



YEARLY STATUS REPORT - 2021-2022

| Part A | |
|--|---|
| Data of the Institution | |
| 1.Name of the Institution | International Management Institute |
| • Name of the Head of the institution | Prof. Ramesh Behl |
| • Designation | Director & Professor |
| • Does the institution function from its own campus? | Yes |
| • Phone No. of the Principal | 7789022222 |
| • Alternate phone No. | 9178630066 |
| • Mobile No. (Principal) | 9178630066 |
| • Registered e-mail ID (Principal) | director@imibh.edu.in |
| • Address | IDCO Plot No. 1, Vill. Gothapatna, PO Malipada |
| • City/Town | Bhubaneswar |
| • State/UT | Odisha |
| • Pin Code | 751003 |
| 2.Institutional status | |
| • Autonomous Status (Provide the date of conferment of Autonomy) | 20/11/2020 |
| • Type of Institution | Co-education |
| • Location | Rural |

| | | | | | |
|--|---|----------------|-----------------------------|-------------------|-------------------|
| • Financial Status | Self-financing | | | | |
| • Name of the IQAC Co-ordinator/Director | Prof. Ramakrushna Panigrahi | | | | |
| • Phone No. | 9845172365 | | | | |
| • Mobile No: | 9845172365 | | | | |
| • IQAC e-mail ID | iqac@imibh.edu.in | | | | |
| 3.Website address (Web link of the AQAR (Previous Academic Year) | https://imibh.edu.in/naac | | | | |
| 4.Was the Academic Calendar prepared for that year? | Yes | | | | |
| • if yes, whether it is uploaded in the Institutional website Web link: | https://imibh.edu.in/pgdm | | | | |
| 5.Accreditation Details | | | | | |
| Cycle | Grade | CGPA | Year of Accreditation | Validity from | Validity to |
| Cycle 1 | B++ | 2.95 | 2022 | 17/05/2022 | 16/05/2027 |
| 6.Date of Establishment of IQAC | | | 12/12/2018 | | |
| 7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)? | | | | | |
| Institution/ Department/Faculty/School | Scheme | Funding Agency | Year of Award with Duration | Amount | |
| NA | Nil | Nil | Nil | Nil | |
| 8.Provide details regarding the composition of the IQAC: | | | | | |
| • Upload the latest notification regarding the composition of the IQAC by the HEI | View File | | | | |
| 9.No. of IQAC meetings held during the year | 4 | | | | |
| • Were the minutes of IQAC meeting(s) and compliance to the decisions taken | Yes | | | | |

| | |
|---|--|
| uploaded on the institutional website? | |
| <ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report | No File Uploaded |
| 10. Did IQAC receive funding from any funding agency to support its activities during the year? | No |
| <ul style="list-style-type: none"> If yes, mention the amount | |
| 11. Significant contributions made by IQAC during the current year (maximum five bullets) | |
| <p>1. Course file to be maintained on each subject for NAAC, and other ACCREDITATION processes. 2. The courses are to be made interdisciplinary. More Case studies and Industry practices to be incorporated into courses. 3. FDPs and Master Classes to be conducted. 4. Improvement in pedagogy- Introduction of Simulation and software-based practical applications. 5. Capstone projects to be introduced for soft landing of students in the corporate world.</p> | |
| 12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year: | |
| Plan of Action | Achievements/Outcomes |
| to get the re-accreditation from NBA & AMBA. | Got the accreditation from NBA and AMBA. |
| 13. Was the AQAR placed before the statutory body? | Yes |
| <ul style="list-style-type: none"> Name of the statutory body | |
| Name of the statutory body | Date of meeting(s) |
| IQAC | 13/12/2023 |
| 14. Was the institutional data submitted to AISHE ? | Yes |
| <ul style="list-style-type: none"> Year | |

| Year | Date of Submission |
|---------|--------------------|
| 2021-22 | 16/01/2023 |

15. Multidisciplinary / interdisciplinary

National Education Policy envisages providing high-quality education to develop human resources in our nation as global citizens, which is well assimilated in our Institute. The institute has incorporated a multidisciplinary/interdisciplinary approach to its pedagogy, which is reflected in the following courses.:

1. Behavioral Finance
2. International Business
3. Enterprise Resource Planning
4. Legal aspects of Business
5. Corporate strategy

16. Academic bank of credits (ABC):

IMI-B is an official member of the National Academic Depository which is a government endeavour to offer an online repository for all academic awards under the Digital India Programme. IMI-B is in the process of uploading students' mark sheets and degree certificates through the nad.digitallocker.gov.in platform through its affiliated colleges.

The National Academic Bank of Credits (ABC) portal is now being integrated into the NAD portal <https://nad.digitallocker.gov.in> platform and is currently live from the academic year 2022 onwards.

17. Skill development:

The institute has a skill development cell that actively participates in strengthening the technical, vocational, and soft skills of the Management students. The institute has T&P cell that actively participates to strengthen the current trends required in the industry, Campus Recruitment Training. The Institution is

conducting the skill development courses from Term III to VI as follows:

1. Financial Accounting and Analysis
2. Information Technology for Decision Making
3. Business Analytics
4. Machine Learning Using R and Python
5. Business Negotiation Skills
6. Finance and Risk Analytics
7. HR Analytics
8. Marketing Analytics,
9. E-Business: Model and Analytics,
10. Digital Marketing

18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

In order to promote /integrate the local language, art, and culture, it is the regular practice at the institute that all cultural activities conducted in adopted villages are compulsorily executed in the local Odia language. In the Youth Festival organized at IMI-B, our students are actively participating in various cultural events and received prizes and color coats in many events. At IMI we also celebrate various festivals and days like:

- Republic Day
- Basant Panchmi
- Maha Shivratri
- Holi
- Good Friday
- Id-Ul-Fitr
- Rath Yatra
- Id-Ul-Zuha
- Raksha Bandhan
- Independence Day

- Janam Ashtmi
- Ganesh Chaturthi
- Maha Ashtami
- Dussehra
- Diwali
- Govardhan puja
- Bhai Duj
- Christmas etc.

Yoga sessions are offered with guidance provided in diverse Indian languages such as Hindi, Kannada, and Odia.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

IMI-B follows the guidelines as and when directed in a variety of approaches in the teaching-learning process like:

- lectures
- seminars
- tutorials
- workshops
- practicals
- project-based learning fieldwork
- technology-enabled learning internship and apprenticeship
- research work
- simulation

All programs are structured as outcomes-based education (OBE), tailored to meet both regional and global standards. All students are successfully placed in reputable companies/organizations, securing better packages than in previous years.

The course outcome of every subject is well defined in the curriculum itself by IMI-B.

20.Distance education/online education:

The institution is exploring the possibilities for introducing an online program. Also, IMI introduced short-term courses in collaboration with ET Masterclasses.

Extended Profile

1.Programme

1.1

2

Number of programmes offered during the year:

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

2.Student2.1 207

Total number of students during the year:

| File Description | Documents |
|---|---------------------------|
| Institutional data in Prescribed format | View File |

2.2 91

Number of outgoing / final year students during the year:

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

2.3 91

Number of students who appeared for the examinations conducted by the institution during the year:

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

3.Academic3.1 80

Number of courses in all programmes during the year:

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

3.2 19

Number of full-time teachers during the year:

Extended Profile

1. Programme

| | |
|---|----------|
| 1.1 | 2 |
| Number of programmes offered during the year: | |

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

2. Student

| | |
|---|------------|
| 2.1 | 207 |
| Total number of students during the year: | |

| File Description | Documents |
|---|---------------------------|
| Institutional data in Prescribed format | View File |

| | |
|---|-----------|
| 2.2 | 91 |
| Number of outgoing / final year students during the year: | |

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

| | |
|--|-----------|
| 2.3 | 91 |
| Number of students who appeared for the examinations conducted by the institution during the year: | |

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

3. Academic

| | |
|--|-----------|
| 3.1 | 80 |
| Number of courses in all programmes during the year: | |

| File Description | Documents |
|---|---------------------------|
| Institutional Data in Prescribed Format | View File |

| | |
|-----|-----------|
| 3.2 | 19 |
|-----|-----------|

| | | |
|--|---------------------------|--|
| Number of full-time teachers during the year: | | |
| File Description | Documents | |
| Institutional Data in Prescribed Format | View File | |
| 3.3 | 19 | |
| Number of sanctioned posts for the year: | | |
| 4.Institution | | |
| 4.1 | NA | |
| Number of seats earmarked for reserved categories as per GOI/State Government during the year: | | |
| 4.2 | 13 | |
| Total number of Classrooms and Seminar halls | | |
| 4.3 | 284 | |
| Total number of computers on campus for academic purposes | | |
| 4.4 | 704 | |
| Total expenditure, excluding salary, during the year (INR in Lakhs): | | |

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The curriculum of IMI Bhubaneswar takes into consideration the local, regional, national, and global developmental needs which are amply reflected in the Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of all the programmes offered by the institute. The POs, PSOs and COs are not only embedded with national, global and industry needs but also periodically revised and updated in tune with the changing business environment.

- Entrepreneurship Theory and Practice - GM608 - Relevant to local needs
- Macro-Economic Theory & Policy - EC 502 - Relevant to National Needs
- Corporate Governance and Business Ethics ST 607: Relevant to Regional Needs
- International Business - EC505 - Relevant to Global Needs

Detailed mapping of all the courses is uploaded in the link given below.

| File Description | Documents |
|---------------------------------------|---|
| Upload additional information, if any | View File |
| Link for additional information | https://imibh.edu.in/pgdm_programme_structure |

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

2

| File Description | Documents |
|--|---------------------------|
| Minutes of relevant Academic Council/BOS meeting | View File |
| Details of syllabus revision during the year | View File |
| Any additional information | No File Uploaded |

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

79

| File Description | Documents |
|---|---------------------------|
| Curriculum / Syllabus of such courses | View File |
| Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses | View File |
| MoUs with relevant organizations for these courses, if any | View File |
| Any additional information | View File |

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

8

| File Description | Documents |
|---|---------------------------|
| Minutes of relevant Academic Council/BoS meetings | View File |
| Any additional information | No File Uploaded |
| Institutional data in prescribed format (Data Template) | View File |

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

2

| File Description | Documents |
|--|---------------------------|
| Minutes of relevant Academic Council/BoS meetings | View File |
| Any additional information | View File |
| List of Add on /Certificate programs (Data Template) | View File |

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

At IMI-B the concept of "doing business ethically" is imbibed

amongst the students from the beginning to ensure that students become socially responsible business leaders to contribute to the cause of society and nation. From the Orientation classes before the commencement of the first term, till they complete the program in the 6th term, guest lectures are arranged for the students to instill professional ethics, gender sensitivity, and human values in their conduct. Since the mission of the institute is to develop managerial talent capable of providing enlightened and effective leadership, the course matrix at IMI-B is designed to reflect ethical issues, human values, and sustainability aspects of business management. Most of the faculty members have undergone AICTE-conducted programs on Universal Human Values and our courses reflect ethical issues, human values, and sustainability aspects within business management. The courses offered address cross-dimensional issues involving individuals, society, and the corporate sector, with an emphasis on universal human values. Such Courses are mentioned below:

- Corporate Social Responsibility
- Business Ethics
- Corporate Governance
- Organisational Behaviour etc.
- Human Resource Management
- CSR and Sustainable Development

Customer Relationship Management

| File Description | Documents |
|---|---------------------------|
| Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum | View File |
| Any additional information | No File Uploaded |

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

1

| File Description | Documents |
|--|---------------------------|
| List of value-added courses | View File |
| Brochure or any other document relating to value-added courses | View File |
| Any additional information | View File |

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

103

| File Description | Documents |
|----------------------------|---------------------------|
| List of students enrolled | View File |
| Any additional information | View File |

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

202

| File Description | Documents |
|---|---------------------------|
| List of programmes and number of students undertaking field projects / internships / student projects | View File |
| Any additional information | View File |

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni **B. Any 3 of the above**

| File Description | Documents |
|---|---|
| Provide the URL for stakeholders' feedback report | https://online.imibh.edu.in/studentweb/ |
| Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management | View File |
| Any additional information | No File Uploaded |

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

| File Description | Documents |
|---|---|
| Provide URL for stakeholders' feedback report | https://online.imibh.edu.in/studentweb/ |
| Any additional information | View File |

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

123

| File Description | Documents |
|---|---------------------------|
| Any additional information | View File |
| Institutional data in prescribed format | View File |

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

19

| File Description | Documents |
|---|---------------------------|
| Any additional information | No File Uploaded |
| Number of seats filled against seats reserved (Data Template) | View File |

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The assessment of students starts with the orientation programme which is aimed at bridging the gap among students coming from diverse backgrounds in the management programme. The assessment of the learning levels of the students is done on a continuous basis through assignments, presentations, quizzes, exams, projects etc. based on which slow and advanced learners are identified. The faculty members take extra sessions and specific counselling

sessions for slow learners to increase their academic performance.

