



**The ICFAI Foundation for Higher Education**  
(Declared as Deemed-to-be University under Section 3 of the UGC Act, 1956)

Donthanapally, Shankarapalli Road  
Hyderabad – 501 203, Telangana.

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# **SELF STUDY REPORT**

## **II CYCLE**

**Submitted to**

**The Director**

**National Assessment and Accreditation Council  
(NAAC)**

Nagarbhavi, Bangalore – 560 072, Karnataka

**January – 2015**



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**Shri N. J. Yasaswy**  
**(1950 – 2011)**

**Founder**

**The ICFAI Group**

Shri N.J.Yasaswy, the founder of the ICFAI Group of Educational Institutions was a pioneer and trailblazer in promoting higher education in the Private Sector. He conceptualized, developed and built competitive and top graded Business schools in India apart from creating 11 Universities in the developing states of India (including in the North East) single-handedly. He wanted to nurture and groom young students - who had the will to learn but were unable to gain entry into the premier management institutes for a variety of reasons. He built a Temple of Learning offering value based education, industry-focused curriculum and employable skills. His entire life was devoted to building excellence in management education by taking the very best practices and ideas from every corner of the globe. His aim was to deliver unmatched value to the student community by promoting institutions that espoused great values, ethics, morals and scruples. He was a man of prodigious talent and clearly way ahead of his peers.

His influence will continue to guide the ICFAI Foundation for Higher Education for generations to come.



# **Profile of the University**



## Profile of the University

### 1. Name and Address of the University:

Name: **The ICFAI Foundation for Higher Education (IFHE)**  
 Address: Donthanapally, Shankarapalli Road  
 City: Hyderabad, PIN: 501 203  
 State: Telangana  
 Website: [www.ifheindia.org](http://www.ifheindia.org)

### 2. For Communication:

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	Fax:	08417 – 236653
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<b>Steering Committee Coordinator:</b>	Name:	<b>Prof. T S. Rama Krishna Rao</b>
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## 3. Status of the University:

State University	<input type="checkbox"/>
State Private University	<input type="checkbox"/>
Central University	<input type="checkbox"/>
University Under Section 3 of UGC Deemed University	<input checked="" type="checkbox"/>
Institute of National Importance	<input type="checkbox"/>
Any other (Please Specify)	<input type="checkbox"/>

## 4. Type of University

Unitary	<input checked="" type="checkbox"/>
Affiliating	<input type="checkbox"/>

## 5. Source of funding:

Central Government	<input type="checkbox"/>
State Government	<input type="checkbox"/>
Self Financing	<input checked="" type="checkbox"/>
Any other (Please Specify)	<input type="checkbox"/>

## 6. a. Date of establishment of the university: (dd/mm/yyyy)

<b>16-12-2008</b>
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## b. Prior to the establishment of the university was it a /an

i	PG Centre	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
ii	Affiliated College	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
iii	Constituent College	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
iv	Autonomous College	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
v	Institute of National Importance	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Any other (Please Specify)		<b>ICFAI Business School</b>			
Date of Establishment (dd/mm/yyyy)		<b>01-06-1995</b>			

## 7. Date of recognition as a university by UGC or any other national agency:

Under Section	Date, Month and Year (dd/mm/yyyy)	Remarks
2f of UGC*	–	–
12B of UGC *	–	–
3 of UGC #	16-12-2008	Certificate of recognition {No.F. 6 -42 / 2005 (CPP-1) dt 29-01-2009 & No.F-9-54 / 2006-U.3 dt 16 <sup>th</sup> December 2008}( enclosed as Annexures 1 &2)
Any other ^ (specify)	–	–

\* Enclose certificate of recognition.

# Enclose notification of MHRD and UGC for all courses / programmes / campus/ campuses.

^ Enclose certificate of recognition by any other national agency/agencies, if any.

## 8. Has the university been recognized?

a. By UGC as a University with Potential for Excellence?

