**Criteria 6.1.2**

***The effective leadership is reflected in various institutional practices such as decentralization and participative management:***

IMI Bhubaneswar, being a “student driven institute”, runs the entire process of management through a decentralised process by participation of every faculty member, staff and students of the institute. For strategic development and resourcing with respect to educational provision and management of educational resources, the matter is first discussed at the level of the **Faculty Council**. The inputs from the faculty council are discussed for its strategic requirements by the Governing Board. The **Governing Board** comprises of *Finance Committee, Infrastructure Committee and Steering Committee*. The Steering committee is primarily tasked with strategic analysis of resources for sustained viability of the institution. Based on requirement for strategic development, the Finance committee deals with resourcing for the purpose of fulfilment of strategic objectives. The Infrastructure committee is responsible for overseeing execution of resource development.

The Programme Office at IMI Bhubaneswar maintains a continuous communication channel with the parents / guardians. In addition, parents / guardians are also part of various committees e.g. **Anti-Ragging Committee**. IMI, Bhubaneswar conducts periodic assessment 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 programmes under the supervision of **Academic Advisory Committee** and the Governing Board through judicious assessment and budgetary allocation of its resources.

For effective execution of all activities, **Faculty Level Committees** are constituted. The key responsibility of the committee is to plan and execute the day-to-day activities. Each committee is headed by a Chairperson. The committees meet regularly and keep a record of meetings and action taken in the form of minutes of meeting. The Institute practices decentralized governance and participative management by involving all the stakeholders viz. faculty, students, parents, alumni, and industry.

***Case Study (Placements):***

To elaborate how decentralization works we take up the case study of the Placement Department of IMI Bhubaneswar. Prof. Rahul Gupta Chaudhury was nominated as the **Chairperson Placements** in June 2019 and he heads the Placement Cell of the Institute. He is assisted by the **General** **Manager Placements and two (2) Manager Placements**. The Placement Chair is a senior faculty member of the Institute and the General Manager / Manager Placements are full-time employees of the Institute. Placement activities are generally managed by students. The student level placement committee, which is formed on recommendation of the PC, is referred to as the **Student Placement Committee**. The SPC works under the able supervision and guidance of the PC. The day-to-day work of the Placement Cell is managed by the students and the General Manager Placements in full consultation with Chairperson Placements.

Seeing the growing importance of Placements, the post of Chairperson Placements was upgraded to Dean (Career Development and Alumni Relations) and Alumni Relations was brought under the purview of placements. Further, Corporate Relations was also subsumed to Dean (Career Development and Alumni Relations) as Corporate Relations Director in April 2021.