

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

2.1 Governance and Leadership (60)

Following section describe the governance and leadership at MIBM.

2.1.1 Governance Structure and Policies (30)

2.1.1.1 Governing Structure (10)

a. Board of Governor

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

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

Sr. No	Name	Designation	Status
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune	Chairman
2	Dr. Pramod Kumar	Management Representative-Chairman IMS & President, ISB&M, Pune	Member
3	Mr. Ronald Sequira	Managing Partner, Anrott, Mumbai	Member
4	Mr. Udai Upendra	Founder CEO, The HR Company	Member
5	Dr. C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India	Member
6	Mr. Ravendra Mishra	President-HR Garware Technical Fibres Ltd	Member
7	Mr. Soumitra Das	Global CHRO, Redington Limited	Member
8	Dr. Saagarika Ghoshal	Managing Director, MATCHBOARD LLP	Member

9	Mr. Shirish Kulkarni	Lead Consultant, Leap2Excel Consulting LLP Former Director - HRD Region Asia West KSB Pumps Ltd	Member
10	Mr. Suresh Amin	Head HR - India Business, J. B. Pharma & Chemicals Ltd	Member
11	Ms. Arpita Gupta	Senior Analyst in Global Human Resource shared services center, TIAA	Member
12	Mr. Amitesh Banerjee	Senior Vice President-BeanstalkAsia	Member
13	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
14	Mr. Manikrao Bamane	VP – Marketing, Reliance Industries Ltd.	Member
15	Mr. Sunil Karandikar	Principal Specialist - Finance Atos Syntel	Member
16	Mr. Sanjay Patwardhan	Head- Business Int.& Data Analytics, Cybage	Member
17	Mr. Pravin Sawant	Sr. Vice President and CHRO, 63 Moons Technologies Ltd, Mumbai	Member
18	Ms. Sonali Kadam/ Prof. L. Botla	Faculty, MIBM, Pune	Member convener
19	Dr. Vilas Pharande	Executive Director, MIBM, Pune	Member-Secretary

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

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

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

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

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

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

ISB&M in 2000. Dr. Kumar aspires to build a large and highly respected educational organization in India and globally.

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

3. Mr. Ronald Sequira

A graduate from XLRI Jamshedpur and is a Managing Partner, Anrott, Mumbai
An HR Leader with extensive experience, having worked at the board level and leadership positions for several years. An experience that spans Pharmaceuticals (GlaxoSmithKline Pharma), Banking (HSBC), Power (Tata Power) and Engineering/Chemicals (Union Carbide).

Area of interest: HRM

4. Mr. Udai Upendra

Founder CEO, The HR Company

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

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

Area of Interest: HRM, Leadership, Change Management

5. Dr.CM. Dwivedi

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

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

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

Area of Interest: OB and HR

6. Mr. Ravindra Mishra

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

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

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

7. Mr. Soumitra Das

Global CHRO, Redington Limited

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

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

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

Area of Interest: HR and Leadership

8. Dr. Saagarika Ghoshal

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

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

Area of Interest: HR. Women Empowerment

9. Mr. Shirish Kulkarni

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

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

Area of Interest: various aspects of HR

10. Mr. Suresh Amin

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

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

Area of Interest: Employee Engagement, Talent Management

11. Arpita Gupta

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

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

Area of Interest: HR operations and strategic talent acquisition

12. Mr. Amitesh Banerjee

Senior Vice President-BeanstalkAsia

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

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

Area of Interest: Marketing communication

13. Dr. Mahendra Ramdasi

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

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

Area of Interest: Software for engineering solutions

14. Mr. Manikrao Bamane

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

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

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

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

15. Mr. Sunil Karandikar

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

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

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

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

16. Mr. Sanjay Patwardhan

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

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

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

Area of Interest: Business Analytics

17. Dr. Pravin Sawant

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

Area of Interest: OB and HR

18. Ms. Sonali Kadam

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

Area of Interest: Gamification, IoT and Statistics based studies

19. Dr. Vilas Pharande

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

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

Area of Interest: Finance

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

Date	Venue	Agenda
8 November 2025	MIBM Campus/ Virtual	To review last year's budget utilization and discussions on budget allocation of FY 2026-27
1 February 2025	MIBM Campus/ Virtual	To review the existing infrastructure facilities and discuss proposed improvements and upgradation.
12 April 2024	MIBM Campus/ Virtual	To review last year's budget utilization and discussions on budget allocation of FY 2025-26
30 December 2023	MIBM Campus/ Virtual	To review HR status and discussions on HR requirement.
28 January 2023	MIBM Campus/ Virtual	To access overall reporting of MIBM and review of International MoUs and aligned activities.
28 November 2022	MIBM Campus/ Virtual	Discussion on revision of vision and mission of MGI To review of International Conference on Trends in Business and Human Resource (ICTBHR)-2022 and planning for