Yes ☐ No ☒

If yes, date of recognition (dd/mm/yyyy) :

b. For its performance by any other governmental agency

Yes ☐ No ☒

If yes, name of the agency and date of recognition (dd/mm/yyyy):

## 9. Does the University have off-campus centres?

Yes ☐ No ☒

If yes, date of establishment (dd/mm/yyyy) :	
date of recognition (dd/mm/yyyy):	
If yes name of the agency:	
date of establishment (dd/mm/yyyy):	

## 10. Does the university have off-shore campuses?

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes, date of establishment (dd/mm/yyyy) :	Not Applicable
date of recognition (dd/mm/yyyy):	Not Applicable

## 11. Location of the campus and area:

Location *	<b>URBAN</b>
Campus area in acres	<b>92 Acres</b>
Built up area in sq. mts	<b>1,45,856.56</b>

(\* Urban, Semi-Urban, Rural, Tribal, Hilly Area, Any other (please specify))

If the university has more than one campus, it may submit a consolidated self-study report reflecting the activities of all the campuses

## 12. Provide information on the following: In case of multi-campus University, please provide campus-wise information.

<ul style="list-style-type: none"> <li>Auditorium /seminar complex with infrastructural facilities           <ul style="list-style-type: none"> <li>The University has <b>two auditoriums</b>. They have a capacity to accommodate <b>300 students</b> each.</li> <li>The University also has <b>a seminar hall</b> with a capacity to accommodate <b>400 students</b>.</li> <li>The auditoriums and seminar hall are <b>fully air-conditioned</b>.</li> </ul> </li> </ul>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Sports facilities           <ul style="list-style-type: none"> <li>Play ground               <ol style="list-style-type: none"> <li><b>One</b> football ground / cricket ground</li> <li><b>Two</b> tennis courts</li> <li><b>Two</b> basketball courts</li> <li><b>Two</b> volleyball courts</li> <li>Indoor stadiums – <b>3 badminton</b> courts</li> </ol> </li> <li>Swimming pool               <p>The University has an <b>Olympic-size swimming pool</b> measuring <b>(50 mts x 25 mts)</b></p> </li> </ul> </li> </ul>	<input checked="" type="checkbox"/>

<ul style="list-style-type: none"> <li>▪ Gymnasium</li> </ul> <p><b>Gymnasium</b> facilities for both boys and girls are provided</p>	✓
• Hostel	
<ul style="list-style-type: none"> <li>▪ Boys' Hostel</li> </ul> <ol style="list-style-type: none"> <li>1. Number of hostels 9</li> <li>2. Number of in mates 1,677</li> <li>3. Facilities <b>Late Night Canteen, Table Tennis, Carroms and Chess</b></li> </ol>	✓
<ul style="list-style-type: none"> <li>▪ Girls' Hostel</li> </ul> <ol style="list-style-type: none"> <li>1. Number of hostels 5</li> <li>2. Number of in mates 962</li> <li>4. Facilities <b>Late Night Canteen, Table Tennis, Carroms and Chess</b></li> </ol>	✓
<ul style="list-style-type: none"> <li>▪ Working Women's Hostel</li> </ul> <ol style="list-style-type: none"> <li>1. Number of hostels -</li> <li>2. Number of in mates -</li> <li>3. Facilities -</li> </ol>	Nil
• Residential facilities for faculty and non-teaching	✓
The University has apartment blocks ( <b>1 BK, 2 BHK, 3 BHK with study room</b> ) to accommodate around 70 families.	
• Cafeteria	✓
There are <b>two messes</b> to cater to the students, faculty members, and non-teaching staff for breakfast, lunch, evening snacks and dinner. In addition, two pay and eat a la carte <b>cafeterias</b> are also available.	
• Health centre Nature of facilities available – Inpatient, Outpatient, Ambulance, Emergency Care Facility	✓
1. <b>Two bedded</b> in-patient, out-patient <b>clinics</b> with a pharmacy are available on the campus.	

2. They are managed by <b>4 Qualified Doctors</b> and <b>5 Qualified Nurses</b> .	
3. Their services are available Round the Clock.	
4. <b>Two Ambulances</b> with <b>4 drivers</b> are available <b>Round The Clock</b> on the campus.	
5. Necessary <b>medical equipment</b> is made available at the clinic.	
• Facilities like banking, post office, book shops,etc.	✓
1. <b>Two</b> ATMs.	
2. Postal Services by the local post office.	
3. <b>Book Shops</b> are available.	
4. <b>Saloon</b> for boys.	
5. <b>Beauty parlours</b> for girls.	
• Transport facilities to cater to the needs of the students and staff	✓
1. <b>Seven buses</b> (own and hired) ply on different routes to transport Students, Non-Teaching Staff and Faculty Members.	
• Facilities for persons with disabilities	✓
1. All hostels and academic blocks are provided <b>with lifts</b> .	
2. <b>Wheelchairs</b> are made available at hostels as well as in academic blocks.	
3. Ramps are available for easy mobility of wheelchairs.	
4. Exclusive rest rooms are provided for differently-abled persons both in the hostels and in academic blocks.	
• Animal house	Nil
• Incinerator for laboratories	N.A
• Power house	✓
▪ The University has a 33 KVA/433 volts electrical sub-station constructed in consultation with the State Electricity Board with a CMD of 2000 KVA.	
▪ In case of a power failure we have full back-up with the help of two generators	
• Waste management facility	✓
▪ We have built two sewerage treatment plants with a total capacity of treating 900 KLD per day.	



