

## **CRITERION 2:GOVERNANCE, LEADERSHIP AND FINANCIAL RESOURCES (100)**

### **2.1 Governance and Leadership (60)**

Following section describe the governance and leadership at MIBM.

#### **2.1.1 Governance Structure and Policies (30)**

##### **2.1.1.1 Governing Structure (10)**

###### **a. Board of Governor**

The Board of Governors (BoG) is the apex decision-making body responsible for the efficient operation of the institute. While the Board oversees all activities within the institute, it is particularly focused on advancing the mission in alignment with the institute's vision. Additionally, the BoG plays a key role in the management structure and in maintaining the financial health of the institution.

The members of the Board are drawn from diverse fields, bringing valuable experience from both industry and academia. They are appointed on an honorary basis and serve as key advisors to the institute.

<b>SN</b>	<b>Name</b>	<b>Designation</b>	<b>Status</b>
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune	Chairman
2	Dr. Pramod Kumar	President, ISB&M, Pune	Member
3	Mr. Ronald Sequira	Managing Partner, Anrott, Mumbai	Member
4	Mr. Udai Upendra	Founder CEO, The HR Company	Member
5	Dr.C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India	Member
6	Mr. Ravendra Mishra	President-HR Garware Technical Fibres Ltd	Member
7	Mr. Soumitra Das	Global CHRO, Redington Limited	Member
8	Dr. Saagarika Ghoshal	Managing Director, MATCHBOARD LLP	Member
9	Mr. Shirish Kulkarni	Lead Consultant, Leap2Excel Consulting LLP	Member

SN	Name	Designation	Status
		Former Director - HRD Region Asia West KSB Pumps Ltd	
10	Mr. Suresh Amin	Head HR - India Business, J. B. Pharma & Chemicals Ltd	Member
11	Ms. Arpita Gupta	Senior Analyst in Global Human Resource shared services center, TIAA	Member
12	Mr. Amitesh Banerjee	Senior Vice President-BeanstalkAsia	Member
13	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
14	Mr. Manikrao Bamane	VP – Marketing, Reliance Industries Ltd.	Member
15	Mr. Sunil Karandikar	Principal Specialist - Finance Atos Syntel	Member
16	Mr. Sanjay Patwardhan	Head- Business Int.& Data Analytics, Cybage	Member
17	Mr. Pravin Sawant	Sr. Vice President and CHRO, 63 Moons Technologies ltd, Mumbai	Member
18	Ms. Sonali Kadam	Faculty, MIBM, Pune	Member convenor
19	Dr. Vilas Pharande	Executive Director, MIBM, Pune	Member- Secretary

The Board of Governors members and their area of specialization is presented below:

### **1. Dr. Saroja Asthana, Secretary, IMS and Founder Director, MIBM**

B.E., M.S. from Maryland, USA and Ph.D. from IIT Kharagpur. Worked in XLRI, Jamshedpur, NML and NCL, CSIR labs. Published several articles in highly rated journals, guided Ph.Ds. and established Mulshi Group of Institute.

**Area of Interest:** MIS, Policy and Strategic Management, Mech. Engineering

### **2. Dr. Pramod Kumar, President, Ignited Minds Society (IMS)**

M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

Held various research & faculty positions in IIT Bombay, IIM Ahmedabad, XLRI Jamshedpur. Leadership positions as Research and Placement Chairperson at XLRI, Director Symbiosis Institute of Business Management (SIBM), Pune. He has established ISB&M in

2000. Dr. Kumar aspire to build a large and highly respected educational organization in India and globally.

**Area of Interest:** Transformational Leadership, Emotional Intelligence, Power and Politics in Business Organizations and several other

### **3. Mr. Ronald Sequira**

A graduate from XLRI Jamshedpur and is a Managing Partner, Anrott, Mumbai

An HR Leader with extensive experience, having worked at the board level and leadership positions for several years. An experience that spans Pharmaceuticals (GlaxoSmithKline Pharma), Banking (HSBC), Power (Tata Power) and Engineering/Chemicals (Union Carbide).

**Area of interest:** HRM

### **4. Mr. Udai Upendra**

Founder CEO, The HR Company

Mr. Udai is a Management and Human Resource practitioner with 35 years of experience at Unilever, Colgate Palmolive and other global corporations. Member of Apex management committees.

He is an alumnus of BHU, XLRI, IIM Kolkata, Ashridge University (UK), IMD (Lausanne), Center for Creative Leadership (North Carolina), Indian School of Business Hyderabad, and Stanford Business School (California), through academic and learning exposures. Visiting Professor to Engineering & Management Institutes/Universities.

**Area of Interest:** HRM, Leadership, Change Management

### **5. Dr.CM. Dwivedi**

M.A and Ph.D. in Industrial Psychology from University of Allahabad.

Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India

Dr. Dwivedi has a rich experience: 27 years in Research and Academics, Niti Aayog – Government of India has recently appointed Dr Dwivedi as its Advisor and HR Consultant for MSME Sector and Public Private Partnership Projects.

**Area of Interest:** OB and HR

### **6. Mr. Ravindra Mishra**

**M.Tech (IIT, Bombay) and President-HR at Garware Technical Fibers Ltd.**

Dr. Mishra has a vast industry experience like Vice President, Head - Corporate Human Resources, Matix Fertiliser & Chemical Ltd., Suzlon Group - Head HR - Global Manufacturing Business, Tata Power Company - Corporate HR

**Area of Interest:** Compensation, Labor Relations, Management Information Systems

## **7. Mr. Soumitra Das**

Global CHRO, Redington Limited

He has done MBA (HR) from XLRI, he is a motivational speaker, a certified Psychometric Assessor & an ICF Coach.

Soumitra Das is a senior global HR leader with extensive experience of leading HR and leadership programs in diverse organizations - Manufacturing, Engineering, Automobile, IT, Professional Services, Healthcare & IT Distribution.

He has acquired expertise in managing complex, highly matrixed HR ecosystems and large-scale HR operations (<10000, Hybrid workforce) in multigenerational, geographically dispersed & culturally diverse organizations with complex reporting structures & disparate leadership styles.

**Area of Interest: HR and Leadership**

## **8. Dr. Saagarika Ghoshal**

Managing Director, MATCHBOARD LLP, a consulting firm that helps organizations across various industries achieve talent strategy, diversity and inclusion, and cultural transformation goals.

Dr. Ghoshal has over 28 years of HR expertise and is an Independent Director, advise boards and senior leaders on corporate governance, HR due diligence, and organization development for mergers, acquisitions, and joint ventures. She is Founder of the Women's World Leadership Forum, a platform that empowers and connects women leaders from different sectors and backgrounds.