		forthcoming international conferences in 2023
14 July 2022	MIBM Campus/ Virtual	To review NBA accreditation application and status of SAR
18 December 2021	Orchid Hotel, Pune/ Virtual	To discuss MoUs signed with different Institutions/Agencies by the Institute. To access retention and welfare activities for faculty members and staff members of the Institute.
4 December 2020	MIBM Campus/ Virtual	To develop research policies as it considered an essential component for the Institute's growth. Further, to build ecosystem to promote research and development activities.
18 July 2019	Virtual/ MIBM Campus	To revamp the academic programs to inculcate flexibility and choice with more focus on industrial relevant and frontier areas.



Photo: 1 February 2025



Photo: On 27 January 2024



Photo: On 21 January 2023

b. Board of Studies

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

Sr. No	Name	Designation	Status
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune	Chairman
2	Dr. Pramod Kumar	Management Representative- Chairman IMS & President, ISB&M, Pune	Member
3	Dr. Dinesh Kumar Srivastava	Professor OB & HR, IIM, Mumbai	Member
4	Dr. Deepak Shah	Professor, Gokhale Institute of Politics and Economics, Pune	Member
5	Dr. Anurag Asawa	Associate Professor, Gokhale Institute of Politics and Economics, Pune	Member
6	Miss. Arpita Gupta	Alumni- MIBM, Senior Analyst, TIAA, Pune	Member
7	Dr. P. Chandiran	Professor, Loyala Institute of Business Administration, Chennai	Member
8	Dr. Manoj Pareek	Associate Professor, School of Management, Bennett University, Noida	Member
9	Dr. Preetha Menon	Associate Professor, Advertising and Branding, FLAME University, Pune	Member
10	Dr.C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India	Member
11	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
12	Mr. Clifford Mohan Pai	Executive Director-Christ University, Bangalore. Clifford is a Former VP HRD Infosys BPM Ltd	Member
13	Ms. Sonali Kadam/ Prof. L. Botla	Faculty, MIBM, Pune	Member- Convenor
14	Dr. Vilas Pharande	Executive Director, MIBM, Pune	Member- Secretary

Board of Studies

1. Dr. Saroja Asthana

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

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

2. Pramod Kumar

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

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

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

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

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

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

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

4. Dr. Deepak Shah

Professor, Gokhale Institute of Politics and Economics, Pune

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

5. Dr. Anurag Asawa

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

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

Area of Interest: Econometrics, Mathematical Economics

6. Arpita Gupta

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

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

Area of Interest: HR operations and strategic talent acquisition

7. Dr. P. Chandiran

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

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

8. Dr. Manoj Pareek

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

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

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

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

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

Dr. Menon holds a doctorate degree in Management Studies from IIT Madras. She also holds an M.M.S. degree (Marketing) from University of Mumbai and PGD in Advertising and Marketing from Xavier Institute of Communication. Prof. Preetha's current research includes consumer neuroscience and experimental research on advertising and branding topics. She is well published in international journals of repute like European Journal of Marketing, Journal of Strategic Marketing, International Journal of Innovation Science, Media Watch amongst others.