Special Initiatives for slow learners:

1. Counselling by faculty mentors/members.
2. Tutorial Classes and Doubt clearing sessions by course faculty.

Special Sessions organized for slow learners:

- Business Mathematics QM501 : 3 Sessions
- Cost & Management Accounting AC502 : 3 Sessions
- Financial Management I FN501: 4 Sessions
- Financial Management II FN502 : 5 Sessions
- Marketing Analytics MK603 : 2 Sessions

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/pgdm_programme_structure |

2.2.2 - Student – Teacher (full-time) ratio

| Year | Number of Students | Number of Teachers |
|------------|--------------------|--------------------|
| 31/07/2021 | 207 | 19 |

| File Description | Documents |
|-----------------------------------|---------------------------|
| Upload any additional information | View File |

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

IMI Bhubaneswar encourages its students to engage in experiential learning as a part of the process as below:

- Case studies from Harvard and IVEY
- Live projects

- Summer Internship
- Guest lectures

Summer Internship is a compulsory component and offers experiential learning in a real-time corporate setting. Students are also encouraged to take up live projects in corporates to enhance their problem-solving skills while experiential learning is embedded in such live projects. Also, each course offers case studies from Harvard and IVEY Business Schools for an enhanced learning experience.

Students are required to do a Capstone project in the second year to sharpen their data collection and analytical skills and enhance their experiential learning. The following courses offer participative learning and problem-solving methodologies:

1. Business Mathematics -QM501
2. Managerial Economics - EC 501
3. Enterprise Resource Planning-IS601
4. Financial Management-I -FN501
5. Marketing Strategy-MK504
6. HR Analytics-HR604
7. Marketing Analytics-MK603
8. Logistics and supply chain management - OM601
9. Business Analytics - IS608
10. Financial Management II- FN502
11. Research Methods for Management - QM503
12. Security Analysis and Portfolio Management - FN604
13. Data Visualization and Dashboard - IS604
14. Financial Derivatives and Risk Management - FN61

| File Description | Documents |
|-----------------------------------|---|
| Upload any additional information | View File |
| Link for additional Information | https://imibh.edu.in/pgdm_programme_structure |

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

The following ICT tools are used by the faculty members at IMI Bhubaneswar:

- Online Tools: The Institute is also practicing the use of ICT (videos and PPTs) with conventional methods of lecture delivery.
- Quiz Activities: In the online mode, the faculty conducted the quiz activities for the course.
- Coursera & TCS iON

Software solutions-based ICT tools were used by all the faculty.

- Zoom Meet, Google Meet,
- The faculty encourages the students to learn from online lectures and videos.
- They also study from the certifications offered by Swayam (ICT initiative of MHRD) etc.

IMI Bhubaneswar has tied up with the following companies for ICT-enabled learning experiences :

- XL-Miner
- Visual Studio
- MS Project
- SAP,
- Gretl
- SPSS
- SPSS AMOS
- Tally ERP
- Markstrat
- Tableau
- Academic ERP software is known as the "Online Learning and Training (OLT) Platform".
- Libsys - an online library software management system that can check for books and periodicals remotely.

The library also has a huge repository of E-books, E-Magazines, and Journal Databases like EBSCO Host, Sage, DOAJ, etc. In order to ensure that plagiarism is contained, IMI Bhubaneswar also has the license for Turnitin.

| File Description | Documents |
|--|---|
| Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process | https://imibh.edu.in/infrastructure |
| Upload any additional information | View File |

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

19

| File Description | Documents |
|---|---------------------------|
| Upload year-wise number of students enrolled and full-time teachers on roll | View File |
| Circulars with regard to assigning mentors to mentees | View File |

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

IMI Bhubaneswar`s program office prepares the academic calendar and subsequently gets it approved by the faculty council after due deliberations.

- The academic calendar takes into consideration all the academic activities, cultural activities, Exam dates, and Project submission dates.
- The institute strictly follows the academic calendar.
- Each and every course outline contains a teaching plan and session-wise details.

| File Description | Documents |
|---|---------------------------|
| Upload the Academic Calendar and Teaching Plans during the year | View File |

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

19

| File Description | Documents |
|--|---------------------------|
| Year-wise full-time teachers and sanctioned posts for the year | View File |
| List of the faculty members authenticated by the Head of HEI | View File |
| Any additional information | No File Uploaded |

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

18

| File Description | Documents |
|---|---------------------------|
| List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years | View File |
| Any additional information | No File Uploaded |

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

135

| File Description | Documents |
|---|---------------------------|
| List of teachers including their PAN, designation, Department and details of their experience | View File |
| Any additional information | No File Uploaded |

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

15

| File Description | Documents |
|--|---------------------------|
| List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result | View File |
| Any additional information | No File Uploaded |

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

1

| File Description | Documents |
|---|---------------------------|
| Upload the number of complaints and total number of students who appeared for exams during the year | View File |
| Upload any additional information | View File |

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

IMI Bhubaneswar has undertaken considerable reforms in the Examination Procedures. For each course at least 4 component of evaluation is mandatory. The quiz and term paper components are IT integrated through campus ERP. There are provisions in the campus ERP to conduct all the components of the evaluation. Most of the analytical papers are conducted in computer labs without any use of pen and paper.

Such IT integration has made the following impact :

- Instantaneous feedback to students on evaluation components.
- Seamless conduct of all the examinations.
- Reduction of time duration from the date of examination to the date of result declaration.

| File Description | Documents |
|---------------------------------------|------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional Information | Nil |

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

IMI Bhubaneswar ensures that all academic activities are consistent with its vision and mission statements. The POs, PSOs and COs are periodically aligned for all their academic and non-academic activities.

The Programme Office is responsible for effective programme execution and alignment with the mission and POs and PSOs.

- All the course outcomes and programme outcomes are stored in the intranet (O: //drive) and are accessible by all faculty and students via ERP and website.
- The mission and vision statements are engraved and put up in all the prominent places at the institute.
- The mission and vision along with POs and PSOs are prominently displayed on the website for all stakeholders.

| File Description | Documents |
|--|---|
| Upload COs for all courses (exemplars from the Glossary) | View File |
| Upload any additional information | No File Uploaded |
| Link for additional Information | https://imibh.edu.in/pgdm_programme_structure |

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The institute evaluates attainment of Programme Outcomes and Course Outcomes as follows:

PO1: Apply knowledge of management theories and practices to solve business problems

(To impart state-of-the-art skills and knowledge in functional areas of management with the objective of preparing students for cross-functional roles in industry)

PO2: Foster analytical and critical thinking abilities for data-based decision making

(To hone analytical and problem-solving skills using modern day managerial tools to enhance decision making capabilities)

PO3: Ability to develop value-based leadership ability

(To develop the students' personality, integrated with strong values and positive attitude so as to be receptive to societal concerns and ethical conduct)

PO4: Ability to understand analyse and communicate global legal and ethical aspects of business

(To build awareness about the socio-economic environment both domestic & international and its implications for businesses)

PO5: Ability to lead themselves and others in the achievement of organizational goals contributing effectively to a team environment

The above POs are evaluated on a continual basis and details of the evaluation is attached.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

91

| File Description | Documents |
|---|---------------------------|
| Upload list of Programmes and number of students appear for and passed in the final year examinations | View File |
| Upload any additional information | View File |
| Paste link for the annual report | Nil |

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://imibh.edu.in/aqar_2021-22

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

One of the 4 key pillars of IMI Bhubaneswar is "Research". To ensure that "research" is at the forefront of knowledge development, IMI Bhubaneswar has a well-designed and structured research policy that is shared with all stakeholders.

The research promotion policy of IMI Bhubaneswar is reviewed periodically to incorporate a greater focus on research activities and is circulated among faculty members.

- The faculty members are provided financial support to present papers at both national and international conferences.
- A sum of Rs. 3,00,000 (per block of 2 years) is allocated to an individual faculty development fund which can be used for presenting papers in national/international conferences or self-development workshops.
- Faculty members are also provided incentives to publish in journals as per the following norms.

2021-22

Journal Category

Reward in Rs. Lakhs

A Star

15.0

A+

8.0

A

5.0

B+

2.0

B

1.0

2022-23

Journal Category

Reward in Rs. Lakhs

A Star

20.0

A+

12.0

A

8.0

B+

3.0

B**1.5**

| File Description | Documents |
|--|---------------------------|
| Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption | View File |
| Provide URL of policy document on promotion of research uploaded on the website | Nil |
| Any additional information | View File |

3.1.2 - The institution provides seed money to its teachers for research**3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)****2.68**

| File Description | Documents |
|---|---------------------------|
| Minutes of the relevant bodies of the institution regarding seed money | View File |
| Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized | View File |
| List of teachers receiving grant and details of grant received | View File |
| Any additional information | View File |

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year**0**

| File Description | Documents |
|---|------------------|
| e-copies of the award letters of the teachers | No File Uploaded |
| List of teachers and details of their international fellowship(s) | No File Uploaded |
| Any additional information | No File Uploaded |

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

14.61

| File Description | Documents |
|--|---------------------------|
| e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations | View File |
| List of projects and grant details | No File Uploaded |
| Any additional information | View File |

3.2.2 - Number of teachers having research projects during the year

0

| File Description | Documents |
|---|------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional Information | Nil |
| List of research projects during the year | No File Uploaded |

3.2.3 - Number of teachers recognised as research guides

18

| File Description | Documents |
|---|---------------------------|
| Upload copies of the letter of the university recognizing teachers as research guides | View File |
| Institutional data in Prescribed format | View File |

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

| File Description | Documents |
|---|---------------------------|
| Supporting document from Funding Agencies | View File |
| Paste link to funding agencies' website | Nil |
| Any additional information | View File |

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

IMI Bhubaneswar has created an ecosystem for research innovation, incubation, and transfer of knowledge. The following activities are part of the Ecosystem:

- The faculty members attend national/international conferences to present papers and collaborate with other researchers for joint research projects.
- Faculty members conduct MDP programs for the transfer of academic knowledge to the stakeholders of the Industry for enhanced knowledge sharing with the industry.
- Entrepreneurship - IMI focuses on Entrepreneurship and accordingly offers core and elective courses as part of the program.
- IMI Incubation Foundation - founded in 2018 as a Section 8 Company to promote entrepreneurship/startups in the areas of business analytics, Enterprise Systems, and Renewable Energy.
- The Institute Innovation Council was established in 2018 as

per the AICTE requirements. Our E-Cell and Incubation Foundation are recognized by Start-up Odisha, a Government of Odisha initiative.

- Community Orientation - There are many outreach programs conducted by the Institute through student clubs for underprivileged children.
- Faculty members conduct Certificate Programmes for the stakeholders of the Industry for enhanced knowledge sharing with the industry through ET Masterclass.
- IMI adopted five villages under UBA for community orientation.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/research |

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

13

| File Description | Documents |
|--|---------------------------|
| Report of the events | No File Uploaded |
| List of workshops/seminars conducted during the year | View File |
| Any additional information | View File |

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

| File Description | Documents |
|--|---------------------------|
| Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check | View File |
| Any additional information | View File |

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

1

| File Description | Documents |
|--|---|
| URL to the research page on HEI website | https://imibh.edu.in/research |
| List of PhD scholars and details like name of the guide, title of thesis, and year of registration | View File |
| Any additional information | View File |

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

.89

| File Description | Documents |
|---|---------------------------|
| List of research papers by title, author, department, and year of publication | View File |
| Any additional information | No File Uploaded |

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

.57

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/books_publications |

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

104

| File Description | Documents |
|---|---------------------------|
| Any additional information | No File Uploaded |
| Bibliometrics of the publications during the year | View File |

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

8

| File Description | Documents |
|--|---------------------------|
| Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution | No File Uploaded |
| Any additional information | View File |

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

29.03

| File Description | Documents |
|--|---------------------------|
| Audited statements of accounts indicating the revenue generated through consultancy and corporate training | View File |
| List of consultants and revenue generated by them | View File |
| Any additional information | View File |

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

2.68

| File Description | Documents |
|---|---------------------------|
| Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy | View File |
| List of training programmes, teachers and staff trained for undertaking consultancy | No File Uploaded |
| List of facilities and staff available for undertaking consultancy | View File |
| Any additional information | View File |

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Engaging students in extension activities in their neighborhood significantly contributes to their holistic development by fostering social awareness, empathy, and a sense of responsibility towards the community.

Here are some extension activities by the Prayas Club of IMI Bhubaneswar to sensitize students to social issues and their impact.

1. Community Clean-up Drives: Organize regular clean-up drives in the neighbourhood to instill a sense of responsibility

towards the environment. This can raise awareness about waste management and its impact on the local ecosystem.