**Area of Interest:** HR. Women Empowerment

## **9. Mr. Shirish Kulkarni**

Mr. Shirish Kulkarni has been formally nominated as an expert for PGDM institutions BOG by AICTE New Delhi vide email dated 10 July 2023. CHRO, Transformational HR leader, Change Management, Coach, HR Consultant, and a Former Director - HRD Region Asia West KSB Pumps Ltd.

Dr. Kulkarni has 35 years of rich and varied experience in HR function at leadership positions in multinational and Indian organizations in India and Asia Pacific. He is an experienced HR professional with expertise in driving Organizational Development (OD) initiatives and aligning HR strategies with corporate goals.

**Area of Interest:** various aspects of HR

#### **10. Mr. Suresh Amin**

Head HR - India Business, J. B. Pharma & Chemicals Ltd

Mr. Amin is a functional HR leader with diverse industry experience spread over Manufacturing, Engineering, IT, ITeS, Insurance, Automobile and Pharmaceutical with proven expertise in organization transformation. He has led organizational change initiatives involving business transformation across units / locations and complex businesses processes. He is also a ICF Certified Coach (CFP).

**Area of Interest:** Employee Engagement, Talent Management

#### **11. Arpita Gupta**

An alumnus of MIBM is a Senior Analyst in Global Human Resource shared services center, TIAA

Arpita is a proactive HR Specialist and a seasoned Human Resources Specialist with over five years of in-depth experience in the tech sector, dedicated to fostering inclusive workplaces and enhancing employee experiences. Arpita is a certified POWER BI user and Workday expert

**Area of Interest:** HR operations and strategic talent acquisition

#### **12. Mr. Amitesh Banerjee**

**Senior Vice President-BeanstalkAsia**

Amitesh Banerjee is a seasoned, positive integrated communications disruptor with three decades of multicounty, multi-domain experience. He started his career with JWT Dubai, worked with ITC Hotels in India and then moved to Sri Lanka as Director Marketing- New Zealand Dairy Board

Amitesh was with the Della Group for two and a half years as Head of Corporate Communications, working in the Chairman's office. He has a long association with MIBM as visiting faculty and advisor.

**Area of Interest:** Marketing communication

### **13. Dr. Mahendra Ramdasi**

Director, Enterprise Agile Transformation Consulting Practice at Agile Cockpit based in Palo Alto, California.

He has developed several high profile software's and is technocrat of first order.

**Area of Interest:** Software for engineering solutions

### **14. Mr. Manikrao Bamane**

VP – Marketing, Reliance Industries Ltd. He has done his M.Tech in Mechanical Engineering from IIT Bombay and PGDM in Marketing from IIM, Lucknow

Mr. Bamane has 29 years of experience in Sales & Marketing, Business Development and Distributor/Channel Management across Petrochemical, specialty chemicals, paint industry across globe mainly west Africa, SEA, NEA, China, and MEA region.

Seasoned Techno-commercial, marketing professional, targeting management level assignments in Sales & Marketing, Business Development, P&L Management

**Area of Interest:** Sales marketing, Channel management and Business Development

### **15. Mr. Sunil Karandikar**

Location Head Finance Pune at Eviden. He is Former Principal Specialist - Finance Atos Syntel

He has done Diploma IFRS, the Association of Chartered Certified Accountants, UK

He has over 20 years' experience in Finance and Accounting including significant experience in Auditing

**Area of Interest:** Statutory Audits, Internal Audits and Due Diligence Reviews, strategic decision making

### **16. Mr. Sanjay Patwardhan**

Head- Business Int.& Data Analytics, Cybage. He has done M.B.A. from UIB, Belgium.

Mr. Patwardhan has 32 years of leading BI/DW Data Analytics Practice, Program (Project) Management, Account Management, Client Engagement and Relationship building.

An accomplished results-driven Manager leading from the front, with 25+ years of experience in implementing, maintaining, reorganizing and enhancing systems to successfully manage change and sustain growth.

**Area of Interest:** Business Analytics

### 17. Dr. Pravin Sawant

Sr. Vice President and CHRO, 63 moons technologies ltd, Mumbai. He has done MBA from NMIMS. Dr. Sawant is having a 20 years' rich experience, CHRO with Experience in BFSI, handled large manpower, teams and have handled crisis situations.

**Area of Interest:** OB and HR

### 18. Ms. Sonali Kadam

A faculty at MIBM, Sonali has done her M.Tech from IIT Kharagpur. She is a passionate researcher and has gained acumen in several administrative areas like organizing International Conferences and high level meetings.

**Area of Interest:** Gamification, IoT and Statistics based studies

### 19. Dr. Vilas Pharande

Ph.D. in Mechanical Engineering from COEP, Pune Currently working as Executive Director, MIBM, Pune

Dr. Pharande has published several papers and have done several consultancy projects. He is recognized Ph.D. Guide. He also has several patents to his credit. A passionate academician also has acumen in administrative work.

**Area of Interest:** Finance

#### a. Summary of Board of Governors meetings conducted during assessment period at MIBM, Pune

Date	Venue	Agenda
28 January 2023	MIBM Campus	including budget estimates. To access overall reporting of MIBM
		(ICTBHR)- 2022 and planning for forthcoming International conferences in 2023
14 July 2022	MIBM Campus	status of SAR To review NBA accreditation application and
28 November 2022	MIBM Campus	To review of International Conference on Trends in Business and Human Resource
18 December 2021	Orchid Hotel, Pune	To discuss MoUs signed with different Institutions/Agencies by the Institute. To access retention and welfare activities for faculty members and staff members of the Institute.
4 December 2020	MIBM Campus	To develop research policies as it considered an essential component for the Institute's growth. Further, to build ecosystem to promote research and development activities.
18 July 2019	Virtual	To revamp the academic programs to inculcate flexibility and choice with more focus on industrial relevant and frontier areas.



**Photo 2: On 21 January 2023**



**Photo 3: On 27 January 2024**



**Photo 1: On 18 December 2021**

## b. Board of Studies

The Board of Studies (BoS) is an esteemed advisory body composed of members from both industry and academia. Its primary role is to support the institution's management in bridging the gap between academic learning and industry practices. BoS members offer valuable insights to help update and redefine curricula, ensuring that they are aligned with current industry trends and standards. Additionally, they identify courses with low performance levels and recommend corrective actions. The BoS also plays a crucial role in fostering collaborations with leading global management institutes, proposing new areas of learning, and facilitating industry linkages. Furthermore, the Board helps regulate research initiatives, contributing to the institution's overall academic and industry engagement strategy. Following is the Members of BoS