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

10. Dr.CM. Dwivedi

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

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

11. Dr. Mahendra Ramdasi

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

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

Area of Interest: Software for engineering solutions

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

12. Mr. Clifford Mohan Pai

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

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

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

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

13. Ms. Sonali Kadam

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

Area of Interest: Gamification, IoT and Statistics based studies

14. Dr. Vilas Pharande

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

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

Area of Interest: Finance

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

Date	Venue	Agenda
25 October 2025	MIBM Campus/ Virtual	Review of Academic Audit Reports and discussions on various issues to improve the overall academic performance levels.
1 February 2025	MIBM Campus/ Virtual	Review of IQAC and discussions on various issues to improve the overall academic performance levels.
12 April 2024	MIBM Campus/ Virtual	Review of IQAC and Academic Audit Reports and discussions on various issues to improve the overall academic performance levels.
15 November 2023	MIBM Campus/ Virtual	Discussion on gap analysis of attainment levels and suggestion on remedial action.
21 January 2023	MIBM Campus/ Virtual	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students
8 October 2022	MIBM Campus/ Virtual	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
7 July 2022	MIBM Campus/ Virtual	Introduction of foundation courses in trimester I
26 November 2021	MIBM Campus/ Virtual	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute
7 July 2021	MIBM Campus	Overall review of curriculum of PG program
19 November 2020	Virtual/ MIBM Campus	Discussion on strengthening academic research and consultancy Discussion on industry Interface
16 April 2020	Virtual/ MIBM Campus	Discussion on the Institute progress for the year 2018-20 Decision on need-based foundation courses

Date	Venue	Agenda
		Consideration of the academic initiatives taken by the Institute
22 November 2019	Virtual/ MIBM Campus	<p>Discussion on the scheme and PGDM syllabus of trimester I, II and III PGDM for 2019 Batch and trimester IV, V and VI for 2018 Batch</p> <p>Discussion on Scheme and Syllabus including COs, POs, CIE, SEE, Text & Reference books</p> <p>Finalization of syllabus along with incorporations of recommendations and suggestions</p>



Photo: 25 October 2025



Photo: 12 April 2024





Photo: 21 January 2023

c. Director and her Functioning:

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

Profile of Dr. Saroja Asthana, Founder Director, MIBM



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

Contributor of NOBEL PEACE PRIZE 2007 to IPCC,

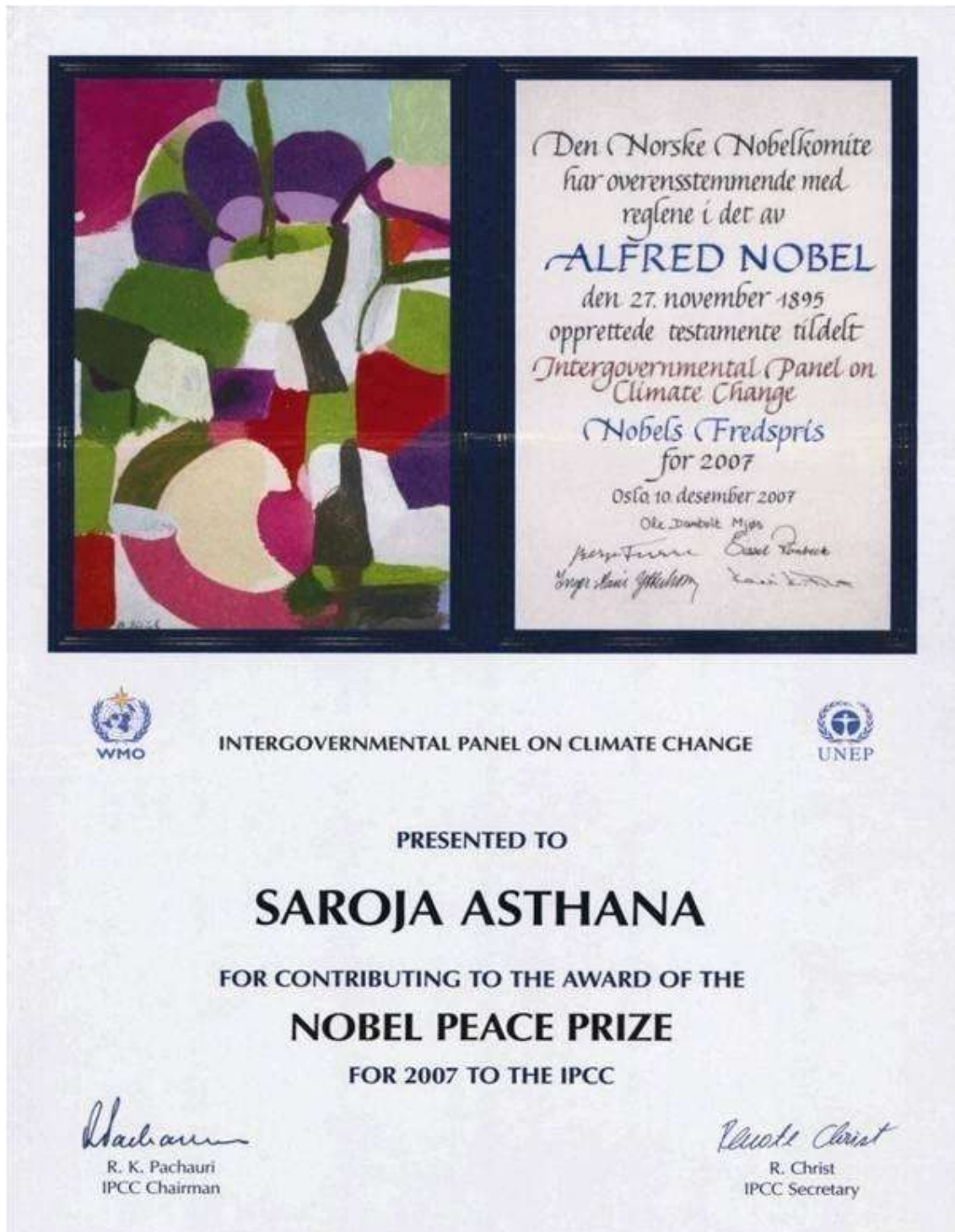
Fmr. Scientist National Chemical Lab., Pune & National Metallurgical Lab, Jsr., CSIR.