2. **Plantation Drives:** Organize tree plantation events to promote environmental conservation. Teach students about the importance of trees in mitigating climate change and maintaining ecological balance.
3. **Vastradaan:** Collect gently used clothes and distribute them to the needy. This activity can raise awareness about the importance of recycling and reusing items to reduce waste.
4. **Unnat Bharat Abhiyan** - IMI has adopted five villages under this national scheme and has conducted many awareness programs.

Organizing such events creates awareness among the students about society and their social responsibility.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/corporate_social_responsibility_csr |

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

0.0

| File Description | Documents |
|--|------------------|
| Number of awards for extension activities in during the year | No File Uploaded |
| e-copy of the award letters | No File Uploaded |
| Any additional information | No File Uploaded |

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

3

| File Description | Documents |
|---------------------------------|---------------------------|
| Reports of the events organized | View File |
| Any additional information | View File |

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

250

| File Description | Documents |
|----------------------------|---------------------------|
| Reports of the events | View File |
| Any additional information | View File |

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

4

| File Description | Documents |
|--|---------------------------|
| Copies of documents highlighting collaboration | View File |
| Any additional information | View File |

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

9

| File Description | Documents |
|---|---------------------------|
| e-copies of the MoUs with institution/ industry/ corporate house | View File |
| Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year | View File |
| Any additional information | No File Uploaded |

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

IMI Bhubaneswar has a world-class sprawling, fully residential campus spread over 16 acres.

The Institute has:

- Adequate classrooms to meet curriculum requirements: 08 Nos.
- Auditoriums, Conference Halls: 5 Nos
- Well-equipped infrastructure with e-learning facilities with license software.
- Computer labs to facilitate e-learning: 03 Nos.
- No of Smart TVs installed in various rooms: 7 Nos.

All the rooms have:

- Whiteboards
- LCD Projector
- Audio-Visual Systems
- Computers with Internet Connection
- Access to LAN; A/C
- Charging Points for Laptops
- Acoustic boards for better sound clarity etc.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/infrastructure |

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

IMI Bhubaneswar has adequate infrastructure to facilitate the cultural activities of students.

The Institute has:

- Open-air auditorium in plaza area- for cultural activities.
- Auditorium- for cultural activities
- Indoor sports facilities include-
 - Table Tennis
 - Carrom Boards
 - Chess

- Billiards
- Foosball
- Outdoor sports facilities include:
 - Cricket
 - Volleyball
 - Basketball
 - Football
 - Lawn tennis.
- Well-equipped Gym in a dedicated space of 120 Sq Ft.
- Open-air gym with modern gadgets.
- Dedicated 3rd floor of the library and open lawn - Space for the practice of yoga and to conduct yoga sessions by professional yoga instructors.

| File Description | Documents |
|---------------------------------------|---|
| Geotagged pictures | View File |
| Upload any additional information | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/sports_fitness |

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

14

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template) | View File |

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

556

| File Description | Documents |
|--|---------------------------|
| Upload audited utilization statements | View File |
| Details of Expenditure, excluding salary, during the years | View File |
| Any additional information | No File Uploaded |

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The IMI library is spacious, centrally air-conditioned, and fully automated and aims to support the diverse information needs of all our students, faculty, researchers, and staff through the provision of ultra-modern information resources and services.

It contains a vast repository of resources. It has been maintaining all requirements of the institute's academic program.

The Institute's library has:

- 2 floors spread over 6000 sq. feet.
- Libsys (Library Management Software) version LSease 7.0.
- Automated systems in which all books are accessioned and entered in the database, which help users to get intimation of issue books or returning books on email from the library.
- Fine intimation on the due date of issuing books to the user till renewal/return of the books through an automated system.
- OPAC (open public access catalogue) users can get all details of the library collection.

| File Description | Documents |
|---------------------------------------|--|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/library_information_c entre |

4.2.2 - Institution has access to the following: A. Any 4 or more of the above
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources

| File Description | Documents |
|---|---------------------------|
| Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership | View File |
| Upload any additional information | View File |

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

43.2

| File Description | Documents |
|--|---------------------------|
| Audited statements of accounts | View File |
| Any additional information | No File Uploaded |
| Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template) | View File |

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

27.57

| File Description | Documents |
|--|---------------------------|
| Upload details of library usage by teachers and students | View File |
| Any additional information | View File |

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

IMI Bhubaneswar has a well-defined :

- **IT Policy:** the policy governs the uses of IT infrastructure at the institute.
- **Cyber security policy:** To ensure that the IT infrastructure is safe from cyber-attacks IMI Bhubaneswar has in place a cyber security policy that governs the access to the net. To

keep the IT infrastructure updated IMI Bhubaneswar makes it a point to upgrade and fine-tune its infrastructure every year.

- Budget: Annual budget for updation and upgradation of its IT infrastructure.

IMI Bhubaneswar campus has a state-of-the-art IT infrastructure. IMI also encourages the IT support staff to be trained with the latest software available in the market.

The Wi-Fi-enabled IT infrastructure consists of:

- 210 Mbps 24-hour high-speed internet connectivity.
- 1 Network printers accessible for all students.
- 4 classrooms & the Boardroom are equipped with Smart PC-TV.
- 3 Bloomberg terminals for students & faculty.
- 3 HP enterprise servers
- 231 desktops (hardware)
- 54 laptops
- 31 laser printers available for printing jobs.

IMI Bhubaneswar has a dedicated budget for the maintenance of its IT infrastructure and periodic updation of the same.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/computer_centre |

4.3.2 - Student - Computer ratio

| Number of Students | Number of Computers |
|--------------------|---------------------|
| 260 | 285 |

| File Description | Documents |
|-----------------------------------|---------------------------|
| Upload any additional information | View File |

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. 50 Mbps

| File Description | Documents |
|---|---------------------------|
| Details of bandwidth available in the Institution | View File |
| Upload any additional information | View File |

4.3.4 - Institution has facilities for e-content development: **E. None of the above**
Facilities available for e-content development
Media Centre
Audio-Visual Centre
Lecture Capturing System (LCS)
Mixing equipments and software for editing

| File Description | Documents |
|--|------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional information | Nil |
| List of facilities for e-content development (Data Template) | No File Uploaded |

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

556.1

| File Description | Documents |
|-----------------------------------|---------------------------|
| Audited statements of accounts | View File |
| Upload any additional information | View File |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

IMI has well-defined established systems to maintain and utilize all its resources.

- The institute has well-defined policies and SOPs for the purchase and engagement of vendors and the upkeep of the campus infrastructure.
- Various committees have been constituted to oversee the maintenance and upkeep of the infrastructure.

- The program office makes the blueprint for the optimal utilization of classrooms and labs for the smooth conduct of all academic activities.

Administration Department is the nodal department for the maintenance of the entire campus including buildings, classrooms, and laboratories.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/infrastructure |

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

0.0

| File Description | Documents |
|---|------------------|
| Upload self-attested letters with the list of students receiving scholarships | No File Uploaded |
| Upload any additional information | No File Uploaded |

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

27

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Institutional data in prescribed format | View File |

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and A. All of the above

**Communication Skills Life Skills (Yoga,
Physical fitness, Health and Hygiene)
Awareness of Trends in Technology**

| File Description | Documents |
|---|---|
| Link to Institutional website | https://imibh.edu.in/industry_oriented_labs |
| Details of capability development and schemes | View File |
| Any additional information | View File |

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

202

| File Description | Documents |
|--|---------------------------|
| Any additional information | View File |
| Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template) | View File |

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

| File Description | Documents |
|--|---------------------------|
| Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee | View File |
| Details of student grievances including sexual harassment and ragging cases | No File Uploaded |
| Upload any additional information | View File |

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

91

| File Description | Documents |
|---------------------------------------|---------------------------|
| Self-attested list of students placed | View File |
| Upload any additional information | View File |

5.2.2 - Number of outgoing students progressing to higher education

0

| File Description | Documents |
|---|------------------|
| Upload supporting data for students/alumni | No File Uploaded |
| Details of students who went for higher education | No File Uploaded |
| Any additional information | No File Uploaded |

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

0

| File Description | Documents |
|--|------------------|
| Upload supporting data for students/alumni | No File Uploaded |
| Any additional information | No File Uploaded |

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

0

| File Description | Documents |
|--|------------------|
| e-copies of award letters and certificates | No File Uploaded |
| Any additional information | No File Uploaded |

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

IMI Bhubaneswar takes pride in the fact that it is a "student-driven institute". The students at IMI Bhubaneswar are an integral part of the day-to-day activities of the institute. At the first level, is the Student Council.

The student council:

- Plays an active role in the regular affairs at IMI Bhubaneswar.
- Is responsible for maintaining relationships between the management, faculty, and students.
- Acts as a representative of the students and is actively involved in various activities of the institute.
- Comprised of the elected class representatives and a group of students elected to the student council.

Besides an active Student's Council, students at IMI Bhubaneswar play a major role in various clubs and committees. The institute has the following committees and clubs:

- COLOSSEUM (Marketing Club)
- FINTELLECTS (Finance Club)
- INSIGNIA (HR Club)
- PUBLIC POLICY CLUB

- BRANDING COMMITTEE
- MEDIA AND PR COMMITTEE
- CULTURAL COMMITTEE
- CYNOSURE (Operations Club)
- EK BHARAT SHRESTHA BHARAT club
- VISHLESHAN CLUB
- PRAYAS (CSR Club)

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/academic_clubs |

5.3.3 - Number of sports and cultural events / competitions organised by the institution

3

| File Description | Documents |
|--|---------------------------|
| Report of the event | No File Uploaded |
| List of sports and cultural events / competitions organised per year | View File |
| Upload any additional information | View File |

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Established in 2011, IMI Bhubaneswar is fast emerging as an internationally reckoned fully integrated management institute of higher learning. With this level of excellence, IMI Bhubaneswar has been able to build an:

- alumni base of 407 who are well established in their respective fields in the corporate world.

Today the institute is proud to claim that the Alumni are spread in different cities of the country and some of them are also working in abroad in renowned organizations in different prestigious positions. Currently, IMI Bhubaneswar is in the process of setting up Alumni Chapters at :

- Delhi NCR
- Mumbai
- Bangalore
- Hyderabad
- Kolkata,
- Bhubaneswar.

Alumni meet are organized twice a year and one National Level meet is organized every year. Our Alumni network is managed through the Alma Connect portal.

The Institute also keeps in regular touch with the Alumni through:

- Newsletters
- Mailers
- events

Alumni have also helped our students in:

- campus placements
- summer internships
- Live Projects

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/alumni |

5.4.2 - Alumni's financial contribution during the year **E. <2 Lakhs**

| File Description | Documents |
|-----------------------------------|-------------------------|
| Upload any additional information | No File Uploaded |

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The governance of the Institute reflects the vision and mission which emphasizes the development of world-class managerial talent and to contribute to research. Accordingly, the Board of Governors

and Academic Advisory Council guide the leadership to realize the vision and mission of the Institute.

The Board is comprised of the following:

- Eminent industry leaders
- Practitioners
- Academicians

The Academic Advisory Council is drawn predominantly from Academia with a balanced mix of Industry practitioners to make the curriculum contemporary and industry-oriented.

The guidance of this to apex bodies has helped IMI Bhubaneswar in its quest for excellence in teaching, research, and corporate training in tune with the vision and mission of the Institute.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/vision_mission |

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

IMI Bhubaneswar runs its entire process of management through a decentralized process with the participation of every faculty member, staff, and student of the institute as follows:

1. **Governing Board:** The governing board envisages a strategy to attain the vision and mission of the Institute. The decentralization and participative management are reflected through various committees.

Board level sub-committees:

Steering Committee - for policy decisions and implementations

Finance Committee - resource mobilization and allocation.

2. **Academic Advisory Committee:** IMI, Bhubaneswar conducts periodic assessments for making all the academic and non-academic activities and processes to yield consistent results as envisaged in the mission statement by regularly updating its programs under

the supervision of Academic Advisory Committee and the Governing Board through the judicious assessment and budgetary allocation of its resources.

3. **Faculty Council:** For strategic development and resources with respect to educational provision and management of educational resources and execution of various strategic activities.

4. **Various Committees:** Various committees execute day-to-day activities of the institute under the guidance of the Director (details attached).

| File Description | Documents |
|---|---|
| Upload strategic plan and deployment documents on the website | No File Uploaded |
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/board_of_governors |

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The institutional strategic/perspective plan, meticulously crafted and implemented with precision, stands as a testament to the institution's vision for the future as follows:

- Clear roadmap aligning with mission and goals.
- Clear Policy documents on employee engagement, career enhancement, and benefits to make the institution a great place to work.
- Accreditation initiatives -

NAAC - Achieved

NBA - Achieved

AMBA - Achieved

AACSB - In the process

EQUIS - In the process

- Academic Collaborations with counterpart institutions (MOUs)

EGADE Business School, Mexico

MIM, Manhattan, USA

RENNES Business School, France

Sichuan Academy of Social Science, China

- Enhancement of student strength

In the process of getting approval for an additional section (60 Seats)

- Certifications:

SAP - Achieved

- Rankings:

NIRF 2022- Ranked 70th

AARIA : recognized in the band "PERFORMER"

Business India: Ranked A++

GHRDC - CSR B-School Survey: Ranked 15th

DialogueIndiaAcademiaAwards: Ranked 2nd in state

Chronicle's All India B-School Survey: Ranked 11th

CAREERS360 B-School: Ranked 31st

Business Today: Ranked 64th

Business Standard: Ranked 70th

Business Today: Ranked 65th

MBA Universe: Ranked 64th

| File Description | Documents |
|--|---|
| Strategic Plan and deployment documents on the website | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/accreditation_recognition |
| Upload any additional information | No File Uploaded |

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The Governing Structure at IMI Bhubaneswar comprises multiple layers. At the top is the Governing Body comprising eminent individuals.