SN	Name	Designation	Status
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune	Chairman
2	Dr. Pramod Kumar	President, ISB&M, Pune	Member
3	Dr. Dinesh Kumar Srivastava	Professor OB& HR, IIM, Mumbai	Member
4	Dr. Deepak Shah	Professor, Gokhale Institute of Politics and Economics, Pune	Member
5	Dr. Anurag Asawa	Associate Professor, Gokhale Institute of Politics and Economics, Pune	Member
6	Miss. Arpita Gupta	Alumni- MIBM, Senior Analyst, TIAA, Pune	
7	Dr. P. Chandiran	Professor, Loyala Institute of Business Administration, Chennai	Member
8	Dr. Manoj Pareek	Associate Professor, School of Management, Bennett University, Noida	Member
9	Dr. Preetha Menon	Associate Professor, Advertising and Branding, FLAME University, Pune	Member
10	Dr.C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITIAayog, Govt. of India	Member
11	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
12	Mr. Clifford Mohan Pai	Executive Director-Christ University, Bangalore. Clifford is a Former VP HRD Infosys BPM Ltd	Member
13	Ms. Sonali Kadam	Faculty, MIBM, Pune	Member convenor
14	Dr. Vilas Pharande	Executive Director, MIBM, Pune	Member-Secretary

## **Board of Studies**

### **1. Dr. Saroja Asthana**

B.E., M.S. from Maryland, USA and Ph.D. from IIT Kharagpur. Worked in XLRI, Jamshedpur, NML and NCL, CSIR labs. Published several articles in highly rated journals, guided Ph.Ds. and established Mulshi Group of Institute.

Area of Interest: Advance Heat Transfer, Policy and Strategic Management

### **2. Pramod Kumar**

Dr. Pramod Kumar has done his M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

Held various research & faculty positions in IIT Bombay, IIM Ahmedabad, XLRI Jamshedpur. Leadership positions as Research and Placement Chairperson at XLRI, Director Symbiosis Institute of Business Management (SIBM), Pune. He has established ISB&M in 2000. Dr. Kumar aspire to build a large and highly respected educational organization in India and globally.

**Area of Interest:** Transformational Leadership, Emotional Intelligence, Power and Politics in Business Organizations and several other

### **3. Dr. D.K. Srivastava, Professor OB& HR, IIM, Mumbai**

Dr. Srivastava has done his M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

He has published lots of Research Papers in highly rated journals and also participated in several research projects. For Industry Connect he conducts MDP & UBP that is Unit Based Program regularly

**Area of Interest:** Organization Structure, Competency Assessment and Development Challenges of Millennial Workforce

### **4. Dr. Deepak Shah**

Professor, Gokhale Institute of Politics and Economics, Pune

Dr. Shah is one of the most senior researchers at the Institute and has been working in the area of agricultural and rural economics over the last three decades. He specializes in agricultural and livestock economics and likes to work on agriculture policy, rural finance, technology adoption, infrastructure, horticulture and livestock development, marketing, cooperatives development, policies relating to climate change, and so on.

### **5. Dr. Anurag Asawa**

Associate Professor, Gokhale Institute of Politics and Economics, Pune. He is also Associate Dean, Academic Affairs

He has a huge list of publications such as books and book chapters, research papers, completed and ongoing projects.

**Area of Interest:** Econometrics, Mathematical Economics

## **6. Arpita Gupta**

An alumnus of MIBM is a Senior Analyst in Global Human Resource shared services center, TIAA

Arpita is a proactive HR Specialist and a seasoned Human Resources Specialist with over five years of in-depth experience in the tech sector, dedicated to fostering inclusive workplaces and enhancing employee experiences. Arpita is a certified POWER BI user and Workday expert

**Area of Interest:** HR operations and strategic talent acquisition

## **7. Dr. P. Chandiran**

Professor, Loyala Institute of Business Administration, Chennai and area chair of Operations. Dr. Chandiran has done B.E., M.B.A., Ph.D. from Anna University in Logistics & Supply Chain Management

Expert in modeling, he has done several projects successfully. He has taken Courses in Operations for International students of MBA (Social Entrepreneurship) at Catholic University of Eastern Africa, Nairobi in collaboration with ALTIS, Milan, Italy and courses in Accra, Ghana. (2011-14)

## **8. Dr. Manoj Pareek**

Associate Professor, Bennett University, New Delhi  
|Educator and Researcher in Finance & BFSI Domain |

Two decades of experience in the industry, encompasses various leadership and management roles, such as Vice President- Bancassurance-HDFC ERGO General Insurance, Area Manager, and Regional Product Manager.

**Area of Interest:** Finance and BFSI, Healthcare Financing, Health Economics, Insurance and Risk Management

## **9. Dr. Preetha Menon, PhD (IIT, Madras)**

Associate Dean-Faculty of Communication, Associate Professor, Advertising and Branding, FLAME University, Pune

Dr. Menon holds a doctorate degree in Management Studies from IIT Madras. She also holds an M.M.S. degree (Marketing) from University of Mumbai and PGD in Advertising and Marketing from Xavier Institute of Communication. Prof. Preetha's current research includes consumer neuroscience and experimental research on advertising and branding topics. She is

well published in international journals of repute like European Journal of Marketing, Journal of Strategic Marketing, International Journal of Innovation Science, Media Watch amongst others.

**Area of Interest:** Consumer neuroscience and experimental research on advertising and branding topics.

#### **10. Dr.CM. Dwivedi**

Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India

Dr. Dwivedi has a rich experience: 27 years in Research and Academics, Niti Aayog – Government of India has recently appointed Dr Dwivedi as its Advisor and HR Consultant for MSME Sector and Public Private Partnership Projects.

#### **11. Dr. Mahendra Ramdasi**

Director, Enterprise Agile Transformation Consulting Practice at Agile Cockpit based in Palo Alto, California.

He has developed several high profile software's and is technocrat of first order.

Area of Interest: Software for engineering solutions

**Area of Interest:** Statutory Audits, Internal Audits and Due Diligence Reviews, strategic decision making

#### **12. Mr. Clifford Mohan Pai**

Executive Director-Christ University, Bangalore. Clifford is a Former VP HRD Infosys BPM Ltd

An HR Expert with three decades of experience worked across Senior Leadership roles across multiple industries namely - Service, Biotechnology, Clinical Research, Pharmaceuticals, FMCG, IT- ITES and start up environments. Managing HR in alignment with strategic business needs, building capacity for transformation & change.

Being a prominent & respected Global HR Leader, He is passionate about Coaching and mentoring.

**Area of Interest:** HR Consulting, Coaching & Mentoring, Employee Relations and Employee Engagement

#### **13. Ms. Sonali Kadam**

A faculty at MIBM, Sonali has done her M.Tech from IIT Kharagpur. She is a passionate researcher and has gained acumen in several administrative areas like organizing International Conferences and high level meetings.

**Area of Interest:** Gamification, IoT and Statistics based studies

#### 14. Dr. Vilas Pharande

Ph.D. in Mechanical Engineering from COEP, Pune, Director, MIBM

Dr. Pharande has published several papers and have done several consultancy projects. He is recognized Ph.D. Guide. He also has several patents to his credit. A passionate academician also has acumen in administrative work.