## 13. Number of institutions affiliated to the university

Type of colleges	Total	Permanent	Temporary
Arts, Science and Commerce	<b>-Nil-</b>		
Law			
Medicine			
Engineering			
Education			
Management			
Other (specify and provide details)			

## 14. Does the University Act provide for conferment of autonomy (as recognized by the UGC) to its affiliated institutions? If yes, give the number of autonomous colleges under the jurisdiction of the University

Yes	<input type="text"/>	No	<input checked="" type="checkbox"/>	Number	<input type="text"/>
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We do not have any autonomous colleges under our jurisdiction.

## 15. Furnish the following information:

Particulars	Number	Number of Students
Undergraduate BBA, B.Tech, BBA- LLB (Hons.)	03	1199
Postgraduate MBA	01	1995
Research Centers on the Campus Ph.D.	02	86

## 16. Does the University conform to the specification of Degree as enlisted by the UGC?

Yes	<input checked="" type="checkbox"/>	No	<input type="text"/>
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If the university uses any other nomenclatures, please specify.

17. Academic programmes offered by the university departments at present, under the following categories: (Enclose the list of academic programmes offered)

Programmes	Number
UG {BBA, B.Tech, BBA –LLB (Hons.)}	3
PG (MBA)	1
Integrated Masters	–
M.Phil.	–
Ph.D.	2
Integrated Ph.D.	–
Certificate	–
Diploma	–
PG Diploma	–
<b>Total</b>	<b>6</b>
<b>Any other (please specify)</b>	
Management Development Programs (Open)	
Customized Management Developmental Programs	
Faculty Development Programs	
Case Writing Workshops	
Knowledge Sharing Workshops	

18. Number of Working days during the last academic year.

Students:	
▪ Academic days	170 days
▪ Internship days	60 days
Total working Days	230 days
For Faculty Members and Staff:	262 days

**19. Number of teaching days during the past four academic years**

2010-11	2011-12	2012-13	2013-14
170 days	170 days	170 days	170 days

**20. Does the university have a department of Teacher Education?**

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes,

a. Year of establishment (dd/mm/yyyy) :	N.A	
b. NCTE recognition details (if applicable) Notification No.:	N.A	
c. Is the department opting for assessment and accreditation separately?	Yes	No
	N.A	N.A

**21. Does the university have a teaching department of Physical Education?**

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes,

a. Year of establishment (dd/mm/yyyy) :	N.A	
b. NCTE recognition details (if applicable) Notification No.:	N.A	
c. Is the department opting for assessment and accreditation separately?	Yes	No
	N.A	N.A

**22. In the case of Private and Deemed Universities, please indicate whether professional programmes are being offered?**

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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If yes, please enclose approval / recognition details issued by the statutory body governing the programme. (**Annexure 3**)

**23. Has the university been reviewed by any regulatory authority? If so, furnish a copy of the report and action taken there upon.****Yes.**

The University has been reviewed by the UGC Expert Committee in September 2009. The copy of the report is enclosed (**Annexure 4**) and the action taken presented along with the Action Taken Report for NAAC observations.

## 24. Number of positions in the university

Faculty	Teaching Faculty as on December 31, 2014					Non-Teaching Staff	Technical Staff
	Prof.	Assoc. Prof.	Asst. Prof.	Adjunct / Visiting Faculty	Faculty Associates		
Faculty of Management	11	36	80	28	19	128	9
Faculty of Science and Technology	3	2	38	1	1	3	17
Faculty of Law	3	–	8	–	6	4	–

## 25. Qualifications of the teaching staff

Highest Qualification	Professors		Associate Professors		Assistant Professors		Total
	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
Faculty of Management							
D.Sc./D.Litt.	–	–	–	–	–	–	–
Ph.D.	4	1	19	3	39	19	85
M.Phil.	–	–	–	–	2	–	2
PG	6	–	13	1	11	9	40
Sub Total	10	1	32	4	52	28	127
Faculty of Science and Technology							
Ph.D.	3	–	–	1	5	4	13
M.Phil.	–	–	–	–	–	–	–
PG	–	–	1	–	21	8	30
Sub Total	3	–	1	1	26	12	43