- **Governing Board:** The Governing Board is assisted in its responsibility to fulfill the mission statements by three sub-committees:
 - Finance committee;
 - Infrastructure committee;
 - Steering committee.
- **Academic Advisory Council:** The institution is supported in its endeavour to fulfill its' stated vision and mission by the Academic Advisory Council comprising of academicians and experts from the industry. They meet regularly to fine-tune the course curriculum in the alignment of :
 - PSOs
 - POs.
- **Faculty Council:** The overall academic ambiance of the institution is maintained by the Faculty Council (FC). Collective decision-making is the norm at IMI, Bhubaneswar. The FC is supported by the respective Area Chairs and individual faculty members.

As IMI Bhubaneswar believes in collective leadership and sharing collective responsibility, utmost transparency is maintained by the Governing Board and Faculty Council with regard to all policy-related decisions with respect to academic and non-academic activities. To ensure accountability, all the stakeholders are involved in major policy-related decision-making process.

| File Description | Documents |
|---|---|
| Paste link to Organogram on the institution webpage | Nil |
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/statutory_committees |

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

| File Description | Documents |
|---|---------------------------|
| ERP (Enterprise Resource Planning) Documen | View File |
| Screen shots of user interfaces | View File |
| Details of implementation of e-governance in areas of operation | View File |
| Any additional information | View File |

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

IMI Bhubaneswar has placed enormous emphasis on providing effective welfare measures for both teaching and non-teaching staff. The promotion policy for the faculty and staff is defined in the Service Rules and is known to the employees of IMI Bhubaneswar.

Faculty and Staff members are also sponsored for:

- self-development programs
- capacity building training
- career development programs.

For medical welfare, IMI Bhubaneswar has tied up with:

- SUM Ultimate Medicare:
 - o preventive and curative healthcare management of employees
 - o discounts on OPD and IPD treatments and diagnostics.
- SBI Life to provide Group Health Insurance
- RPSG Corporate life insurance scheme.

Leaves for employees:

- casual leave
- earned leaves
- medical leave
- maternity leave (female employees).

Facility for employees:

- Leave encashment.
- Employee Provident Fund
- Gratuity to the employees

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/imi_staff |

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

19

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template) | View File |

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

6

| File Description | Documents |
|--|---------------------------|
| Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres) | View File |
| Upload any additional information | View File |

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

6

| File Description | Documents |
|---|---------------------------|
| Summary of the IQAC report | No File Uploaded |
| Reports of the Human Resource Development Centres (UGC ASC or other relevant centers) | View File |
| Upload any additional information | No File Uploaded |

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

IMI has a well-defined mechanism for internal and external audit. Professional CA firm has been appointed as an Internal auditor. Internal Audit is an ongoing continuous process throughout the financial year and the CA along with his team members verify and certify the entire Income & expenditure and the Capital Expenditure of the Institute each year on half yearly basis.

Accordingly, team of the specialist from the firm undertake a thorough check and verification of all vouchers of the transactions that are carried out in each financial year. Apart, team also verifies the processes & functions of each department and reports the same in their report.

In addition to the internal auditors, IMI has also engaged a reputed agency as an external auditor. Aim of engaging the qualified external auditor is to review the financial information of the institute and reports on findings by the internal auditor. The external auditor is responsible for investigating financial statements for errors and fraud, performing audit on operations, reporting on findings, and providing recommendations. External audit is also carried out in an elaborated way.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional information | Nil |

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

| File Description | Documents |
|---|------------------|
| Annual statements of accounts | No File Uploaded |
| Details of funds / grants received from non-government bodies, individuals, philanthropists during the year | No File Uploaded |
| Any additional information | No File Uploaded |

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

IMI Bhubaneswar has put in place a well-defined strategy for the mobilization of funds and for optimal utilization of resources.

Finance Committee :

The Finance Committee at IMI Bhubaneswar is majorly responsible for overseeing this process. Before the beginning of a Financial Year, the respective vertical heads are asked to prepare budgets

for their vertical on a well-defined format. Once these activity-wise budgets are prepared, they are sent to the Finance Committee. This committee consolidates all the budget proposals received from the various verticals, vets for the feasibility of the budget and finally sends the consolidated budget to the Governing Body for approval.

Governing Body :

The Governing Body independently reviews the budget submitted and once satisfied, sanctions the funds for expenditure in the upcoming Financial Year. The Finance Committee does a mid-year review to ensure that the funds are being effectively utilized and that the deviations between the actual expenditure and the budgeted expenditure are kept to a minimum.

The Director's Office and the Finance and Accounts Office are responsible for maintaining a month-on-month check on budget utilization.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

The Internal Quality Assurance Cell (IQAC) has made significant contributions in various areas, including:

- Facilitating the appeal review process under the guidance of the IQAC Coordinator.
- Managing the maintenance of the Institute's physical infrastructure by collaborating with responsible vendors, ensuring readiness for accommodating a larger student batch with three sections in the upcoming Academic Year 2022-23.
- Coordinating with vertical heads to implement Standard Operating Procedures (SOPs) with a strong focus on all quality parameters for the next academic year 2022-23.

- Overseeing maintenance work of the Institute's physical infrastructure, including repairing the boundary wall and proposing barbed-wire fencing.
- Collaborating with vertical heads to create process manuals, ensuring a streamlined approach in various operations.
- Planning and executing the maintenance and upkeep of the Institute's physical infrastructure in preparation for the resumption of in-person classes following the relaxation of COVID-19 norms.
- Publishing the vision and strategy documents of IQAC on the Institute's official website, enhancing transparency and communication.
- Establishing an organized methodology for documentation and internal communication, ensuring efficient flow of information within the institution.
- Developing a comprehensive action plan for the entire year, outlining the activities to be undertaken under the IQAC's purview, fostering continuous improvement and quality enhancement efforts.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/iqac |

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The IQAC at IMI-B periodically reviews the teaching and learning process and academic outcomes. IQAC brainstorms the best practices of pedagogical tools and methodologies for delivering courses and conveys the same to faculty members. Subsequently, the faculty members assess the best practices in the area-level meetings and incorporate relevant pedagogical tools in the course outlines.

Also, IMI gathers feedback to enhance the curriculum by engaging with the following stakeholders:

1. Students
2. Alumni
3. Faculty
4. Industry experts.

The feedback and deliberations among the faculty resources

strengthen the teaching learning process and methodologies of teaching on a continuous basis.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional information | Nil |

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

| File Description | Documents |
|--|---|
| Paste the web link of annual reports of the Institution | https://imibh.edu.in/iqac |
| Upload e-copies of accreditations and certification | View File |
| Upload details of quality assurance initiatives of the institution | No File Uploaded |
| Upload any additional information | View File |

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The Institute sensitizes the employees and students on the issues related to gender sensitization and harassment in the workplace by conducting workshops and training sessions.

These training sessions concentrate on raising awareness among students and staff about various forms of workplace harassment. These trainings cover the necessary steps to take if an individual witnesses or experiences harassment involving a coworker or fellow

student. Additionally, the training emphasizes the organization or institution's responsibility in addressing such complaints.

The GSCASH Committee at IMI has a designated email address, which is widely publicized among students, staff, and faculty members through the Institute's website. If anyone encounters an issue, they can reach out to the GSCASH committee via email for resolution.

Name of the event conducted on the Campus:

1 Gender equality Workshop.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy plant Wheeling to the Grid energy conservation Use of LED bulbs/ power-efficient equipment

C. Any 2 of the above

| File Description | Documents |
|--------------------------------|---------------------------|
| Geotagged Photographs | View File |
| Any other relevant information | No File Uploaded |

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Solid & Liquid Waste Management: The IMI Has put in place the STP and WTP which are fully operational throughout the year. IMI has deployed dedicated staff for the maintenance of STP and WTP.

The details are as follows:

- Sewage Treatment Plant (STP)- fully operational. Dedicated team to handle the STP.
- Waste Treatment System (WTP): fully operational: Dedicated

team to handle the WTP.

- **Color-coded disposal bins:** Green, Blue, Red, and Yellow garbage bins are kept at various places on the campus.
- **Ban on Single-use Plastic:** The institute has put in place a ban on single-use plastic on the campus.

| File Description | Documents |
|---|---------------------------|
| Relevant documents like agreements/MoUs with Government and other approved agencies | View File |
| Geotagged photographs of the facilities | View File |
| Any other relevant information | View File |

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting
Bore well /Open well recharge Construction
of tanks and bunds Waste water recycling
Maintenance of water bodies and distribution
system in the campus

A. Any 4 or all of the above

| File Description | Documents |
|--|---------------------------|
| Geotagged photographs / videos of the facilities | View File |
| Any other relevant information | View File |

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

| File Description | Documents |
|--|---------------------------|
| Geotagged photos / videos of the facilities | View File |
| Various policy documents / decisions circulated for implementation | View File |
| Any other relevant documents | No File Uploaded |

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

E. None of the above

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

| File Description | Documents |
|---|------------------|
| Reports on environment and energy audits submitted by the auditing agency | No File Uploaded |
| Certification by the auditing agency | No File Uploaded |
| Certificates of the awards received | No File Uploaded |
| Any other relevant information | No File Uploaded |

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance,

A. Any 4 or all of the above

reader, scribe, soft copies of reading materials, screen reading, etc.

| File Description | Documents |
|--|---------------------------|
| Geotagged photographs / videos of facilities | View File |
| Policy documents and brochures on the support to be provided | No File Uploaded |
| Details of the software procured for providing assistance | No File Uploaded |
| Any other relevant information | No File Uploaded |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

IMI Bhubaneswar has endeavoured to develop a policy consistent with its vision and mission statements. The admission policy at IMI-B is streamlined to ensure students are admitted with diversity in terms of:

- Gender
- Cultural
- Regional
- Linguistic
- Socio-economic background.

To achieve this, IMI Bhubaneswar conducts admissions interviews in multiple locations in the country. The admission rules provide an extra weightage to female candidates to ensure greater inclusiveness. Since its inception, in each batch, students from various parts of the country reflect a rich cultural diversity. This is reflected in the student intake and the batch composition.

To provide an inclusive and conducive environment, the students are involved in various activities organized by the following clubs:

- Literary Club

- Marketing Club
- Finance Club
- Operations Club
- HR Club
- Prayas Club

To foster cross-cultural harmony and inculcate tolerance for diversity among students, IMI Bhubaneswar encourages the students to organize annual events such as:

1. Phronesis
2. SparX,
3. Jazbaa.

All the students contribute to the success of all these events. Apart from these annual events, all the students Celebrate all the festivals irrespective of their religious beliefs depicting inclusiveness on the campus.

| File Description | Documents |
|--|---------------------------|
| Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution) | View File |

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

From the day of its inception, IMI Bhubaneswar intends to be an institute of difference not only by excelling in education delivery or world-class infrastructure but also by integrating value-added activities in the course curriculum.

One such attempt is to integrate "corporate social responsibility" and "ethics" into the course.

The institute has core courses on

1. CSR & Sustainability

2. Business Ethics
3. Corporate Governance

Elective courses:

1. The Science of Happiness
2. Human Values

These courses aim at the development of a holistic perspective based on self-exploration and understanding of the harmony in human beings.

Also,

- Faculty members encourage students to explore ethical aspects and they incorporate ethical issues in various courses taught by them.
- Some faculty members are involved with the corporations as members of the ethics / sexual harassment committees.
- Faculty members guide the students in their projects and help them understand the ethical nuances of the outcome relative to local, regional, national, and global contexts.

| File Description | Documents |
|---|---------------------------|
| Details of activities that inculcate values necessary to transform students into responsible citizens | View File |
| Any other relevant information | No File Uploaded |

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

| File Description | Documents |
|--|---------------------------|
| Code of Ethics - policy document | View File |
| Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims | View File |
| Any other relevant information | No File Uploaded |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

IMI organizes national and international commemorative days, events, and festivals with enthusiasm. Our students are on a mission towards bettering India by breaking the boundaries of religion and caste. Thoughts of great Indian festivals are sowed into the young minds through the programs conducted on these days. The institution practices a pluralist approach towards all religious functions and encourages the students and faculty to showcase the same.