**Area of Interest:** Finance

**Summary of Board of Studies meetings conducted during assessment period at MIBM, Pune**

Date	Venue	Agenda
21 January 2023	MIBM Campus	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students
8 October 2022	MIBM Campus	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
7 July 2022	MIBM Campus	Introduction of foundation courses in trimester I
26 November 2021	MIBM Campus	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute
7 July 2021	MIBM Campus	Overall review of curriculum of PG program
19 November 2020	Virtual	Discussion on strengthening academic research and consultancy Discussion on industry Interface
16 April 2020	Virtual	Discussion on the Institute progress for the year 2018-20 Decision on need-based foundation courses Consideration of the academic initiatives taken by the Institute
22 November 2019	Virtual	Discussion on the scheme and PGDM syllabus of trimester I, II and III PGDM for 2019 Batch and trimester IV, V and VI for 2018 Batch Discussion on Scheme and Syllabus including COs, POs, CIE, SEE, Text & Reference books Finalization of syllabus along with incorporations of recommendations and suggestions



### **Photos of Brainstorming Round Table Meet of Advisory Board held on 28 June 2022**

#### **c. Director and her Functioning:**

- Ensure overall faculty development, and to create future leaders.
- Enable implementation of reforms.

- Ensure proper utilization of funds, timely submission of financial management reports, and utilization certificates.
- Develop and implement academic enhancement programs for students
- Create an environment favorable for learning.
- Collaborate with other institutions nationally and internationally.
- Adopt annual statement of accounts and submit it to Government.
- Create quality policy, quality manual.
- Make the institution enterprising.
- The Director has authority to constitute committees, formulate policies in concurrence with Apex body as and when required for smooth functioning of the Institute.

#### **Profile of Dr. Saroja Asthana, Director, MIBM**



B.E. (Mech), MS (MIS), USA and PhD, IIT, Kharagpur

Contributor of NOBEL PEACE PRIZE 2007 to IPCC,

Fmr. Scientist National Chemical Lab., Pune & National Metallurgical Lab, Jsr., CSIR.

Fmr. Faculty XLRI, Jamshedpur.

Consultant to IPCC, SDC, GTZ, UNFCCC Ministry of Environment and Forest, GOI and several industries globally.

Author of several highly reputed research papers and PhD Guide.

### **Awards conferred on Dr. Saroja Asthana**





भारत सरकार  
Government of India

भारत सरकार जलवायु परिवर्तन संबंधी संयुक्त राष्ट्र अन्तर-शासकीय पैनल में डॉ० सरोजा अस्थाना के योगदान को सम्मानित करती है। यह पैनल वर्ष 2007 के नोबल शान्ति पुरस्कार का संयुक्त विजेता है।

*The Government of India recognizes the contribution of Dr. Saroja Asthana to the work of the United Nations Intergovernmental Panel on Climate Change which is the joint winner of the Nobel Peace Prize for 2007.*

मनमोहन सिंह  
प्रधान मंत्री  
Manmohan Singh  
Prime Minister

नई दिल्ली, 26 नवम्बर, 2007  
New Delhi, 26<sup>th</sup> November, 2007

# Leaving a Trace! MIBM continues to Excel



## Times School Tuesday, 18 April 2023

### Decisive moments and actions shape your education at MIBM

Mulshi Institute of Business Management (MIBM) is one of the most preferred B-Schools in Pune. MIBM is committed to quality assurance and enhancement. The contents of all the programs of study are developed to ensure that their excellence is comparable anywhere in the world. Ahead of time, Institute believes in inculcating value-based transformation with economic value creation.

MIBM offers AICTE approved two years' full time PGDM with trimester system and dual specialization in Marketing, Finance, HR, Supply-chain and Operations, Media and Communication and Business Analytics. PGDM is also recognized by USHEC, California, USA.

MIBM has philosophy of "Education by Education". MIBM Founder Director Dr. Saroja Asthana is academicians of high repute. She has authored several research papers and guided Ph.D. During her tenure at IGL, Pune, Dr. Asthana has contributed to Nobel Peace Prize 2007 to IPCC. Her



MIBM Campus

contribution was recognized by both IPCC and the then Hon. Prime Minister of India. Under her able guidance institute has highly competent faculty drawn from IITs, IIMs and XLRI. Also, MIBM organizes national and international conferences, publishes articles in Scopes Indexed Journals and has international connect with prestigious institutes worldwide.

MIBM has consistently achieved outstanding placements since its inception and the recent placement for Batch 2023-25 has been praiseworthy with the highest CTCs and average 8 Lacs. Students were offered profiles in domains like Marketing, Consulting, Finance, Operations, IT & Analytics and General Management by reputed companies like Deloitte, PwC, E&Y, Hewlett Packard, Wipro, ICICI Bank, BNY Mellon, HSBC, Kotak Mahindra, Accenture, ITC Info Tech, Atlas Copco, Bosch & Losh, CEAT, GE, Worldwide, Asian Paints, PepsiCo, CRISIL, Sony Entertainment, Grafin Paints and many more. Institute's consistent track record of stellar placements with a significant increase in the average salary year after year are testament to the quality of their student pool, student-driven culture and the robustness of the curriculum.

For more information, visit: [www.mgl.ac.in](http://www.mgl.ac.in) or call: 9923810437



Dr. Saroja Asthana,  
Founder Director - MIBM  
Ph.D., IIT Kharagpur,  
Contributor to Nobel Peace  
Prize in 2007 to IPCC

**RANKED #92**

Among India's Best  
B Schools by Times  
B School 2023



## TIMES B SCHOOL RANKING SURVEY 2023

The objective of this research was to identify and rank Top MBA/PGDBM Institutes in India. The research had 3 major modules i.e., Desk Research, Factual survey & Perceptual Rating survey followed by scientifically developed analysis & ranking process.