Fmr. Faculty XLRI, Jamshedpur.

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

Author of several highly reputed research papers and PhD Guide.

Awards conferred on Dr. Saroja Asthana





भारत सरकार
Government of India

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

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


मनमोहन सिंह
प्रधान मंत्री
Manmohan Singh
Prime Minister

नई दिल्ली, 26 नवम्बर, 2007
New Delhi, 26th November, 2007

For more information, visit www.elsevier.com/locate/ymbs

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

Research Methodology continued on page 2

TOP 100 B SCHOOLS			
INSTITUTE/B SCHOOL	RANK	INSTITUTE/B SCHOOL	RANK
Symbiosis Institute of Business Management, Pune	1	Indian Institute of Management, Raipur	98
Indian Institute of Management, Bangalore	2	MIBM- Mulshi Institute of Business Management, Pune	99
Institute of Management Technology, Ghaziabad	3		

Pune Leadership Award -2022





WORLD
EDUCATION
CONGRESS
AWARDS®
JANUARY 2012 ***
13th Edition

Presents



**PROF. INDIRA
PARIKH
WOMEN IN
EDUCATION
LEADERS**

Presented to



DR. SAROJA ASTHANA

Founder Director

Mulshi Group of Institutes, Pune

Dr. Asthana is co-founder of ISB&M group of institutions nation-wide. A dedicated team of husband and wife, in the field of education Dr. Pramod Kumar and Dr. Saroja Asthana have dreamed of establishing ISB&M in the year 2000 with their meager resources. A visionary that she is, Dr. Asthana subsequently established Mulshi Institute of Business Management (MIBM) in the year 2010. A simple and quite personality, Dr. Asthana has several feathers in her cap. An engineer by profession, Dr. Asthana has done her Ph.D. in Mechanical Engineering from IIT Kharagpur after doing her MS from Maryland, USA. She was Faculty at XLRI Jamshedpur and due to her passion for Research switched to National Metallurgical Laboratory Jamshedpur as Scientist. Subsequently she joined National Chemical Laboratory (NCL) Pune in 1997 before establishing Mulshi Group of Institutions. Dr. Asthana has published more than 50 research papers in highly rated Journals, participated in International events and guided Ph.Ds. She has long association with prestigious foreign organizations like Swiss Agency for Development and Cooperation, GTZ Germany, World Bank, United Nations Geneva, Intergovernmental Panel on Climate Change (IPCC) apart from being Advisor to Ministry of Environment and Forestry, New Delhi. During her tenure with NCL, Pune, Dr. Asthana has worked on a project by IPCC that has won Nobel Peace Prize in the year 2007 jointly with Al-Gore, the then Presidential Candidate of USA. Dr. Asthana's contribution is recognized by both, IPCC and Government of India and then Prime Minister Dr. Manmohan Singh.