Republic Day (January 26th) is celebrated every year to commemorate the adoption of the Constitution. By organizing such types of events, the institute does its share to immerse patriotism and awareness in the next generation.

Independence Day (August 15th) is celebrated every year. It is a grand event marked with the flag hosted by the Chief Guest and well-practiced march-past by many teams of Security personnel. cultural activities related to the independence movement are exhibited.

The International Day of Yoga (June 21st) has been celebrated annually to improve health and inculcate the practice of yoga among students.

We alsocelebrates:

- World Cancer Day
- World AIDS Day

- International Day of Education
- World Mental Health Day
- International Day of Democracy etc.

| File Description | Documents |
|--|---------------------------|
| Annual report of the celebrations and commemorative events for during the year | No File Uploaded |
| Geotagged photographs of some of the events | View File |
| Any other relevant information | No File Uploaded |

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Title:Entrepreneurship Development through Incubation Foundation.

Objective : to promote an ecosystem for Innovation, Startup and Entrepreneurship for college students & young innovators.

The context:To promote Entrepreneurship among students as envisaged by Govt. of India and Odisha.IMI Incubation Foundation is a recognized incubator setup by Strat Up Odisha, a registered company.

The Practice:Foundation conducts short-term programs in collaboration with EDII, IEDO, ICI, Ministry of MSME, Wadhwani Foundation, National Entrepreneurship Network, Startup Odisha, IIT Bombay, IIT Kharagpur, etc. to promote entrepreneurship and startups. These activities include EAC, EDP, Boot Camps, and talks by Industry Leaders.

Evidence of success:IMI Incubation Foundation has successfully incubated 10 startups viz.

- Fastech Fashions
- Good Meetings
- Travelo
- Healthy & Organic Bakery
- RariKo

- Naturesy India
- Ninja Electrical
- Deeptech Computing
- Tit-Bit Corp.
- Vishwakarma Inc.

Problems encountered and resources required: Incubation Foundation does not have enough funds to provide seed money to attract young innovators and aspiring entrepreneurs. Also, the preference for full-time jobs among graduates is a problem.

Notes: Incubation Foundation is exploring CSR projects and impact assessment studies with Industry in the field of education and entrepreneurship to raise funds to create a corpus to support its activities.

| File Description | Documents |
|---|---|
| Best practices in the Institutional website | https://imibh.edu.in/foundation |
| Any other relevant information | Nil |

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The Incubation Foundation of IMI Bhubaneswar has demonstrated exceptional performance in the realm of entrepreneurship, carving a distinct niche aligned with its priorities and thrust. Focused on fostering innovation and cultivating entrepreneurial spirit, the foundation has successfully incubated a diverse range of startups that exemplify cutting-edge solutions and business acumen.

One standout aspect of its performance lies in its targeted approach to priority sectors, ensuring a strategic alignment with regional needs and global trends. The foundation has actively supported startups in emerging industries, leveraging the strengths of the local ecosystem while promoting global competitiveness.

Furthermore, the foundation's commitment to providing

comprehensive support goes beyond financial assistance. It has played a pivotal role in mentoring, networking, and capacity-building initiatives, thereby nurturing a robust entrepreneurial ecosystem. The success stories emerging from the Incubation Foundation underscore its effectiveness in translating ideas into viable and sustainable businesses, contributing significantly to economic development and job creation in the region. Overall, the foundation's performance in entrepreneurship is reflected in the establishment of 10 startups which will make an impactful contribution to the growth and dynamism of the startup ecosystem associated with IMI Bhubaneswar.

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

The curriculum of IMI Bhubaneswar takes into consideration the local, regional, national, and global developmental needs which are amply reflected in the Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of all the programmes offered by the institute. The POs, PSOs and COs are not only embedded with national, global and industry needs but also periodically revised and updated in tune with the changing business environment.

- Entrepreneurship Theory and Practice - GM608 - Relevant to local needs
- Macro-Economic Theory & Policy - EC 502 - Relevant to National Needs
- Corporate Governance and Business Ethics ST 607: Relevant to Regional Needs
- International Business - EC505 - Relevant to Global Needs

Detailed mapping of all the courses is uploaded in the link given below.

| File Description | Documents |
|---------------------------------------|---|
| Upload additional information, if any | View File |
| Link for additional information | https://imibh.edu.in/pgdm_programme_structure |

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

2

| File Description | Documents |
|--|---------------------------|
| Minutes of relevant Academic Council/BOS meeting | View File |
| Details of syllabus revision during the year | View File |
| Any additional information | No File Uploaded |

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

79

| File Description | Documents |
|---|---------------------------|
| Curriculum / Syllabus of such courses | View File |
| Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses | View File |
| MoUs with relevant organizations for these courses, if any | View File |
| Any additional information | View File |

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

8

| File Description | Documents |
|---|---------------------------|
| Minutes of relevant Academic Council/BoS meetings | View File |
| Any additional information | No File Uploaded |
| Institutional data in prescribed format (Data Template) | View File |

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

2

| File Description | Documents |
|--|---------------------------|
| Minutes of relevant Academic Council/BoS meetings | View File |
| Any additional information | View File |
| List of Add on /Certificate programs (Data Template) | View File |

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

At IMI-B the concept of "doing business ethically" is imbibed amongst the students from the beginning to ensure that students become socially responsible business leaders to contribute to the cause of society and nation. From the Orientation classes before the commencement of the first term, till they complete the program in the 6th term, guest lectures are arranged for the students to instill professional ethics, gender sensitivity, and human values in their conduct. Since the mission of the institute is to develop managerial talent capable of providing enlightened and effective leadership, the course matrix at IMI-B is designed to reflect ethical issues, human values, and sustainability aspects of business management. Most of the faculty members have undergone AICTE-conducted programs on Universal Human Values and our courses reflect ethical issues, human values, and sustainability aspects within business management. The courses offered address cross-dimensional issues involving individuals, society, and the corporate sector, with an emphasis on universal human values. Such Courses are mentioned below:

- Corporate Social Responsibility
- Business Ethics
- Corporate Governance
- Organisational Behaviour etc.
- Human Resource Management
- CSR and Sustainable Development

Customer Relationship Management

| File Description | Documents |
|---|---------------------------|
| Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum | View File |
| Any additional information | No File Uploaded |

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

1

| File Description | Documents |
|--|---------------------------|
| List of value-added courses | View File |
| Brochure or any other document relating to value-added courses | View File |
| Any additional information | View File |

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

103

| File Description | Documents |
|----------------------------|---------------------------|
| List of students enrolled | View File |
| Any additional information | View File |

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

202

| File Description | Documents |
|---|---------------------------|
| List of programmes and number of students undertaking field projects / internships / student projects | View File |
| Any additional information | View File |

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

B. Any 3 of the above

| File Description | Documents |
|---|---|
| Provide the URL for stakeholders' feedback report | https://online.imibh.edu.in/studentweb/ |
| Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management | View File |
| Any additional information | No File Uploaded |

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

| File Description | Documents |
|---|---|
| Provide URL for stakeholders' feedback report | https://online.imibh.edu.in/studentweb/ |
| Any additional information | View File |

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

123

| File Description | Documents |
|---|---------------------------|
| Any additional information | View File |
| Institutional data in prescribed format | View File |

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

19

| File Description | Documents |
|---|---------------------------|
| Any additional information | No File Uploaded |
| Number of seats filled against seats reserved (Data Template) | View File |

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The assessment of students starts with the orientation programme which is aimed at bridging the gap among students coming from diverse backgrounds in the management programme. The assessment of the learning levels of the students is done on a continuous basis through assignments, presentations, quizzes, exams, projects etc. based on which slow and advanced learners are identified. The faculty members take extra sessions and specific counselling sessions for slow learners to increase their academic performance.

Special Initiatives for slow learners:

1. Counselling by faculty mentors/members.
2. Tutorial Classes and Doubt clearing sessions by course faculty.

Special Sessions organized for slow learners:

- Business Mathematics QM501 : 3 Sessions
- Cost & Management Accounting AC502 : 3 Sessions
- Financial Management I FN501: 4 Sessions
- Financial Management II FN502 : 5 Sessions
- Marketing Analytics MK603 : 2 Sessions

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/pgdm_programme_structure |

2.2.2 - Student – Teacher (full-time) ratio

| Year | Number of Students | Number of Teachers |
|------------|--------------------|--------------------|
| 31/07/2021 | 207 | 19 |

| File Description | Documents |
|-----------------------------------|---------------------------|
| Upload any additional information | View File |

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

IMI Bhubaneswar encourages its students to engage in experiential learning as a part of the process as below:

- Case studies from Harvard and IVEY
- Live projects
- Summer Internship
- Guest lectures

Summer Internship is a compulsory component and offers experiential learning in a real-time corporate setting. Students are also encouraged to take up live projects in corporates to enhance their problem-solving skills while experiential learning is embedded in such live projects. Also, each course offers case studies from Harvard and IVEY Business Schools for an enhanced learning experience.

Students are required to do a Capstone project in the second year to sharpen their data collection and analytical skills and enhance their experiential learning. The following courses offer participative learning and problem-solving methodologies:

1. Business Mathematics -QM501
2. Managerial Economics - EC 501
3. Enterprise Resource Planning-IS601
4. Financial Management-I -FN501
5. Marketing Strategy-MK504

6. HR Analytics-HR604
7. Marketing Analytics-MK603
8. Logistics and supply chain management - OM601
9. Business Analytics - IS608
10. Financial Management II- FN502
11. Research Methods for Management - QM503
12. Security Analysis and Portfolio Management - FN604
13. Data Visualization and Dashboard - IS604
14. Financial Derivatives and Risk Management - FN61

| File Description | Documents |
|-----------------------------------|---|
| Upload any additional information | View File |
| Link for additional Information | https://imibh.edu.in/pgdm_programme_structure |

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

The following ICT tools are used by the faculty members at IMI Bhubaneswar:

- Online Tools: The Institute is also practicing the use of ICT (videos and PPTs) with conventional methods of lecture delivery.
- Quiz Activities: In the online mode, the faculty conducted the quiz activities for the course.
- Coursera & TCS iON

Software solutions-based ICT tools were used by all the faculty.

- Zoom Meet, Google Meet,
- The faculty encourages the students to learn from online lectures and videos.
- They also study from the certifications offered by Swayam

(ICT initiative of MHRD) etc.

IMI Bhubaneswar has tied up with the following companies for ICT-enabled learning experiences :

- XL-Miner
- Visual Studio
- MS Project
- SAP,
- Gretl
- SPSS
- SPSS AMOS
- Tally ERP
- Markstrat
- Tableau
- Academic ERP software is known as the "Online Learning and Training (OLT) Platform".
- Libsys - an online library software management system that can check for books and periodicals remotely.

The library also has a huge repository of E-books, E-Magazines, and Journal Databases like EBSCO Host, Sage, DOAJ, etc. In order to ensure that plagiarism is contained, IMI Bhubaneswar also has the license for Turnitin.

| File Description | Documents |
|--|---|
| Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process | https://imibh.edu.in/infrastructure |
| Upload any additional information | View File |

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

19

| File Description | Documents |
|---|---------------------------|
| Upload year-wise number of students enrolled and full-time teachers on roll | View File |
| Circulars with regard to assigning mentors to mentees | View File |

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

IMI Bhubaneswar`s program office prepares the academic calendar and subsequently gets it approved by the faculty council after due deliberations.

- The academic calendar takes into consideration all the academic activities, cultural activities, Exam dates, and Project submission dates.
- The institute strictly follows the academic calendar.
- Each and every course outline contains a teaching plan and session-wise details.

| File Description | Documents |
|---|---------------------------|
| Upload the Academic Calendar and Teaching Plans during the year | View File |

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

19

| File Description | Documents |
|--|---------------------------|
| Year-wise full-time teachers and sanctioned posts for the year | View File |
| List of the faculty members authenticated by the Head of HEI | View File |
| Any additional information | No File Uploaded |

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

| 18 | |
|--|---------------------------|
| File Description | Documents |
| List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years | View File |
| Any additional information | No File Uploaded |
| 2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution) | |
| 135 | |
| File Description | Documents |
| List of teachers including their PAN, designation, Department and details of their experience | View File |
| Any additional information | No File Uploaded |
| 2.5 - Evaluation Process and Reforms | |
| 2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year | |
| 15 | |
| File Description | Documents |
| List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result | View File |
| Any additional information | No File Uploaded |
| 2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year | |
| 1 | |
| | |

| File Description | Documents |
|---|---------------------------|
| Upload the number of complaints and total number of students who appeared for exams during the year | View File |
| Upload any additional information | View File |

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

IMI Bhubaneswar has undertaken considerable reforms in the Examination Procedures. For each course at least 4 component of evaluation is mandatory. The quiz and term paper components are IT integrated through campus ERP. There are provisions in the campus ERP to conduct all the components of the evaluation. Most of the analytical papers are conducted in computer labs without any use of pen and paper.