Research Methodology continued on page 2

### TOP 100 B SCHOOLS

INSTITUTE/B SCHOOL	RANK	INSTITUTE/B SCHOOL	RANK
Symbiosis Institute of Business Management, Pune			
Indian Institute of Management, Raipur			
Institute of Management Technology, Ghaziabad			
MIBM- Mulshi Institute of Business Management, Pune	92		







**a. Committees :**

Following Committees are formed as per AICTE guidelines effective implementation of policies:

**1. Internal Quality Assurance Committee (IQAC):**

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Head of Institute-Director	Chairman
2	Dr. Pramod Kumar	Management Representative-Chairman IMS	Member
3	Dr. Vilas Pharande	Teacher Representative-Professor	Member
4	Dr. Mahendra Ramdasi	Industry Nominee -Director, Agile cockpit, Pune	Member
5	Sourabh Limje	Alumni Nominee-MIBM	Member
6	Harish Patil	Social Nominee-Nature Club, Pune	Member
7	Mrs. Sonali Kadam	Teacher Representative -Assistant Professor	Member
8	Mr. Dilip Wagh	Administrative Officer- Office Superintendent	Member
9	Dr. Nitin Deshmane	Senior Teacher as Coordinator-Associate Professor	Me Member- Coordinator

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Head of Institute-Director	In Chair
2	Dr. Vilas Pharande	Management Representative-Chairman IMS	Member
3	Dr. Nitin Deshmane	Teacher Representative-Professor	Member
4	Mrs. Sonali Kadam	Industry Nominee -Director, Agile cockpit, Pune	Member
5	Mr. Dilip Wagh	Alumni Nominee-MIBM	Member

**a. Departmental Management**

**1. ACADEMIC CHAIRPERSON**

- To formulate institute level policy and coordinate as well as review the following:
- Curriculum/Syllabus
- Time- schedules
- Evaluation of academic performance of student's
- Academic awards
- Academic planning with regard to new activities and review of existing departments and centers

- Academic awards
- Academic planning with regard to new activities and review of existing departments and centers



**Dr. Nitin Deshmane, Academic Chairman, MIBM (first from right) with Prof. R.S. Ganapathy, Fmr. Chairman, BOG, MIBM and Aluminous from MIBM**

## **2. RESEARCH CHAIRPERSON**

- To facilitate and promote quality research in the Institute.
- To coordinate and facilitate submission of research project proposals to various funding agencies.
- Shall liaison with relevant international, national/regional agencies/organizations/group/ individuals for financial support and promotion of quality research in the Institute.
- To motivate and supervise research activities of students.

### **MIBM**

#### **Research Committee (RC)**

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director MIBM	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Dr. Anita Khaire	Associate Professor	Member
4	Dr. Nitin Deshmane	Associate Professor	Member
5	Ms. Sonali Kadam	Assistant Professor	Member Convener

### 3. FACULTY

- Monitoring the student discipline and conduct, including attendance.
- Maintaining the decorum of the institution.
- To demonstrate excellent teaching pedagogies in their classes.
- To provide guidelines for assignments, evaluate students' assignments, exams, projects and offer intellectual feedback.
- To help slow or below average learners by taking extra efforts.
- Undertake teaching, research and consultancy projects as per Institutes norms.
- More information on faculty is available on **Criteria 6**

### 4. COORDINATORS

- Overseeing the teaching learning procedures of regular faculty and visiting faculty
- Establishing academic guidelines, liaising with external agencies, and coordinating with administrators.

### **2.1.1.2 Service Rules (10)**

The service rules for the employees are available on the website and in the institute for their reference. The service book has also been given to all staff members with the help of an email and if any changes or amendments are made that is also notified to the staff. The institute has a very clear policy on the transparency. To ensure the notice reaches everyone the department does its best to communicate the same via multiple channels such as website, email, notice board, meetings, verbal announcement etc.

The institute has rules relating to Holidays, Work Time & Workdays, Salary, Performance Appraisal, Other Benefits related to Salary, Recruitment & Selection Process, Leave Rules, TA/DA rules, Career Advancement, Consultancy and other general rules. In order to ensure equality and fairness, institute has taken lots of efforts while designing these rules. As MIBM is managed by highly accomplished academicians who believe in holacracy, faculty and staff is always treated with equality and respect.

### **Qualification for Teaching Staff**

The qualification for making recruitment of lecturers, Assistant Professor and Professor for department of management is as per UGC norms approved by AICTE, New Delhi available at [www.aicte-india.org](http://www.aicte-india.org)

### **Qualification for Non-Teaching Staff**

The qualification for making recruitment of non-teaching staff UGC norms approved by AICTE, New Delhi available at [www.aicte-india.org](http://www.aicte-india.org) are followed.

### **HR Policy**

HR Policy Manual for MIBM is designed keeping in view the latest trends and legal rights of employees and employer. The objective of this Manual is to compile the HR policies and procedures. It also presents the general rules and regulations that govern the employees of the

Institute.

This Manual supersedes all previous manuals, handbooks, and memorandums that may have been issued from time to time on subjects covered in this Manual.

The Institute reserves its right to interpret; change; suspend; cancel; or dispute, with or without notice; all or any part of what is contained in the Manual. The Institute always notify all employees of such changes.

In the interpretation of any policies and procedures covered in the Manual, the Director's decision is treated as final and binding on all employees of the Institute.

A detailed HR Manual is available in Institutes Website

[https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

#### **2.1.1.3 Policies (5)**

MIBM has guidelines and policies that have been set by the Institute regarding academic and discipline and same are mentioned in Institute's Manual. This Manual is given both, in hard copy and soft copy form, to each and every student upon confirmation of admission. Same is available on Institute's website. These well defined policies and guidelines are for faculty, students, alumni and other stakeholders. The Institute has also initiated and developed these policies with the help of the stakeholders. The inputs and suggestions provided by the stake holders have made it possible to amend the policy guidelines from time to time.

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Academic, placement, admission, hostel related, anti-ragging, Library and Laboratory usage etc. all such guidelines are available on Institute website at

[https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

#### **1 SC/ST Committee**

<b>Sr.No.</b>	<b>Name</b>	<b>Company</b>	<b>Designation</b>
<b>1</b>	Dr. Saroja Asthana	Director/ Principal	In Chair
<b>2</b>	Dr. Vilas Pharande	Professor	Member

3	Mrs. Rupali Lendave	Non-Teaching	Member
4	Mr. Niraj Kamble	Student	Member
5	Mr. Sajan Mohod	Student	Member

2. Grievance Committee (Details given under 2.1.3.1)
3. Anti-Ragging Committee (Details given under 2.1.3.1)
4. Women Sexual Harassment at Work Committee (Details given under 2.1.3.1)

The role and responsibilities of each of these committees are placed on institute's website and changes, if any, are also update at [https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

### **Code of Conduct**

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Code of conduct norms are covered in the policy book and at [https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

#### 2.1.1.4 Strategic plan (5)

Being a Management Institute, it firmly believes in doing analysis of strength and weaknesses before formulating Strategic Plan for the Institute. **The SWOT analysis** of the Institute conducted from time to time.