11th July, 2024 | Taj Lands End, Mumbai

Dr. R. L. Bhatia
Farmer, Founder, World CSR Day™
Founder, World Sustainability

Sandesh Gharu
Project Head



Main Partner

FUTURE TECH
CONGRESS & AWARDS™
(JANUARY 2012)

Assessment Partner

**HUMAN
CAPITAL
AWARDS**
(JANUARY 2012)

Educational Partner



Official Logistic Partner

BLUE DART

Academic Partner



Endorsed by





d. Committees:

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

1. Internal Quality Assurance Committee (IQAC):

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

Summary of Internal Quality Assurance Committee (IQAC) conducted during assessment period at MIBM, Pune

Date	Venue	Remarks
01th November 2025	MIBM Campus	Committee appreciated improved ERP usage, feedback integration, and interdisciplinary activities. Continued focus needed on CO–PO attainment and remedial classes.
26th July 2025	MIBM Campus	The committee noted that the institute has shown consistent progress in ERP usage, infrastructure investment, and academic activities. However, emphasis is required on improving admissions, strengthening placements, and enhancing academic performance.
25th January 2025	MIBM Campus	IQAC acknowledged strong progress in 2024, including improved research output, increased guest lectures, library expansion, and enhanced student participation. Placement improvements and CO–PO alignment showed positive outcomes, though ICT upgrades and applied learning remain priority areas. The meeting concluded with approval of the next academic year's calendar and a commitment to further strengthen academic quality for NBA standards.
2nd November 2024	MIBM Campus	The committee noted positive academic progress during Trimester I and appreciated improvements in feedback implementation, CO–PO alignment, and elective course adoption. Areas requiring focused attention include strengthening remedial support, enhancing interdisciplinary activities, and improving ERP responsiveness. The institute will continue to improve teaching–learning quality to meet NBA standards for 2024–25.
20th July 2024	MIBM Campus	The committee appreciated the growth in admissions, the strong internship performance, increased student participation in interdisciplinary clubs, and the improved readiness for the new academic year. Focus areas include enhancing academic performance, increasing guest lectures, strengthening placements, and improving analytical skills of students. The meeting concluded with a clear roadmap for academic and co-curricular activities for 2024–25.
27th January 2024	MIBM Campus	The committee appreciated improvements in teaching quality, academic audit compliance, and research output. Placement activities and student achievements showed positive growth, while ICT, library development, and guest lecture planning require further strengthening. The meeting concluded

Date	Venue	Remarks
		with the approval of the academic calendar and strategic budget alignment to support academic excellence for the upcoming year.
28th October 2023	MIBM Campus	The committee noted steady improvement in teaching quality, mapping accuracy, interdisciplinary participation, and ERP adoption. CO–PO attainment requires continuous monitoring, and faculty must increase innovations and documentation. The meeting concluded with a focus on strengthening academic processes to support NBA quality standards.
29th July 2023	MIBM Campus	The committee observed a positive upward trend in admissions, academic participation, ICT readiness, and faculty performance. For 2023, the focus will be on strengthening teaching quality, enhancing placement outcomes, expanding research output, and increasing industry interactions. The meeting emphasized early planning to ensure smooth NBA documentation and continuous quality improvement.
21th January 2023	MIBM Campus	The committee noted substantial improvements across academics, library resources, ICT facilities, and research output during AY 2022. The Academic Audit and CO–PO attainment processes strengthened the quality framework. Continuous improvements in student achievements, research involvement, and interdisciplinary activities were appreciated. The institute is progressing well toward academic excellence and NBA readiness.
22th October 2022	MIBM Campus	The committee appreciated the improvements in teaching quality and the proactive response to student feedback. Greater attention is needed for CO attainment in analytical subjects and ensuring ICT reliability. The overall academic progress for AY 2022 is satisfactory, with corrective measures in place for continuous improvement.
30th July 2022	MIBM Campus	The committee expressed the need to improve admissions and placements. Strengthening industry connections, enhancing academic quality, and increasing student participation in interdisciplinary activities were prioritized. Overall preparedness for AY 2022 was found satisfactory with clear action plans in place
29th January 2022	MIBM Campus	The committee expressed satisfaction with the academic and administrative progress in AY 2021. End-of-year performance shows improvement in teaching, infrastructure readiness, research
30th October 2021	MIBM Campus	The committee noted satisfactory progress for the mid-year review. Teaching delivery, induction