Such IT integration has made the following impact :

- Instantaneous feedback to students on evaluation components.
- Seamless conduct of all the examinations.
- Reduction of time duration from the date of examination to the date of result declaration.

| File Description | Documents |
|---------------------------------------|------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional Information | Nil |

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

IMI Bhubaneswar ensures that all academic activities are consistent with its vision and mission statements. The POs, PSOs and COs are periodically aligned for all their academic and non-academic activities.

The Programme Office is responsible for effective programme

execution and alignment with the mission and POs and PSOs.

- All the course outcomes and programme outcomes are stored in the intranet (O: //drive) and are accessible by all faculty and students via ERP and website.
- The mission and vision statements are engraved and put up in all the prominent places at the institute.
- The mission and vision along with POs and PSOs are prominently displayed on the website for all stakeholders.

| File Description | Documents |
|--|---|
| Upload COs for all courses (exemplars from the Glossary) | View File |
| Upload any additional information | No File Uploaded |
| Link for additional Information | https://imibh.edu.in/pgdm_programme_structure |

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The institute evaluates attainment of Programme Outcomes and Course Outcomes as follows:

PO1: Apply knowledge of management theories and practices to solve business problems

(To impart state-of-the-art skills and knowledge in functional areas of management with the objective of preparing students for cross-functional roles in industry)

PO2: Foster analytical and critical thinking abilities for data-based decision making

(To hone analytical and problem-solving skills using modern day managerial tools to enhance decision making capabilities)

PO3: Ability to develop value-based leadership ability

(To develop the students' personality, integrated with strong values and positive attitude so as to be receptive to societal

concerns and ethical conduct)

PO4: Ability to understand analyse and communicate global legal and ethical aspects of business

(To build awareness about the socio-economic environment both domestic & international and its implications for businesses)

PO5: Ability to lead themselves and others in the achievement of organizational goals contributing effectively to a team environment

The above POs are evaluated on a continual basis and details of the evaluation is attached.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

91

| File Description | Documents |
|---|---------------------------|
| Upload list of Programmes and number of students appear for and passed in the final year examinations | View File |
| Upload any additional information | View File |
| Paste link for the annual report | Nil |

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://imibh.edu.in/aqar_2021-22

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

One of the 4 key pillars of IMI Bhubaneswar is "Research". To ensure that "research" is at the forefront of knowledge development, IMI Bhubaneswar has a well-designed and structured research policy that is shared with all stakeholders.

The research promotion policy of IMI Bhubaneswar is reviewed periodically to incorporate a greater focus on research activities and is circulated among faculty members.

- The faculty members are provided financial support to present papers at both national and international conferences.
- A sum of Rs. 3,00,000 (per block of 2 years) is allocated to an individual faculty development fund which can be used for presenting papers in national/international conferences or self-development workshops.
- Faculty members are also provided incentives to publish in journals as per the following norms.

2021-22

Journal Category

Reward in Rs. Lakhs

A Star

15.0

A+

8.0

A

5.0

B+

2.0

B

1.0

2022-23

Journal Category

Reward in Rs. Lakhs

A Star

20.0

A+

12.0

A

8.0

B+

3.0

B

1.5

| File Description | Documents |
|--|---------------------------|
| Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption | View File |
| Provide URL of policy document on promotion of research uploaded on the website | Nil |
| Any additional information | View File |

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

2.68

| File Description | Documents |
|---|---------------------------|
| Minutes of the relevant bodies of the institution regarding seed money | View File |
| Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized | View File |
| List of teachers receiving grant and details of grant received | View File |
| Any additional information | View File |

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

| File Description | Documents |
|---|------------------|
| e-copies of the award letters of the teachers | No File Uploaded |
| List of teachers and details of their international fellowship(s) | No File Uploaded |
| Any additional information | No File Uploaded |

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

14.61

| File Description | Documents |
|--|---------------------------|
| e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations | View File |
| List of projects and grant details | No File Uploaded |
| Any additional information | View File |

3.2.2 - Number of teachers having research projects during the year

0

| File Description | Documents |
|---|------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional Information | Nil |
| List of research projects during the year | No File Uploaded |

3.2.3 - Number of teachers recognised as research guides

18

| File Description | Documents |
|---|---------------------------|
| Upload copies of the letter of the university recognizing teachers as research guides | View File |
| Institutional data in Prescribed format | View File |

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

| File Description | Documents |
|---|---------------------------|
| Supporting document from Funding Agencies | View File |
| Paste link to funding agencies' website | Nil |
| Any additional information | View File |

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

IMI Bhubaneswar has created an ecosystem for research innovation, incubation, and transfer of knowledge. The following activities are part of the Ecosystem:

- The faculty members attend national/international conferences to present papers and collaborate with other researchers for joint research projects.
- Faculty members conduct MDP programs for the transfer of academic knowledge to the stakeholders of the Industry for enhanced knowledge sharing with the industry.
- Entrepreneurship - IMI focuses on Entrepreneurship and accordingly offers core and elective courses as part of the program.
- IMI Incubation Foundation - founded in 2018 as a Section 8 Company to promote entrepreneurship/startups in the areas of business analytics, Enterprise Systems, and Renewable Energy.
- The Institute Innovation Council was established in 2018

as per the AICTE requirements. Our E-Cell and Incubation Foundation are recognized by Start-up Odisha, a Government of Odisha initiative.

- Community Orientation - There are many outreach programs conducted by the Institute through student clubs for underprivileged children.
- Faculty members conduct Certificate Programmes for the stakeholders of the Industry for enhanced knowledge sharing with the industry through ET Masterclass.
- IMI adopted five villages under UBA for community orientation.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/research |

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

13

| File Description | Documents |
|--|---------------------------|
| Report of the events | No File Uploaded |
| List of workshops/seminars conducted during the year | View File |
| Any additional information | View File |

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

| File Description | Documents |
|--|---------------------------|
| Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check | View File |
| Any additional information | View File |

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

1

| File Description | Documents |
|--|---|
| URL to the research page on HEI website | https://imibh.edu.in/research |
| List of PhD scholars and details like name of the guide, title of thesis, and year of registration | View File |
| Any additional information | View File |

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

.89

| File Description | Documents |
|---|---------------------------|
| List of research papers by title, author, department, and year of publication | View File |
| Any additional information | No File Uploaded |

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

.57

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/books_publications |

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

104

| File Description | Documents |
|---|---------------------------|
| Any additional information | No File Uploaded |
| Bibliometrics of the publications during the year | View File |

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

8

| File Description | Documents |
|--|---------------------------|
| Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution | No File Uploaded |
| Any additional information | View File |

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

29.03

| File Description | Documents |
|--|---------------------------|
| Audited statements of accounts indicating the revenue generated through consultancy and corporate training | View File |
| List of consultants and revenue generated by them | View File |
| Any additional information | View File |

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

2.68

| File Description | Documents |
|---|---------------------------|
| Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy | View File |
| List of training programmes, teachers and staff trained for undertaking consultancy | No File Uploaded |
| List of facilities and staff available for undertaking consultancy | View File |
| Any additional information | View File |

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Engaging students in extension activities in their neighborhood significantly contributes to their holistic development by fostering social awareness, empathy, and a sense of responsibility towards the community.

Here are some extension activities by the Prayas Club of IMI Bhubaneswar to sensitize students to social issues and their impact.

1. Community Clean-up Drives: Organize regular clean-up

drives in the neighbourhood to instill a sense of responsibility towards the environment. This can raise awareness about waste management and its impact on the local ecosystem.

2. **Plantation Drives:** Organize tree plantation events to promote environmental conservation. Teach students about the importance of trees in mitigating climate change and maintaining ecological balance.
3. **Vastradaan:** Collect gently used clothes and distribute them to the needy. This activity can raise awareness about the importance of recycling and reusing items to reduce waste.
4. **Unnat Bharat Abhiyan** - IMI has adopted five villages under this national scheme and has conducted many awareness programs.

Organizing such events creates awareness among the students about society and their social responsibility.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/corporate_social_responsibility_csr |

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

0.0

| File Description | Documents |
|--|------------------|
| Number of awards for extension activities in during the year | No File Uploaded |
| e-copy of the award letters | No File Uploaded |
| Any additional information | No File Uploaded |

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

3

| File Description | Documents |
|---------------------------------|---------------------------|
| Reports of the events organized | View File |
| Any additional information | View File |

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

250

| File Description | Documents |
|----------------------------|---------------------------|
| Reports of the events | View File |
| Any additional information | View File |

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

4

| File Description | Documents |
|--|---------------------------|
| Copies of documents highlighting collaboration | View File |
| Any additional information | View File |

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

9

| File Description | Documents |
|---|---------------------------|
| e-copies of the MoUs with institution/ industry/ corporate house | View File |
| Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year | View File |
| Any additional information | No File Uploaded |

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

IMI Bhubaneswar has a world-class sprawling, fully residential campus spread over 16 acres.

The Institute has:

- Adequate classrooms to meet curriculum requirements: 08 Nos.
- Auditoriums, Conference Halls: 5 Nos
- Well-equipped infrastructure with e-learning facilities with license software.
- Computer labs to facilitate e-learning: 03 Nos.
- No of Smart TVs installed in various rooms: 7 Nos.

All the rooms have:

- Whiteboards
- LCD Projector
- Audio-Visual Systems
- Computers with Internet Connection
- Access to LAN; A/C
- Charging Points for Laptops
- Acoustic boards for better sound clarity etc.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/infrastructure |

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

IMI Bhubaneswar has adequate infrastructure to facilitate the cultural activities of students.

The Institute has:

- Open-air auditorium in plaza area- for cultural activities.

- Auditorium- for cultural activities
- Indoor sports facilities include-
 - Table Tennis
 - Carrom Boards
 - Chess
 - Billiards
 - Foosball
- Outdoor sports facilities include:
 - Cricket
 - Volleyball
 - Basketball
 - Football
 - Lawn tennis.
- Well-equipped Gym in a dedicated space of 120 Sq Ft.
- Open-air gym with modern gadgets.
- Dedicated 3rd floor of the library and open lawn - Space for the practice of yoga and to conduct yoga sessions by professional yoga instructors.

| File Description | Documents |
|---------------------------------------|---|
| Geotagged pictures | View File |
| Upload any additional information | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/sports_fitness |

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

14

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template) | View File |

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

556

| File Description | Documents |
|--|---------------------------|
| Upload audited utilization statements | View File |
| Details of Expenditure, excluding salary, during the years | View File |
| Any additional information | No File Uploaded |

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The IMI library is spacious, centrally air-conditioned, and fully automated and aims to support the diverse information needs of all our students, faculty, researchers, and staff through the provision of ultra-modern information resources and services.

It contains a vast repository of resources. It has been maintaining all requirements of the institute's academic program.

The Institute's library has:

- 2 floors spread over 6000 sq. feet.
- Libsys (Library Management Software) version LSease 7.0.
- Automated systems in which all books are accessioned and entered in the database, which help users to get intimation of issue books or returning books on email from the library.
- Fine intimation on the due date of issuing books to the user till renewal/return of the books through an automated system.
- OPAC (open public access catalogue) users can get all details of the library collection.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/library_information_centre |

4.2.2 - Institution has access to the

A. Any 4 or more of the above

**following: e-journals e-ShodhSindhu
Shodhganga Membership e-books
Databases Remote access to e-resources**

| File Description | Documents |
|---|---------------------------|
| Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership | View File |
| Upload any additional information | View File |

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

43.2

| File Description | Documents |
|--|---------------------------|
| Audited statements of accounts | View File |
| Any additional information | No File Uploaded |
| Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template) | View File |

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

27.57

| File Description | Documents |
|--|---------------------------|
| Upload details of library usage by teachers and students | View File |
| Any additional information | View File |

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

IMI Bhubaneswar has a well-defined :

- IT Policy: the policy governs the uses of IT**

infrastructure at the institute.

- **Cyber security policy:** To ensure that the IT infrastructure is safe from cyber-attacks IMI Bhubaneswar has in place a cyber security policy that governs the access to the net. To keep the IT infrastructure updated IMI Bhubaneswar makes it a point to upgrade and fine-tune its infrastructure every year.
- **Budget:** Annual budget for updation and upgradation of its IT infrastructure.

IMI Bhubaneswar campus has a state-of-the-art IT infrastructure. IMI also encourages the IT support staff to be trained with the latest software available in the market.

The Wi-Fi-enabled IT infrastructure consists of:

- 210 Mbps 24-hour high-speed internet connectivity.
- 1 Network printers accessible for all students.
- 4 classrooms & the Boardroom are equipped with Smart PC-TV.
- 3 Bloomberg terminals for students & faculty.
- 3 HP enterprise servers
- 231 desktops (hardware)
- 54 laptops
- 31 laser printers available for printing jobs.