#### SWOT Analysis

Strengths	Weaknesses	Opportunities	Threats
Qualified & dedicated Faculty Education by educators. Vast network of Management with Corporate World due to their experience in the education and industry.	Consultancy / sponsored projects with industries	Strategic tie-ups with industries	Meeting global challenges in the field of management education
Heterogeneity of students Nationwide Admissions Student run institute Individual Capacity Building Programs Social, Cultural and sports events Research activity Huge exposure given to students with corporates guests in guest talks and through placement activity.	Competition with other similar institutes	Location advantage as Pune is known for its high education standards. It is IT hub and center for automobile and chemical industries Pune is safe city for girl students	Ever changing corporate environment and gap in specific specializations such as Business Analytics which is fast changing. Getting faculty is sometimes difficult
Curricula that is responsive and relevant i. Meet often with business leaders and employers to evaluate curricula ii. Diversity in programs and offerings	Limited financial resources  1. Technology changing how learning occurs faster than capacity to respond 2. Funds for professional development for faculty and staff	New marketing approaches through social media	Need to rely on enrollment and tuition rate increases for new financial resources

	are limited 3. Funds for conference travel are limited		
New programs that serve the students (within last three years)	4. Limited access to alumni base	National and International Partnership opportunities across campus	
Supportive Business Community			
Supportive environment for experimenting innovative teaching methods and continuous efforts with integrating learning assessment, and improving student success			
Separate research wing (PIDC)			

### Strategic priorities

In order to mitigate the current weaknesses and threats, and leverage strengths while exploring new opportunities the Strategic Planning Committee has undertaken the following measures.

Identified following strategic priorities

1. Quality and Continuous Improvement
2. Stakeholder and Community Engagement
3. Innovation in Teaching and Learning
4. Industry connects
5. Internationalization
6. Research impact

Identified short and long-term goals inclusive of actions plans

Implementation and Dissemination of the Strategic Plan is presented below:

<b>Academic Year</b>	<b>Major Actions and activities</b>
<b>2022-2032</b>	To be accredited by various reputed National / International accreditation agencies
<b>2024-2029</b>	To introduce short term program for executives as continuing education program.
<b>2018-2030</b>	To offer customized programs in various fields of management education and MOU with companies for assured placement and support.
<b>2020-2035</b>	To focus on sponsored research and consultancy projects
<b>2023-2033</b>	Social media presence and branding



## *Certificate of Accreditation*

This is to certify that

**Mulshi Institutes of Business Management  
Institute**

is accredited and recognized by the IAO complying  
with all the established professional and  
educational standards and criteria.

IAO confirms that the institution meets its quality  
of education responsibility to its students and to  
the education profession.



March 09, 2017

Valid Through

Accreditation Committee



**USBES**  
UNITED STATES BOARD FOR  
EDUCATION STANDARDIZATION

### **USBES Certificate of Membership**

This is to certify that

**Mulshi Institute of Business Management**

upon offering high quality education to students, meeting the global educational standards.

USBES acknowledges that the institution conforms to the higher education criteria  
and demonstrates professionalism.



*Kevin Woods*  
\_\_\_\_\_  
PRESIDENT USBES



Confederation of Indian Industry

## Membership Certificate

This is to certify that  
**MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM**  
is a member of the Confederation of Indian Industry(CII),  
bearing Membership No.W52061.  
This certificate shall be valid up to 31 Dec 2019



**Chandrajit Banerjee**  
Director General  
Authorised Signatory

CII, The Mantosh Sondhi Centre, 23, Institutional Area, Lodi Road, New Delhi 110 003(India)  
Tel:91 11 24629994-7 | Fax:91 11 24626149 | Email:info@cii.in | Website: mycii.in



**National Institutional Ranking Framework**  
Ministry of Education  
Government of India



**India Rankings 2023: Participated Institutes Management**

Institution list in alphabetical order

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Name	City	State
Anekan Education Society's Anekan Institute of Management Studies, C/o. Tuljaram Chaturchand College Campus, Baramati, Dist. Pune 413102	Baramati	Maharashtra
Alard Institute and Management Sciences, Pune	Pune	Maharashtra
All India Shriji Memorial Society's Institute of Management, Kenedi Road, Near RTQ, Pune 411001	Pune	Maharashtra
Audyogik Tantra Shikshan Sansthas Institute of Industrial and Computer Management and Research, Nigdi, Pune 411044	Pune	Maharashtra
Balaji Institute of International Business (BIIB)	Pune	Maharashtra
Balaji Institute Of Management And Human Resource Development (BIMHRD)	PUNE	Maharashtra
Balaji Institute of Modern Management (BIMM)	Pune	Maharashtra
Balaji Institute of Technology & management	PUNE	Maharashtra
Bharati Vidyapeeth's Institute of Management and Entrepreneurship Development	Pune	Maharashtra
DR. D. Y. PATIL B-SCHOOL	Pune	Maharashtra
Dr. D. Y. Patil Institute of Management and Research	Pune	Maharashtra
Dr. Vishwanath Karad MIT World Peace University	Pune	Maharashtra
Institute of Management Education Research and Training	Pune	Maharashtra
Institute of Sciences Institute of Business Management and Research, Pune	Pune	Maharashtra
INTERNATIONAL INSTITUTE OF MANAGEMENT STUDIES	Pune	Maharashtra
K. J. S. Educational Institute's Trinity College of Engineering and Research	Pune	Maharashtra
K.E.S.Prabha Institute of Business Management, Chinchwad, Pune 411019	Pune	Maharashtra
K.J.S.Education Institute Trinity Institute of Management and Research, Village Pisoli, Tal.Haveli, Dist.Pune 411048	Pune	Maharashtra
Lexicon Management Institute of Leadership and Excellence	Pune	Maharashtra
Maharashtra Education Society's Institute of Management and Career Course IMCC, Mayur Colony, Kothrud, Pune 411029	Pune	Maharashtra
Maharshi Karve Stree Shikshan Sansthas Smt. Hiraben Nanawati Institute of Management and Research for Women, Karvenagar, Cummins College Campus, Pune 411052	Pune	Maharashtra
<b>MULSHI INSTITUTE OF BUSINESS MANAGEMENT-POST GRADUATEDIM</b>	<b>Pune</b>	<b>Maharashtra</b>
National Institute of Bank Management	Pune	Maharashtra
National Insurance Academy	Pune	Maharashtra
Padmashree Dr. D. Y. Patil Institute of Management Studies	Pune	Maharashtra
Pimpri Chinchwad Education Trusts S.B.Patil Institute of Management, S.No. 26,Pradhikaran, Nigdi,Pune 411044	Pune	Maharashtra
PROGRESSIVE EDUCATION SOCIETY'S MODERN INSTITUTE OF BUSINESS MANAGEMENT, PUNE	Pune	Maharashtra
Pune Institute of Business Management	Pune	Maharashtra
Rajgad Institute of Management Research and Development, S.No. 31,2,12-16, Opp. Dhankawadi Post Office, Dhankawadi, Pune 411043	Pune	Maharashtra
S. K. N. Sinhgad School of Business Management	Pune	Maharashtra

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# MoE, National Institute Ranking Framework (NIRF)