Highest Qualification	Professors		Associate Professors		Assistant Professors		Total
	Male	Female	Male	Female	Male	Female	
Faculty of Law							
Ph.D.	2	1	-	-	5	3	11
M.Phil.	—	—	—	—	—	—	—
PG	—	—	—	—	—	—	—
Sub Total	2	1	—	—	5	3	11
Grand Total	15	2	33	5	83	43	181
Adjunct / Visiting Faculty							
D.Sc./D.Litt.	—	—	—	—	—	—	—
Ph.D.	6	2	3	—	2	2	15
M.Phil.	—	—	—	—	—	—	—
PG	2	—	4	—	4	4	14
TOTAL	8	2	7	—	6	6	29

## 26. Emeritus, Adjunct and Visiting Professors.

	<b>Emeritus</b>	<b>Adjunct</b>	<b>Visiting</b>
<b>Number</b>	–	<b>24</b>	<b>5</b>

## 27. Chairs instituted by the university: -Nil-

	<b>Chairs</b>
School / Department	
Faculty of Management	1*

\* One Chair proposed to be set up by Multi-Commodity Exchange (MCX), Mumbai.

28. Students enrolled in the university departments during the current academic year, with the following details: / FST / FOL / Ph.D

Student	UG		PG		Ph.D	
	M	F	M	F	M	F
From the state where the university is located	253	87	49	31	0	0
From other states of India	215	75	643	412	3	6
NRI students	0	0	0	0	0	0
Foreign students	0	0	0	0	0	0
<b>Total</b>	<b>468</b>	<b>162</b>	<b>692</b>	<b>443</b>	<b>3</b>	<b>6</b>

M - Male F - Female

29. 'Unit cost' of education

(Unit cost = total annual recurring expenditure (actual) divided by total number of students enrolled)

- a. Including the Salary Component = Rs. 12.94 Cr.  
 b. Excluding the Salary Component = Rs. 10.79 Cr.

The Unit Cost of Education Program wise is presented below:

Course	Including the Salary Component (Rs. Crore)	Excluding the Salary Component (Rs. Crore)
Ph.D	2.95	2.90
MBA	5.08	4.01
BBA	1.65	1.31
B.Tech	1.65	1.30
BBA-LLB (Hons.)	1.61	1.27
<b>Total</b>	<b>12.94</b>	<b>10.79</b>

### 30. Academic Staff College

Yes

- Year of establishment 2014
- Number of programmes conducted (with duration)
  - \* The University has offered 35 orientation and refresher courses during the period under review.
  - \* Two Knowledge Sharing Workshops were also conducted to all the faculty members.
  - \* Workshops were also conducted for non-teaching staff.
  - The University formally started an Academic Staff College, “ICFAI Staff College” from November 2014. The objectives of the staff college are:
    - \* Impart training to faculty members for improving class room teaching.
    - \* Offer induction and orientation programs.
    - \* Develop competencies in research methodology.
    - \* Familiarize faculty members with the use of electronic media and MOOC (Massive Open Online Courses).
    - \* Organize programs for Management Officials.
    - \* Groom faculty members for leadership positions.
    - \* Conduct training programs to the faculty members.
    - \* Organize refresher courses in Marketing, Finance, HR, IT and Operations and Economics and Strategy.
    - \* Hold Induction programs for the new recruits.
    - \* The ICFAI Staff College has conducted three programs. The details are presented below:
      - Induction Program for Faculty Members of IBS Hyderabad during December 3-9, 2014.
      - Faculty Development Program for Faculty Members of Law, during December 17-19, 2014.
      - Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, ‘A Participative Method to Teach Programming’ in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

## 31. Does the university offer Distance Education Programmes (DEP)?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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If yes,

Indicate the number of programmes offered.	01 MMS Program
Are they recognized by the Distance Education Council?	Yes

## 32. Does the university have a provision for external registration of students?

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes,

How many students avail of this provision annually?	N.A
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## 33. Is the university applying for Accreditation or Re-Assessment? If Accreditation, name the cycle.