IMI Bhubaneswar has a dedicated budget for the maintenance of its IT infrastructure and periodic updation of the same.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/computer_centre |

4.3.2 - Student - Computer ratio

| Number of Students | Number of Computers |
|--------------------|---------------------|
| 260 | 285 |

| File Description | Documents |
|-----------------------------------|---------------------------|
| Upload any additional information | View File |

| | |
|---|--------------------|
| 4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus | A. 750 Mbps |
|---|--------------------|

| File Description | Documents |
|---|---------------------------|
| Details of bandwidth available in the Institution | View File |
| Upload any additional information | View File |

| | |
|--|-----------------------------|
| 4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing | E. None of the above |
|--|-----------------------------|

| File Description | Documents |
|--|-------------------------|
| Upload any additional information | No File Uploaded |
| Paste link for additional information | Nil |
| List of facilities for e-content development (Data Template) | No File Uploaded |

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

556.1

| File Description | Documents |
|-----------------------------------|---------------------------|
| Audited statements of accounts | View File |
| Upload any additional information | View File |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

IMI has well-defined established systems to maintain and utilize all its resources.

- The institute has well-defined policies and SOPs for the purchase and engagement of vendors and the upkeep of the campus infrastructure.
- Various committees have been constituted to oversee the maintenance and upkeep of the infrastructure.
- The program office makes the blueprint for the optimal utilization of classrooms and labs for the smooth conduct of all academic activities.

Administration Department is the nodal department for the maintenance of the entire campus including buildings, classrooms, and laboratories.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/infrastructure |

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

0.0

| File Description | Documents |
|---|------------------|
| Upload self-attested letters with the list of students receiving scholarships | No File Uploaded |
| Upload any additional information | No File Uploaded |

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

27

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Institutional data in prescribed format | View File |

| | |
|---|---|
| 5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology | A. All of the above |
| File Description | Documents |
| Link to Institutional website | https://imibh.edu.in/industry_oriented_labs |
| Details of capability development and schemes | View File |
| Any additional information | View File |
| 5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year | |
| 202 | |
| File Description | Documents |
| Any additional information | View File |
| Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template) | View File |
| 5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees | A. All of the above |

| File Description | Documents |
|--|---------------------------|
| Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee | View File |
| Details of student grievances including sexual harassment and ragging cases | No File Uploaded |
| Upload any additional information | View File |

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

91

| File Description | Documents |
|---------------------------------------|---------------------------|
| Self-attested list of students placed | View File |
| Upload any additional information | View File |

5.2.2 - Number of outgoing students progressing to higher education

0

| File Description | Documents |
|---|------------------|
| Upload supporting data for students/alumni | No File Uploaded |
| Details of students who went for higher education | No File Uploaded |
| Any additional information | No File Uploaded |

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

0

| File Description | Documents |
|--|------------------|
| Upload supporting data for students/alumni | No File Uploaded |
| Any additional information | No File Uploaded |

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

0

| File Description | Documents |
|--|------------------|
| e-copies of award letters and certificates | No File Uploaded |
| Any additional information | No File Uploaded |

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

IMI Bhubaneswar takes pride in the fact that it is a "student-driven institute". The students at IMI Bhubaneswar are an integral part of the day-to-day activities of the institute. At the first level, is the Student Council.

The student council:

- Plays an active role in the regular affairs at IMI Bhubaneswar.
- Is responsible for maintaining relationships between the management, faculty, and students.
- Acts as a representative of the students and is actively involved in various activities of the institute.
- Comprised of the elected class representatives and a group of students elected to the student council.

Besides an active Student's Council, students at IMI Bhubaneswar play a major role in various clubs and committees. The institute has the following committees and clubs:

- COLOSSEUM (Marketing Club)
- FINTELLECTS (Finance Club)
- INSIGNIA (HR Club)
- PUBLIC POLICY CLUB

- BRANDING COMMITTEE
- MEDIA AND PR COMMITTEE
- CULTURAL COMMITTEE
- CYNOSURE (Operations Club)
- EK BHARAT SHRESTHA BHARAT club
- VISHLESHAN CLUB
- PRAYAS (CSR Club)

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/academic_clubs |

5.3.3 - Number of sports and cultural events / competitions organised by the institution

3

| File Description | Documents |
|--|---------------------------|
| Report of the event | No File Uploaded |
| List of sports and cultural events / competitions organised per year | View File |
| Upload any additional information | View File |

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Established in 2011, IMI Bhubaneswar is fast emerging as an internationally reckoned fully integrated management institute of higher learning. With this level of excellence, IMI Bhubaneswar has been able to build an:

- alumni base of 407 who are well established in their respective fields in the corporate world.

Today the institute is proud to claim that the Alumni are spread in different cities of the country and some of them are also working in abroad in renowned organizations in different prestigious positions. Currently, IMI Bhubaneswar is in the process of setting up Alumni Chapters at :

- Delhi NCR
- Mumbai
- Bangalore
- Hyderabad
- Kolkata,
- Bhubaneswar.

Alumni meet are organized twice a year and one National Level meet is organized every year. Our Alumni network is managed through the Alma Connect portal.

The Institute also keeps in regular touch with the Alumni through:

- Newsletters
- Mailers
- events

Alumni have also helped our students in:

- campus placements
- summer internships
- Live Projects

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/alumni |

5.4.2 - Alumni's financial contribution during the year E. <2 Lakhs

| File Description | Documents |
|-----------------------------------|------------------|
| Upload any additional information | No File Uploaded |

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The governance of the Institute reflects the vision and mission which emphasizes the development of world-class managerial

talent and to contribute to research. Accordingly, the Board of Governors and Academic Advisory Council guide the leadership to realize the vision and mission of the Institute.

The Board is comprised of the following:

- Eminent industry leaders
- Practitioners
- Academicians

The Academic Advisory Council is drawn predominantly from Academia with a balanced mix of Industry practitioners to make the curriculum contemporary and industry-oriented.

The guidance of this to apex bodies has helped IMI Bhubaneswar in its quest for excellence in teaching, research, and corporate training in tune with the vision and mission of the Institute.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/vision_mission |

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

IMI Bhubaneswar runs its entire process of management through a decentralized process with the participation of every faculty member, staff, and student of the institute as follows:

1. **Governing Board:** The governing board envisages a strategy to attain the vision and mission of the Institute. The decentralization and participative management are reflected through various committees.

Board level sub-committees:

Steering Committee - for policy decisions and implementations

Finance Committee - resource mobilization and allocation.

2. **Academic Advisory Committee:** IMI, Bhubaneswar conducts periodic assessments for making all the academic and non-

academic activities and processes to yield consistent results as envisaged in the mission statement by regularly updating its programs under the supervision of Academic Advisory Committee and the Governing Board through the judicious assessment and budgetary allocation of its resources.

3. Faculty Council: For strategic development and resources with respect to educational provision and management of educational resources and execution of various strategic activities.

4. Various Committees: Various committees execute day-to-day activities of the institute under the guidance of the Director (details attached).

| File Description | Documents |
|---|---|
| Upload strategic plan and deployment documents on the website | No File Uploaded |
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/board_of_governors |

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The institutional strategic/perspective plan, meticulously crafted and implemented with precision, stands as a testament to the institution's vision for the future as follows:

- Clear roadmap aligning with mission and goals.
- Clear Policy documents on employee engagement, career enhancement, and benefits to make the institution a great place to work.
- Accreditation initiatives -

NAAC - Achieved

NBA - Achieved

AMBA - Achieved

AACSB - In the process

EQUIS - In the process

- Academic Collaborations with counterpart institutions (MOUs)

EGADE Business School, Mexico

MIM, Manhattan, USA

RENNES Business School, France

Sichuan Academy of Social Science, China

- Enhancement of student strength

In the process of getting approval for an additional section (60 Seats)

- Certifications:

SAP - Achieved

- Rankings:

NIRF 2022- Ranked 70th

AARIA : recognized in the band "PERFORMER"

Business India: Ranked A++

GHRDC - CSR B-School Survey: Ranked 15th

DialogueIndiaAcademiaAwards: Ranked 2nd in state

Chronicle's All India B-School Survey: Ranked 11th

CAREERS360 B-School: Ranked 31st

Business Today: Ranked 64th

Business Standard: Ranked 70th

Business Today: Ranked 65th

MBA Universe: Ranked 64th

| File Description | Documents |
|--|---|
| Strategic Plan and deployment documents on the website | No File Uploaded |
| Paste link for additional information | https://imibh.edu.in/accreditation_recognition |
| Upload any additional information | No File Uploaded |

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The Governing Structure at IMI Bhubaneswar comprises multiple layers. At the top is the Governing Body comprising eminent individuals.

- **Governing Board:** The Governing Board is assisted in its responsibility to fulfill the mission statements by three sub-committees:
 - Finance committee;
 - Infrastructure committee;
 - Steering committee.
- **Academic Advisory Council:** The institution is supported in its endeavour to fulfill its' stated vision and mission by the Academic Advisory Council comprising of academicians and experts from the industry. They meet regularly to fine-tune the course curriculum in the alignment of :
 - PSOs
 - POs.
- **Faculty Council:** The overall academic ambiance of the institution is maintained by the Faculty Council (FC). Collective decision-making is the norm at IMI, Bhubaneswar. The FC is supported by the respective Area Chairs and individual faculty members.

As IMI Bhubaneswar believes in collective leadership and sharing collective responsibility, utmost transparency is maintained by the Governing Board and Faculty Council with regard to all policy-related decisions with respect to academic and non-academic activities. To ensure accountability, all the stakeholders are involved in major policy-related decision-making process.

| File Description | Documents |
|---|---|
| Paste link to Organogram on the institution webpage | Nil |
| Upload any additional information | View File |
| Paste link for additional Information | https://imibh.edu.in/statutory_committees |

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

| File Description | Documents |
|---|---------------------------|
| ERP (Enterprise Resource Planning) Documen | View File |
| Screen shots of user interfaces | View File |
| Details of implementation of e-governance in areas of operation | View File |
| Any additional information | View File |

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

IMI Bhubaneswar has placed enormous emphasis on providing effective welfare measures for both teaching and non-teaching staff. The promotion policy for the faculty and staff is defined in the Service Rules and is known to the employees of IMI Bhubaneswar.

Faculty and Staff members are also sponsored for:

- self-development programs
- capacity building training
- career development programs.

For medical welfare, IMI Bhubaneswar has tied up with:

- SUM Ultimate Medicare:
 - o preventive and curative healthcare management of employees
 - o discounts on OPD and IPD treatments and diagnostics.
- SBI Life to provide Group Health Insurance
- RPSG Corporate life insurance scheme.

Leaves for employees:

- casual leave
- earned leaves
- medical leave
- maternity leave (female employees).

Facility for employees:

- Leave encashment.
- Employee Provident Fund
- Gratuity to the employees

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/imi_staff |

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

19

| File Description | Documents |
|---|---------------------------|
| Upload any additional information | View File |
| Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template) | View File |

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

6

| File Description | Documents |
|--|---------------------------|
| Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres) | View File |
| Upload any additional information | View File |

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

6

| File Description | Documents |
|---|---------------------------|
| Summary of the IQAC report | No File Uploaded |
| Reports of the Human Resource Development Centres (UGC ASC or other relevant centers) | View File |
| Upload any additional information | No File Uploaded |

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

IMI has a well-defined mechanism for internal and external audit. Professional CA firm has been appointed as an Internal

auditor. Internal Audit is an ongoing continuous process throughout the financial year and the CA along with his team members verify and certify the entire Income & expenditure and the Capital Expenditure of the Institute each year on half yearly basis. Accordingly, team of the specialist from the firm undertake a thorough check and verification of all vouchers of the transactions that are carried out in each financial year. Apart, team also verifies the processes & functions of each department and reports the same in their report.

In addition to the internal auditors, IMI has also engaged a reputed agency as an external auditor. Aim of engaging the qualified external auditor is to review the financial information of the institute and reports on findings by the internal auditor. The external auditor is responsible for investigating financial statements for errors and fraud, performing audit on operations, reporting on findings, and providing recommendations. External audit is also carried out in an elaborated way.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional information | Nil |

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

| File Description | Documents |
|---|------------------|
| Annual statements of accounts | No File Uploaded |
| Details of funds / grants received from non-government bodies, individuals, philanthropists during the year | No File Uploaded |
| Any additional information | No File Uploaded |

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

IMI Bhubaneswar has put in place a well-defined strategy for the mobilization of funds and for optimal utilization of resources.

Finance Committee :

The Finance Committee at IMI Bhubaneswar is majorly responsible for overseeing this process. Before the beginning of a Financial Year, the respective vertical heads are asked to prepare budgets for their vertical on a well-defined format. Once these activity-wise budgets are prepared, they are sent to the Finance Committee. This committee consolidates all the budget proposals received from the various verticals, vets for the feasibility of the budget and finally sends the consolidated budget to the Governing Body for approval.