Name	City	State
Sadhu Vaswani Institute of Management Studies for Girls	Pune	Maharashtra
Saltlake International Institute of Management Sciences	Pune	Maharashtra
Sankalp Business School, S.No. 9-1-1, Ambegaon Bk., Behind Sinhgad College, Wadgaon Bk. Campus, Pune 411041.	Pune	Maharashtra
Shree Chanakya Education Society's Indra Global Business School Address: Sr. No. 64,65, Gat no. 276, Parandwadi, Near Sonatane Phata, Off Old Pune Mumbai Highway, Taluka- Maval District Pune 410506	Pune	Maharashtra
Shree Chanakya Education Societys Indira College	Pune	Maharashtra
Shree Chanakya Education Societys Indira Institute of Management	Pune	Maharashtra
Siddhant Institute of Business Management	Pune	Maharashtra
Sinhgad Technical Education Societys Rasiklal M Dhanawal Sinhgad Technical Institutes Campus, Pune	Pune	Maharashtra
Sinhgad Technical Education Societys Sinhgad Institute of Management	Pune	Maharashtra
Smt. Kashibai Navale College of Engineering	Pune	Maharashtra
Suryadatta Institute of Management and Mass Communication	Pune	Maharashtra
Suryadatta Institution Of Business Management & Technology	Pune	Maharashtra
Symbiosis Institute of Business Management	Pune	Maharashtra
Vaikunth Melha National Institute of Cooperative Management	Pune	Maharashtra
Yashwanth Education Society's International Institute of Management Science, Elpro International, Chinchwad, Pune 411003	Pune	Maharashtra

Showing 1 to 45 of 45 entries (filtered from 776 total entries)

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## 2.1.2 Faculty Empowerment (15)

### 2.1.2.1 Faculty Development Policies (5)

The Institution has a faculty development policy in order to meet high educational and governance suitable for an Institute of high repute. Further, faculty play critical role in orienting students for management studies that ultimately leads to high level campus placements.

#### National and International Activities

Sr. No	Activity
1	Conducting well developed FDPs at institute level and sending faculty for FDPs to other institute with monetary benefits.
2	Attending and presenting research papers in National & International Conferences/ workshops/Symposia/Seminar etc. with fully paid registration fees along with on duty leave.
3	Visiting Institutes/ Industries/ Special Training/ Presentation of research project proposal etc. with partial financial support.
4	Connecting with industry and be on Boards in different industries promote with honorary recognitions.
5	Membership of Professional Bodies/Societies both National and International up to maximum one in an academic year for one time to faculty members.
6	Faculty is provided with required digital resources for effective functioning such as laptops and peripherals along with all necessary consumables.
7	Faculty is entitled to purchase books, e-books, magazines and stationary items etc. up to worth Rs.5000 every year.

### 2.1.2.2 Decentralization, delegation of power and Collective decision making (10)

The department believes in the policy of participative management and decentralization. Emphasis is made on including every faculty and staff member by involving them in various committees.

Following table depicts powers and role of HOD and other faculty members. However, this is not exhaustive and many a time power and authority is delegated to faculty and staff based on situation and requirement.

### Powers and Roles of HOD and Other faculty members

<b>Name &amp; Designation</b>	<b>Academic</b>	<b>Financial</b>	<b>Managerial &amp; Administrative</b>	<b>Remarks related to utilization of powers &amp; evidence files</b>
<b>Dr. Saroja Asthana, Director</b>	Participation in Syllabus design and review	Seeking approvals for all institutional expenses from the Society	Maintaining discipline and overall monitoring of academic and administrative activities	Strategic resources Approval
<b>Dr. Vilas Pharande Executive Director</b>	Review of all the activities such as Admissions, Academic, Placement arranging extra-curricular activities.	Up to Rs. 50000	Compliance to all statutory government and non-government organizations.	AICTE, State Government, Campus
<b>Dr. Nitin Deshmane, Academic Chairman</b>	Academic planning and implementation for core and elective courses. Implementation of Individual Capacity Building Program	Up to Rs.25000/- for Departmental Expenses	All students related activities Industry Connect Alumina Connect	Forming various Committees and supervising their activities
<b>Mr. Dilip Wagh, OS Finance</b>	Forwarding requirement of faculty and staff to the Management authorities	Up to Rs.25000/- for Institutional Expenses. All activities under Finance	All society related compliances and coordination with CA	Banks and other financial agencies
<b>Ms. Sonali Kadam, Research Chairperson</b>	Supervising and forwarding all research related activities	Approvals of budgets	International connects Coordinating MoU with them	Coordination with faculty and students

Institute has a tie up for Summer internship at the end of first year of program and final placement upon completion of course with ISB&M, Nande, Pune for an excellent track record of placement and a huge network with Corporate World. In addition, Institute also has independent placement cell (PAC) headed by Prof. Nitin Deshmane and the activities of placement are managed by the students.

### **Roles and Responsibility of PAC**

Managing the student's data for placement and internship purpose  
 Maintaining and updating the data of the company for contacting them  
 Contacting the companies and inviting them for placement  
 Ensuring the slot availability while inviting the company  
 Ensuring the requirements of the company on campus is fulfilled like stay, food, arrangements for conducting online test, GD rooms and interview rooms.

<b>Sr.No.</b>	<b>Name</b>	<b>Company</b>	<b>Designation</b>
1	Dr. Nitin Deshmane	Asst. Professor	In Chair
2	Mr. Vinay Jajodia	Student	Member
3	Mr. Chirag Jain	Student	Member
4	Miss. Shreya Chaturvedi	Student	Member
5	Miss. Muskan Alwa	Student	Member

### 2.1.3 Effective Governance Indicators (15)

#### 2.1.3.1 Grievance Redressal Mechanism (2)

Following procedure is defined for filling a complaint

- Complaint must be made by the victim or witness in writing.
- Oral Complaints are to be lodged in person or by person accompanying the victim before the Chairperson or to any member of the Committee.
- All complaint must be addressed to the Chairperson of the committee.
- Complaint must be filled in a proper hierarchy.
- The following committee is constructed to handle the concerned matter.

#### Grievance Redressal Cell

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Dr. Nitin Deshmane	Asst. Professor	Member
4	Mr. Sunil Chavan	Computer Lab In-charge	Member
5	Mr. Dilip Wagh	Office Superintendent	Member

## **Policies to prevent Sexual Harassment in MIBM**

Following procedure is defined for filling a complaint:

- Complaint must be made by the victim in writing.
- Oral Complaints are to be lodged in person or by person accompanying the victim before
- the Chairperson or to any member of the Committee.
- All complaint must be addressed to the chairperson of the committee.
- Complaint must be filled in a proper hierarchy.
- The following committee is constructed to handle the concerned matter

### **Complaint Committee for Women Sexual Harassment at Work (CC-WSHW)**

<b>Sr.No.</b>	<b>Name</b>	<b>Company</b>	<b>Designation</b>
1	Mrs. Sonali Kadam	Asst. Professor	In Chair
2	Dr. Nitin Deshmane	Asst. Professor	Member
3	Dr. Vilas Pharande	Professor	Member
4	Mrs. Megha More	Non-Teaching	Member
5	Ms. Kajari Mitra	Social Worker	Member
6	Mr. Ojas Deolankar	Advocate	Member
7	Ms. Priya Maheshwari	Student	Member

## Anti-Ragging Committee in MIBM

Policies are well defined and there is a zero tolerance to ragging activity at MIBM. Students are counseled and informed from time to time regarding these policies in person.

