be put on AICTE portal. He further suggested that, there has to be a separate governance model to monitor activities under NISP and one CEO may be appointed for this function.

Prof Bhattacharyya thanked everyone for their suggestions and a very fruitful learning opportunities.

The meeting ended with a vote of thanks to the chair.