Date	Venue	Remarks
		quality, and examination processes improved. ICT load issues require further intervention, and elective courses need more enrichment. Overall, the academic cycle is progressing positively.
24th July 2021	MIBM Campus	IQAC noted that AY 2021 began with stable academic operations and strong placement outcomes. However, key improvement areas identified include admission outreach, teaching consistency, and academic documentation. Action plans were approved, and follow-up reviews will be conducted in Meeting 2.

e. Departmental Management

1. ACADEMIC CHAIRPERSON

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



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

2. RESEARCH CHAIRPERSON

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

Research Committee (RC)

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

3. FACULTY

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

4. COORDINATORS

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

2.1.1.2 Service Rules (10)

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

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

Qualification for Teaching Staff

The qualification for making recruitment of lecturers, Assistant Professor and Professor

for department of management is as per UGC norms approved by AICTE, New Delhi available at <https://www.aicte-india.org>

Qualification for Non-Teaching Staff

The qualification for making recruitment of non-teaching staff UGC norms approved by AICTE, New Delhi available at <https://www.aicte-india.org> are followed.

HR Policy

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

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

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

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

A detailed HR Manual is available in Institutes Website

<https://www.mgi.ac.in/mandatory-disclosures>

2.1.1.3 Policies (5)

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

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Academic, placement, admission, hostel related, anti-ragging, Library and Laboratory usage etc. all such guidelines are available on Institute website at <https://www.mgi.ac.in/mandatory-disclosures>

1 SC/ST Committee

Sr. No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Mr. Yuvraj Maskey	Student	Member
4	Mr. Asish Behera	Student	Member
5	Mr. Dilip Wagh	Office Superintendent	Member

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

The role and responsibilities of each of these committees are placed on institute's website and changes, if any, are also update at

<https://www.mgi.ac.in/mandatory-disclosures>

Code of Conduct

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Code of conduct norms are covered in the policy book and at <https://www.mgi.ac.in/mandatory-disclosures>

2.1.1.4 Strategic plan (5)

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

SWOT Analysis

Can you please review and share any inputs for improving the SWOT analysis for this review of management institution?

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

	development for faculty and staff are limited 3. Funds for conference travel are limited		
The institution is recognized as one of the top 100 B-schools in the country (Times B School-rating 2023, dated 18/4/2023). This positions the institution as a leader in management education, enhancing its market position to prospective students and corporate partners alike.		National and International Partnership opportunities across campus	
New programs that serve the students (within last three years)			
Supportive Business Community. Participation of Alumni in activities such as admission, training and placement.			
Supportive environment for experimenting innovative teaching methods and continuous efforts with integrating learning assessment, and improving student success			
Separate research wing (PIDC) conducting MDPs, EDPs, International Conferences, FDPs, Publications and Patent activities.			

Strategic priorities

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

Identified following strategic priorities


- A. Quality and Continuous Improvement
- B. Stakeholder and Community Engagement
- C. Innovation in Teaching and Learning
- D. Industry connects
- E. Internationalization
- F. Research impact






nirfindex.org/Rankings/2025/ManagementRankingALL.htm

Gallery | Signup | Registration | Contact | Archives

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



HOME ABOUT NIRF PARAMETERS DOCUMENTS RANKING NOTIFICATION/ADVI FAQs CONTACT

India Rankings 2025: Participated Institutes Management

Institution list in alphabetical order

Back

100 entries per page

Search: POST GRADUATE M

Name	City	State
MULSHI INSTITUTE OF BUSINESS MANAGEMENT-POST GRADUATE M	Pune	Maharashtra

Showing 1 to 1 of 1 entry (filtered from 1,026 total entries)

Home About NIRF Parameters Documents Notification/Adv Contact

Copyright © 2023, National Institutional Ranking Framework (NIRF), MoE. All rights reserved.