Governing Body :

The Governing Body independently reviews the budget submitted and once satisfied, sanctions the funds for expenditure in the upcoming Financial Year. The Finance Committee does a mid-year review to ensure that the funds are being effectively utilized and that the deviations between the actual expenditure and the budgeted expenditure are kept to a minimum.

The Director's Office and the Finance and Accounts Office are responsible for maintaining a month-on-month check on budget utilization.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

The Internal Quality Assurance Cell (IQAC) has made significant contributions in various areas, including:

- Facilitating the appeal review process under the guidance of the IQAC Coordinator.
- Managing the maintenance of the Institute's physical infrastructure by collaborating with responsible vendors,

ensuring readiness for accommodating a larger student batch with three sections in the upcoming Academic Year 2022-23.

- Coordinating with vertical heads to implement Standard Operating Procedures (SOPs) with a strong focus on all quality parameters for the next academic year 2022-23.
- Overseeing maintenance work of the Institute's physical infrastructure, including repairing the boundary wall and proposing barbed-wire fencing.
- Collaborating with vertical heads to create process manuals, ensuring a streamlined approach in various operations.
- Planning and executing the maintenance and upkeep of the Institute's physical infrastructure in preparation for the resumption of in-person classes following the relaxation of COVID-19 norms.
- Publishing the vision and strategy documents of IQAC on the Institute's official website, enhancing transparency and communication.
- Establishing an organized methodology for documentation and internal communication, ensuring efficient flow of information within the institution.
- Developing a comprehensive action plan for the entire year, outlining the activities to be undertaken under the IQAC's purview, fostering continuous improvement and quality enhancement efforts.

| File Description | Documents |
|---------------------------------------|---|
| Upload any additional information | View File |
| Paste link for additional information | https://imibh.edu.in/iqac |

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

The IQAC at IMI-B periodically reviews the teaching and learning process and academic outcomes. IQAC brainstorms the best practices of pedagogical tools and methodologies for delivering courses and conveys the same to faculty members. Subsequently, the faculty members assess the best practices in the area-level meetings and incorporate relevant pedagogical tools in the course outlines.

Also, IMI gathers feedback to enhance the curriculum by

engaging with the following stakeholders:

1. Students
2. Alumni
3. Faculty
4. Industry experts.

The feedback and deliberations among the faculty resources strengthen the teaching learning process and methodologies of teaching on a continuous basis.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional information | Nil |

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

| File Description | Documents |
|--|---|
| Paste the web link of annual reports of the Institution | https://imibh.edu.in/igac |
| Upload e-copies of accreditations and certification | View File |
| Upload details of quality assurance initiatives of the institution | No File Uploaded |
| Upload any additional information | View File |

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The Institute sensitizes the employees and students on the issues related to gender sensitization and harassment in the workplace by conducting workshops and training sessions.

These training sessions concentrate on raising awareness among students and staff about various forms of workplace harassment. These trainings cover the necessary steps to take if an individual witnesses or experiences harassment involving a coworker or fellow student. Additionally, the training emphasizes the organization or institution's responsibility in addressing such complaints.

The GSCASH Committee at IMI has a designated email address, which is widely publicized among students, staff, and faculty members through the Institute's website. If anyone encounters an issue, they can reach out to the GSCASH committee via email for resolution.

Name of the event conducted on the Campus:

1 Gender equality Workshop.

| File Description | Documents |
|---------------------------------------|---------------------------|
| Upload any additional information | View File |
| Paste link for additional Information | Nil |

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

C. Any 2 of the above

| File Description | Documents |
|--------------------------------|---------------------------|
| Geotagged Photographs | View File |
| Any other relevant information | No File Uploaded |

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Solid & Liquid Waste Management: The IMI Has put in place the STP and WTP which are fully operational throughout the year. IMI has deployed dedicated staff for the maintenance of STP and WTP.

The details are as follows:

- Sewage Treatment Plant (STP)- fully operational. Dedicated team to handle the STP.
- Waste Treatment System (WTP): fully operational: Dedicated team to handle the WTP.
- Color-coded disposal bins: Green, Blue, Red, and Yellow garbage bins are kept at various places on the campus.
- Ban on Single-use Plastic: The institute has put in place a ban on single-use plastic on the campus.

| File Description | Documents |
|---|---------------------------|
| Relevant documents like agreements/MoUs with Government and other approved agencies | View File |
| Geotagged photographs of the facilities | View File |
| Any other relevant information | View File |

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

| File Description | Documents |
|--|---------------------------|
| Geotagged photographs / videos of the facilities | View File |
| Any other relevant information | View File |

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. Restricted entry of automobiles

- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

| File Description | Documents |
|--|---------------------------|
| Geotagged photos / videos of the facilities | View File |
| Various policy documents / decisions circulated for implementation | View File |
| Any other relevant documents | No File Uploaded |

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

- 1. Green audit**
- 2. Energy audit**
- 3. Environment audit**
- 4. Clean and green campus recognitions/awards**
- 5. Beyond the campus environmental promotional activities**

E. None of the above

| File Description | Documents |
|---|------------------|
| Reports on environment and energy audits submitted by the auditing agency | No File Uploaded |
| Certification by the auditing agency | No File Uploaded |
| Certificates of the awards received | No File Uploaded |
| Any other relevant information | No File Uploaded |

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms

A. Any 4 or all of the above

Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

| File Description | Documents |
|--|---------------------------|
| Geotagged photographs / videos of facilities | View File |
| Policy documents and brochures on the support to be provided | No File Uploaded |
| Details of the software procured for providing assistance | No File Uploaded |
| Any other relevant information | No File Uploaded |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

IMI Bhubaneswar has endeavoured to develop a policy consistent with its vision and mission statements. The admission policy at IMI-B is streamlined to ensure students are admitted with diversity in terms of:

- Gender
- Cultural
- Regional
- Linguistic
- Socio-economic background.

To achieve this, IMI Bhubaneswar conducts admissions interviews in multiple locations in the country. The admission rules provide an extra weightage to female candidates to ensure greater inclusiveness. Since its inception, in each batch, students from various parts of the country reflect a rich

cultural diversity. This is reflected in the student intake and the batch composition.

To provide an inclusive and conducive environment, the students are involved in various activities organized by the following clubs:

- Literary Club
- Marketing Club
- Finance Club
- Operations Club
- HR Club
- Prayas Club

To foster cross-cultural harmony and inculcate tolerance for diversity among students, IMI Bhubaneswar encourages the students to organize annual events such as:

1. Phronesis
2. SparX,
3. Jazbaa.

All the students contribute to the success of all these events. Apart from these annual events, all the students Celebrate all the festivals irrespective of their religious beliefs depicting inclusiveness on the campus.

| File Description | Documents |
|--|---------------------------|
| Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution) | View File |

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

From the day of its inception, IMI Bhubaneswar intends to be an institute of difference not only by excelling in education

delivery or world-class infrastructure but also by integrating value-added activities in the course curriculum.

One such attempt is to integrate "corporate social responsibility" and "ethics" into the course.

The institute has core courses on

1. CSR & Sustainability
2. Business Ethics
3. Corporate Governance

Elective courses:

1. The Science of Happiness
2. Human Values

These courses aim at the development of a holistic perspective based on self-exploration and understanding of the harmony in human beings.

Also,

- Faculty members encourage students to explore ethical aspects and they incorporate ethical issues in various courses taught by them.
- Some faculty members are involved with the corporations as members of the ethics / sexual harassment committees.
- Faculty members guide the students in their projects and help them understand the ethical nuances of the outcome relative to local, regional, national, and global contexts.

| File Description | Documents |
|---|---------------------------|
| Details of activities that inculcate values necessary to transform students into responsible citizens | View File |
| Any other relevant information | No File Uploaded |

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of

A. All of the above

Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

| File Description | Documents |
|--|---------------------------|
| Code of Ethics - policy document | View File |
| Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims | View File |
| Any other relevant information | No File Uploaded |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

IMI organizes national and international commemorative days, events, and festivals with enthusiasm. Our students are on a mission towards bettering India by breaking the boundaries of religion and caste. Thoughts of great Indian festivals are sowed into the young minds through the programs conducted on these days. The institution practices a pluralist approach towards all religious functions and encourages the students and faculty to showcase the same.

Republic Day (January 26th) is celebrated every year to commemorate the adoption of the Constitution. By organizing such types of events, the institute does its share to immerse patriotism and awareness in the next generation.

Independence Day (August 15th) is celebrated every year. It is a grand event marked with the flag hosted by the Chief Guest and well-practiced march-past by many teams of Security personnel. cultural activities related to the independence movement are exhibited.

The International Day of Yoga (June 21st) has been celebrated annually to improve health and inculcate the practice of yoga

among students.

We also celebrates:

- World Cancer Day
- World AIDS Day
- International Day of Education
- World Mental Health Day
- International Day of Democracy etc.

| File Description | Documents |
|--|---------------------------|
| Annual report of the celebrations and commemorative events for during the year | No File Uploaded |
| Geotagged photographs of some of the events | View File |
| Any other relevant information | No File Uploaded |

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Title: Entrepreneurship Development through Incubation Foundation.

Objective : to promote an ecosystem for Innovation, Startup and Entrepreneurship for college students & young innovators.

The context: To promote Entrepreneurship among students as envisaged by Govt. of India and Odisha. IMI Incubation Foundation is a recognized incubator setup by Strat Up Odisha, a registered company.

The Practice: Foundation conducts short-term programs in collaboration with EDII, IEDO, ICI, Ministry of MSME, Wadhwani Foundation, National Entrepreneurship Network, Startup Odisha, IIT Bombay, IIT Kharagpur, etc. to promote entrepreneurship and startups. These activities include EAC, EDP, Boot Camps, and talks by Industry Leaders.

Evidence of success:IMI Incubation Foundation has successfully incubated 10 startups viz.

- Fastech Fashions
- Good Meetings
- Travelo
- Healthy & Organic Bakery
- RariKo
- Naturesy India
- Ninja Electrical
- Deeptech Computing
- Tit-Bit Corp.
- Vishwakarma Inc.

Problems encountered and resources required:Incubation Foundation does not have enough funds to provide seed money to attract young innovators and aspiring entrepreneurs. Also, the preference for full-time jobs among graduates is a problem.

Notes:Incubation Foundation is exploring CSR projects and impact assessment studies with Industry in the field of education and entrepreneurship to raise funds to create a corpus to support its activities.

| File Description | Documents |
|---|---|
| Best practices in the Institutional website | https://imibh.edu.in/foundation |
| Any other relevant information | Nil |

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The Incubation Foundation of IMI Bhubaneswar has demonstrated exceptional performance in the realm of entrepreneurship, carving a distinct niche aligned with its priorities and thrust. Focused on fostering innovation and cultivating entrepreneurial spirit, the foundation has successfully incubated a diverse range of startups that exemplify cutting-edge solutions and business acumen.

One standout aspect of its performance lies in its targeted approach to priority sectors, ensuring a strategic alignment with regional needs and global trends. The foundation has actively supported startups in emerging industries, leveraging the strengths of the local ecosystem while promoting global competitiveness.

Furthermore, the foundation's commitment to providing comprehensive support goes beyond financial assistance. It has played a pivotal role in mentoring, networking, and capacity-building initiatives, thereby nurturing a robust entrepreneurial ecosystem. The success stories emerging from the Incubation Foundation underscore its effectiveness in translating ideas into viable and sustainable businesses, contributing significantly to economic development and job creation in the region. Overall, the foundation's performance in entrepreneurship is reflected in the establishment of 10 startups which will make an impactful contribution to the growth and dynamism of the startup ecosystem associated with IMI Bhubaneswar.

| File Description | Documents |
|---|---|
| Appropriate link in the institutional website | https://imibh.edu.in/foundation |
| Any other relevant information | No File Uploaded |

7.3.2 - Plan of action for the next academic year

International Collaborations: Explore strategic partnerships with renowned international institutes and universities to foster a global exchange of knowledge, research, and academic resources. This initiative aims to enrich the educational experience for both students and faculty through cross-cultural collaboration.

Expansion of PGDM Offerings: Envisage the expansion of the PGDM program, to address contemporary industry demands and emerging trends.

Accreditation Renewal: Pursue the reaccreditation of the National Board of Accreditation (NBA) and the Association of MBAs (AMBA) to uphold and validate the institution's commitment to academic excellence and continuous improvement. This process involves a comprehensive review to ensure adherence to international standards of quality education.

AACSB Membership: Seek membership in the AACSB, a prestigious global network of educational institutions. This affiliation underscores our dedication to maintaining the highest standards in business education and positions us among a select group of globally recognized business schools.

"Great Place to Work" Recognition: Aspire to become a certified "Great Place to Work" by implementing policies and practices that prioritize the well-being and satisfaction of faculty, staff, and students.

Introduction of Short-Term Certificate Courses: To introduce a short-term certificate course aimed at enhancing skill sets and providing specialized knowledge in niche areas.