

**MINUTES OF THE 4TH MEETING OF THE BOARD OF GOVERNORS OF IMT
GHAZIABAD HELD ON TUESDAY 30 NOVEMBER, 2021 VIA VIDEO
CONFERENCE**

Members Present:

1. Prof. A. H. Kalro- In Chair
2. Prof. Vishal Talwar
3. Prof. Mithileshwar Jha
4. Prof. Asha Bhandarker
5. Prof. Amit Sareen
7. Prof. P. K. Jain
8. Prof. Puja Aggarwal Gulati
9. Mr. Narender Pal

Special Invitees:

Prof Shalini Rahul Tiwari
Prof Gunjan Malhotra

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

Prof Kalro 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 informed the Board about the change of Director since the last meeting of Board. He introduced Prof Vishal Talwar to the board who took over the charge of Director office in August 2021.

Prof Kalro appreciated the efforts made by IMT Ghaziabad for taking all precautions and running the Institute efficiently. He informed the board that the classes are being held online and he mentioned that faculty of IMT Ghaziabad have taken up the challenge of teaching online and have done a good job so far.

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

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

Prof Talwar, Director IMT Ghaziabad, presented to the Board on following activities of the Institute:

- Current rankings of IMTG
- Action points on the concerns raised by AACSB PRT
- Status on National Innovation and start-up Policy implementation
- Update on all academic Programs
- Briefing on Admissions

- Update on Placements
- Research Output

First, the MOM of the last meeting were confirmed by the members of the Board. Prof. Talwar updated the board on various accreditations and rankings the institute has. Prof Kalro raised concern on the 3 years' term only instead of full-term of six years for NBA accreditation. He suggested to Identify the problem areas and work towards those to secure full six years' accreditation.

Prof Asha suggested applying for AMBA accreditation. Prof Talwar apprised the board that the institute has initiated work on EQUIS and will soon start on AMBA. Further, Prof Talwar mentioned the Current NIRF ranking for IMTG and that the institute plan to work for the next 3-4 years to improve the NIRF Rankings. He then invited Prof Puja Aggarwal Gulati to apprise the board of the areas of concern which should be addressed over next few years.

Prof Puja informed the board that IMTG was Ranked 38th this year as compared to 37th last year. She highlighted that Research, Consultancy and gender ratio (for students) have been identified by the Ranking team to be areas of concern which require attention improve the ranking significantly in the next 3-4 years.

Prof Asha Bhandarker suggested that the institute should introduce extra mark(s) for female students as it will have a positive impact in the gender ratio. Prof. Talwar appreciated the suggestion and mentioned that marketing of the Program in right direction is crucial as well. He said that we plan to make our marketing more targeted such as showcasing women alumni for marketing campaign to attract female students.

Dr Kalro mentioned that he strongly believes that instead giving something extra to female candidates there is need to change the matrix which is used for selection of students. The matrix should be designed in such a way that we select mature, responsive and responsible students. He said this kind of matrix would automatically enhance the possibilities of selecting female candidates as they are by nature better off in these traits. IMTG may take the lead on revising the matrix in consultation with GC and EC.

Further, Prof Talwar took the board through the action plan to address the concerns raised by the AACSB PRT. First being the concern about gender ratio was already addressed before so he moved on the second concern which was about the meaningful partnerships with Industry, academia, government and social sectors. He informed the board that the institute is planning to create an external advisory committee to strengthen the curriculum and architecture of our programs. Prof Talwar also said that areas will be advised to hold area advisory meetings at regular intervals.

Prof Talwar then addressed the next concern raised by AACSB PRT over role of IMT Dubai campus in IMT's system. He informed that the institute is in the process of repositioning the DCP program as a unique program and three tracks - International business & marketing, trade & logistics, and quantitative finance have been identified to be introduced. Various discussions have taken place with industry experts and faculty to review the existing curriculum and

reposition it as international program. There is a plan to Involve international faculty to deliver the program. The status will be updated in the next meeting.

Further Prof Talwar then invited Prof Shalini Rahul Tiwari to update the board about the status of NISP implementation. Prof Shalini started by thanking BOG for constructive suggestions and inputs towards building-up of the entrepreneurial ecosystem following which the institute has finalised the full frame work on various elements of the ecosystem that it will be looking at in light of the broad NISP policy mandated by Govt to be institutionalised at AICTE institutes. She informed that out of the three stages of NISP, IMTG has completed the first stage of policy formulation. She also apprised the board about the initial activities that are being conducted under NISP.

Dr Talwar added that the institute is in talks with Management and Non-Management Institutes (established IITs, IIITs and Architecture institutes) for potential collaboration for Incubator centre.

Mr Rajesh Uppal enquired about the short-term goals for these collaboration. Dr Talwar explained in short term, we are looking at collaborative hackathons along-with these institutions. He said that we are interested to collaborate with established accelerator in the region so as to trigger the interest in the students. He added that the major challenge is that the students are focused on placements. These collaborations may give them a tangible direction in this field.

Mr Uppal invited IMTG to explore Maruti Centre of Innovation for more ideas. Prof P.K. Jain appreciated the initiative and suggested exploring collaboration with IIT Delhi incubation centre also.

Prof Talwar then requested Prof Amit Sareen, dean Academics to update the board on various steps taken to start the academic year. Prof Sareen informed the board about the shift from blended mode of working to on campus working. He also mentioned that second year students requested to visit the campus as they were missing out on the campus experience. Although the classes continued to be online but the request to visit the campus was granted with strict vigilance on Covid protocol. The DCP program students were also called on the campus as they could not travel to IMT Dubai due to Covid restrictions. However, all the classes continued in online mode.