2.1.2 Faculty Empowerment (15)

2.1.2.1 Faculty Development Policies (5)

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

National and International Activities

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

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

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

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

Powers and Roles of HOD and Other faculty members

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

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

Roles and Responsibility of Corp Connect Cell

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

Sr. No	Name	Company	Designation
1.	Dr. Saroja Asthana	Director	In Chair
2.	Miss Khushi Patel	Student	Member
3.	Mr. Naman Jain	Student	Member
4.	Mr. Roshan Sharma	Student	Member
5.	Dr. Nitin Deshmane	Asso. Professor	Member-Coordinator

2.1.3 Effective Governance Indicators (15)

2.1.3.1 Grievance Redressal Mechanism (2)

Following procedure is defined for filling a complaint

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

Grievance Redressal Cell

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

Policies to prevent Sexual Harassment in MIBM

Following procedure is defined for filling a complaint:

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

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

Sr. No	Name	Company	Designation
1.	Dr. Saroja Asthana	Director/ Principal	In Chair
2.	Dr. Nitin Deshmane	Asso. Professor	Member
3.	Mr. Sunil Chavan	Non-Teaching	Member
4.	Ms. Kajari Mitra	Social Worker	Member
5.	Mr. Ojas Deolankar	Advocate	Member
6.	Ms. Ayushi Shrivastava	Student	Member
7.	Mrs. Varsha Pharande	Asst. Professor	Member-Coordinator

Anti-Ragging Committee in MIBM

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

Anti-Ragging Committee (ARC)

Sr. No	Name	Company	Designation
1.	Dr. Saroja Asthana	Director	In Chair
2.	Mrs. Varsha Pharande	Asst. Professor	Member
3.	Mr. Pankaj Girase	Non- Teaching	Member
4.	Ms. Hiteshi Jiotode	Student	Member
5.	Ms. Aditi Sharma	Student	Member
6.	Mr. Sachidanand Sharama	Student Parents	Member
7.	Mr. Sunil Chavan	Compute Lab In-charge	Member- Coordinator

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

2.1.3.2 Transparency (5)

The Institute firmly belief in transparency, the system rules and policies are drafted to promote equality and egalitarianism. In order to achieve such motive, the Institute provide every rule and policy to stakeholders, primarily students and their parents/guardians. The policies and important rules are made available on multiple platforms such as the Institute website, in hardbound form is the department office and the administration building of the institute. Other than that, students are given College and Hostel Manuals on first day of Orientation Program in hardbound form. Also, a session is held to explain them code of conduct etc. by Academic Chairman. Dissemination of all academic information related to students, faculty members and staff members is available on institute ERP system. ERP system is extensively used from admission of the student till imparting PGDM degree.

2.1.3.3 Leader and Faculty Selection Process (5)

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

As explained earlier in 2.1.1.2 & 3 MIBM govern on Service Rules, HR Policy, Research Policy and general Code of Conduct. The same is available on institute website at

<https://www.mgi.ac.in/mandatory-disclosures>

2.1.3.4 Stability of the academic leaders (3)

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

2.2. Financial Resources (40)

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

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

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

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

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

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

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

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

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

Items	Budgeted in in FY 2023-24	Budgeted in in FY 2022-23	Budgeted in FY 2021-22	Actual Exp in FY 2023-24	Actual Exp in FY 2022-23	Actual Exp in FY 2021-22
Capital Expenditure						
Infrastructure Built-up	10000000	20000000	20000000	9380581	21442204	17983692
Library	1000000	250000	200000	783887	208411	192900
IT Infrastructure	2000000	2000000	1000000	2587351	1630044	420668
Others	5000000	5000000	5000000	5565001	4011227	4690006
Total Capital Exp	18000000	27250000	26200000	18316820	27291886	23287266
Operational Expenditure						
Salary (Teaching, Non-teaching and other staff)	17500000	15000000	13500000	17240832	15079912	13598457
Capacity Development	7000000	1500000	1200000	73,30980	1209823	1123104
Others	2000000	1500000	800000	2099592	1337135	634621
Total Operational Exp	26500000	18000000	15500000	26671404	17626870	15356182
Total	44500000	45250000	41700000	44988224	44918756	38643448

2.2.1.1. Adequacy of Budget Allocation (15)

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

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

percentage are being summarize below:

2023-24: 101.1%

2022-23: 99.26%

2021-22: 92.67%

2.2.1.2. Utilization of Allocated Funds (15)

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

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

Link: <https://www.mgi.ac.in/mandatory-disclosures>