### Anti-Ragging Committee (ARC)

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Mr. Sunil Chavan	Comp. Lab In charge	Member
3	Mrs. Megha More	Non-Teaching	Member
4	Mr. Ashwin Udupure	Student	Member
5	Ms. Shivani Patil	Student	Member
6	Mr. Ravindra Udupure	Father of Student	Member

Details of Committees are available in Institute Website and updated from time to time if there are changes in it.

### 2.1.3.2 Transparency (5)

The Institute firmly belief in transparency, the system rules and policies are drafted to promote equality and egalitarianism. In order to achieve such motive, the Institute provide every rule and policy to stakeholders, primarily students and their parents/guardians. The policies and important rules are made available on multiple platforms such as the Institute website, in hardbound form is the department office and the administration building of the institute. Other than that, students are given College and Hostel Manuals on first day of Orientation Program in hardbound

form. Also, a session is held to explain them code of conduct etc. by Academic Chairman. Dissemination of all academic information related to students, faculty members and staff members is available on institute ERP system. ERP system is extensively used from admission of the student till imparting PGDM degree.

#### **2.1.3.2 Leader and Faculty Selection Process (5)**

For the faculty selection, MIBM give wide publicity in print media, digital media and institutes network. All resumes are scrutinized by HR committee. For higher posts webinar/seminar must be deliver by the candidate on relevant topic. This is followed by personal interviews by adhoc selection committee. Selected candidates are briefed about institute culture and facilities before the joining.

As explained earlier in 2.1.1.2 & 3 MIBM govern on Service Rules, HR Policy, Research Policy and general Code of Conduct. The same is available on institute website at [https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

#### **2.1.3.3 Stability of the academic leaders (3)**

The policies and processes that have been formulated jointly by Management, Director and BOG. The institute has been able to grow multifold under the able guidance of Dr. Saroja Asthana, Director, MIBM and Dr. Pramod Kumar, President, Ignited Minds Society and has achieved new heights. MIBM Faculty retention depicts faculty satisfaction level and their commitment for the betterment of the Institute. Dr. Nitin Deshmane and Mr. Dilip Wagh are totally committed to student's development and welfare. While Ms. Sonali Kadam is a keen researcher and result of student's participation in research activities itself define MIBM standards. MIBM track record of placement depict our success and motto of building career so that our students could work anywhere in the World comfortably. Recent Times Business School rating dated 18 April 2023 gives MIBM 92 rank nationwide. This is suggestive of vision and mission of our leaders and drive and passion to achieve it.

## 2.2. Financial Resources (40)

### 2.2.1. Budget Allocation, Utilization, and Public Accounting at Institute level (40)

Summary of current financial year's budget and actual expenditure incurred (for the institution exclusively) in the three previous financial years are presented as below:

**Table no. 2.2.1 a - Total Income at Institute Level for CFY 2023-24**

**Table no. 2.2.1 a - Total Income at Institute Level for CFY 2023-24**

Income				Total Income
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	
59553649	NIL	NIL	NIL	59553649

**Table no. 2.2.1 a - Total Income at Institute Level for CFY 2022-23**

Income				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
50,321,408	NIL	NIL	11,88,000	51,509,408

**Table no. 2.2.1 a - Total Income at Institute Level for CFY 2021-22**

<b>Income</b>				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
<b>51,302,338</b>	NIL	NIL	NIL	<b>51,302,338</b>

**Table no. 2.2.1 a - Total Income at Institute Level for FY 2020-21**

<b>Income</b>				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
<b>42,046,136</b>	NIL	NIL	NIL	<b>42,046,136</b>

**Table 2.2.1b: Summary of Budgeted and the Actual Expenditure (in Rupees)**

Items	Budgeted in FY 2023-24	Budgeted in FY 2022-23	Budgeted in FY 2021-22	Budgeted in FY 2020-21	Actual Exp in FY 2023-24	Actual Exp in FY 2022-23	Actual Exp in FY 2021-22	Actual Exp in FY 2020-21
<b>Capital Expenditure</b>								
Infrastructure Built-up	10000000	20000000	20000000	25000000	9380581	21442204	17983692	2043920
Library	1000000	250000	200000	200000	783887	208411	192900	103322
IT Infrastructure	2000000	2000000	1000000	500000	2587351	1630044	420668	348250
Others	5000000	5000000	5000000	5000000	5565001	4011227	4690006	4903194
<b>Total Capital Exp</b>	<b>18000000</b>	<b>27250000</b>	<b>26200000</b>	<b>8200000</b>	<b>18316820</b>	<b>27291886</b>	<b>23287266</b>	<b>7398686</b>
<b>Operational Expenditure</b>								
Salary (Teaching, Non-teaching and other staff)	17500000	15000000	13500000	12500000	17240832	15079912	13598457	12733300
Capacity Development	7000000	1500000	1200000	1000000	7330980	1209823	1123104	594005
Others	2000000	1500000	800000	500000	2099592	1337135	634621	394006
<b>Total Operational Exp</b>	<b>26500000</b>	<b>18000000</b>	<b>15500000</b>	<b>14000000</b>	<b>26671404</b>	<b>17626870</b>	<b>15356182</b>	<b>13721311</b>
<b>Total</b>	<b>44500000</b>	<b>45250000</b>	<b>41700000</b>	<b>22200000</b>	<b>44988224</b>	<b>44918756</b>	<b>38643448</b>	<b>21119997</b>

#### **2.2.1.1.Adequacy of Budget Allocation (15)**

Every year institute conducts two days meeting to do comprehensive analysis of budget allocation. The responsible faculty member or staff member present their next year financial requirement. Management takes appropriate decision and allocate budget to maintain the financial stability of the institute.

Further, management takes frequent reviews to have a close loop on utilization of allocated budget. Hence budgets are effectively utilized under allocated category only. The utilization percentage are being summarize below:

**2023-24: 101.1%**

**2022-23: 99.26%**

**2021-22: 92.67%**

**2020-21: 95.13 %**

#### **2.2.1.2.Utilization of Allocated Funds (15)**

The detailed utilization of the Head wise expenditure is inline with planned activities. Hence the allocation and utilization is in tune.

#### **2.2.1.3.Availability of the Audited Statements on the Institute's website (10)**

Link: [https://mgi.ac.in/mibm/pdf/MANDATORY\\_DISCLOSURE\\_MIBM.pdf](https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