Prof Sareen also explained the new plagiarism policy which was thoroughly reviewed in terms of evaluation and learnings. The new policy was implemented in Term-I and Term IV exams. Further he stated that preparations are on to deliver the classes for Term VI in offline mode so that classroom experience can be given to the second year students. He also talked about the BFS Program and the discussion that were held with Vlerick Business School for the enhancement of the program.

Prof Asha Bhandarkar enquired if IMTG has any tie-up with international institute for longer duration for dual degree. Prof Talwar informed her that the institute is in talks not only with various international renowned institutes but also with niche edtech organisations for the same.

Prof P.K. Jain enquired if IMTG follows the AACSB and AICTE guidelines in the process of faculty recruitment. Prof Sareen apprised the board that a lot of efforts are being taken to ensure that AACSB and AICTE guidelines are thoroughly followed.

Further, Prof. Sareen briefed the board about PGDM-Executive program. He informed that the international immersion for the Executive batch happened in mixed mode under which the students participated in an online program at Syracuse University followed by two weeks at IMT Dubai. The placement for the batch is in process. Overall the program is on track in terms of delivery of courses and placement etc.

Prof Sareen further talked about the Part-Time Program. He said that the current batch has more students compared to the previous few years with sponsored candidates from Maruti Suzuki. He informed that IMTG is looking to engage international faculty for the Part-Time programs. The program is on track in terms of academic delivery.

Prof Bhandarkar enquired on implementation of plagiarism. Prof Sareen updated the board as to how IMTG is ensuring quality in examination through plagiarism policy. Prof Puja added to Prof Sareen's comments. Prof Jain highlighted some of the practices followed by him in finance courses online examination to maintain quality which was appreciated by the director. Prof Kalro mentioned the challenges of conducting examination in online mode faced by the institutions world wide.

Prof Talwar then invited Prof Gunjan to update the board on the FPM Program. She informed that the process to introduce Executive FPM has started. Prof. Bhandarker enquired about the funding for FPM students for attending conferences. Prof.Gunjan updated that IMT will sponsor the travel for the eligible scholars as per the institutes travel policy. Prof Jain asked about the number of courses and credits for FPM students at IMT and shared his views on the evaluation of thesis and the guidelines followed at other institutes/universities. Prof Shalini also apprised the board about the mandates for the scholars in terms of Research, papers and seminars, and process of thesis submission. Prof Jain suggested that the institute should be flexible with the category of papers published by scholars, for example, instead of minimum one paper in B category, two paper in C category should be accepted.

Prof Bhandarkar enquired whether the course work for the scholars is dominantly customised for the doctoral program or it's the same as for the PGDM program. Prof Shalini mentioned the FPM program has its own program architecture prepared on the inputs received from the Academic Council. The first year is not totally aligned to the PGDM courses but the scholars undergo few functional courses like Marketing, Operational, HR and Strategy etc. From Term I, the scholars are exposed to quantitative methods and research methodology courses which are designed specifically for the scholars in consultation with the Academic Council. In Term II, they are exposed to the basic theoretical foundation courses such as, for the scholar admitted to Marketing area than a marketing theory course is offered to ensure strong foundation. A mix of PGDM courses and FPM courses are being offered in the first year followed by specialisation courses in the second year onwards.

Active engagement with alumni and industry at the curriculum design level. We are planning to do that for DCP and BFS as it requires industry engagement.

Further Prof Talwar discussed the approach to 2021 Admission, cut-off followed and the students admitted to various programs. He informed that learnings from 2021 admissions are being incorporated to improve the 2022 admission process. He said that intake for PGDM Part-Time has improved from the previous years, with sponsored candidates from Maruti Suzuki. He mentioned that the focus is to increase the number of sponsored candidates. Also, he said that efforts are on to improve the Executive Program admissions. Prof Jha suggested a study should be carried out on the details of drop-out numbers to understand the reasons etc.

Prof Talwar then apprised the board of the details of summer and final placements. He pointed out that out of 527 students of PGDM 20-22 batch, 298 students had been placed. He also told that the highest offer was INR 29.50 lac per annum and average offer was INR 16 lac per annum and 63 students received PPOs.

For the Summer placement, out of 466 students (excluding 56 students who have opted for International Placements) of 2021-23 batch, the highest stipend was INR 1,50,000 per month and the average stipend INR 56,023 per month.

He further said that the focus is to improve the average salary. He told that this year various initiatives for training of students and preparing them for better placements were taken. Various committees coordinated with faculty for mentoring students for placements. Outside agencies too were engaged to prepare students for the placements.

Lastly Prof Talwar apprised the board of the status of research and publications in the Academic Year 2021-22. Prof Jha shared observations on (a) how to enhance the number of cases (b) ways to improve the broad audience category publications; c) encourage longitudinal research through labs, and (d) Identify certain areas for research for the next five years where IMTG will be known for its contribution. Prof Jain suggested the reprints of the book/s should be brought-in as it shows the acceptance of the publication. Prof Sareen mentioned that the institute is reviewing the research policy and will take into account the suggestions made by board members.

Prof Talwar apprised the board about the Centre for Faculty Development and Centre for Enterprise and Business Improvement (CEBI) and events planned for the year. Prof Jha mentioned that the efforts should be to maintain the congeniality between faculty members under the mentor mentee program.

Prof Kalro said that in addition to the updates shared in every meeting, **strategic inputs should be taken from board members as it would help IMTG to achieve its objectives and goals.**

Prof Kalro thanked all the members for providing their valuable suggestions/ inputs and also desired to have their continuous contribution towards the development and growth of the institute.

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