Accreditation:	Cycle 1	<input type="checkbox"/>	Cycle 2	<input checked="" type="checkbox"/>
Accreditation:	Cycle 3	<input type="checkbox"/>	Cycle 4	<input type="checkbox"/>

Re-Assessment:	<input checked="" type="checkbox"/>
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In Cycle-1, the University had a single constituent, Faculty of Management (IBS Hyderabad). Subsequently the Faculty of Science and Technology and the Faculty of Law were started in the academic year 2010-11, after being accorded permission by the UGC in May 2010.

## 34. Date of accreditation\* (applicable for Cycle 2, Cycle 3, Cycle 4 and re-assessment only)

Cycle 1: **01/01/2010**, Accreditation outcome / **Result ‘B’ Grade CGPA 2.89 (Peer Team Report and Accreditation Certificate enclosed as Annexures 5 and 6)**

Cycle 2: ..... (dd/mm/yyyy), Accreditation outcome/Result .....

Cycle 3: ..... (dd/mm/yyyy), Accreditation outcome/Result .....

Cycle 4: ..... (dd/mm/yyyy), Accreditation outcome/Result .....

\* Kindly enclose copy of accreditation certificate(s) and peer team report(s)



**35. Does the university provide the list of accredited institutions under its jurisdiction on its website? Provide details of the number of accredited affiliated / constituent / autonomous colleges under the university.**

The University does not have any affiliated colleges / accredited institutions under its jurisdiction.

The University has three constituents:

1. Faculty of Management
2. Faculty of Science and Technology
3. Faculty of Law

**36. Date of establishment of Internal Quality Assurance Cell (IQAC) and dates of submission of Annual Quality Assurance Reports (AQAR).**

<b>IQAC</b>	20-01-2010
<b>AQAR 1</b>	27-09-2013
<b>AQAR 2</b>	27-09-2013
<b>AQAR 3</b>	14-03-2014
<b>AQAR 4</b>	14-03-2014
<b>AQAR 5</b>	10-11-2014

**37. Any other relevant data, the university would like to include (not exceeding one page)**

- The Internal Quality Assurance Cell (IQAC) has been meeting regularly and examining the progress of each department carefully. It has the benefit of reputed academics and a few visiting luminaries in all its academic programs, both from India and abroad.
- We have been adjudged as one of the most coveted institutions in this country.
- Students from India as well as abroad compete for admission so as to secure a seat in this institution.
- The University is known for its case based learning. Our MBA students are exposed to 300 case studies developed in-house and sourced from Harvard Business School.
- The University has a unique and rigorous Ph.D program. It is modeled on the lines of the Ph.D programs offered by American universities.

- The University has a healthy research culture. During the last five years, the University had **612 publications** to its credit including **105** in Journals listed in **Scopus**, **11** in the A\*/A category of **Australian Business Deans Council (ABDC)** listed journals and **19** in journals listed in **Web of Science**.
- Our Case research center has won 34 awards in national and international case writing competitions. The cases developed were also reprinted in 95 highly reputed international text books.
- The University hosted 24 international conferences including 7 Doctoral Theses Conferences. Many of these were in collaboration with reputed international Universities viz. Michigan State University, USA, Oklahoma State University, USA.
- The University is located in a lush green campus spread over 92 acres, with state-of-the art infrastructure consisting of 64 classrooms, two auditoriums, seminar halls and lecture theatres which are fully air-conditioned.

# Milestones



## Milestones

<b>1984</b>	Institute of Chartered Financial Analysts of India (ICFAI) Society was established.
<b>June 1995</b>	ICFAI Business School, Hyderabad (IBS) was started by the Institute of Chartered Financial Analysts of India (ICFAI).
<b>August 2005</b>	The ICFAI Foundation for Higher Education (IFHE) Trust, was carved out of ICFAI Society.
<b>February 2007</b>	The MHRD sent UGC Expert Committee for examining the viability of according Deemed University Status.
<b>December 2008</b>	IFHE was conferred with Deemed-to-be University status with ICFAI Business School, Hyderabad as a constituent.
<b>April 2009</b>	Bar Council of India visited the campus and accorded approval to offer the multi disciplinary BBA-LLB (Hons.) Program.
<b>September 2009</b>	UGC constituted Review Committee visited the campus.
<b>December 2009</b>	NAAC Peer Team visited the campus and accredited us.
<b>March 2010</b>	UGC Constituted UGC- AICTE – Bar Council of India joint expert committee, visited for examining the proposal to start Faculty of Science and Technology and Faculty of Law.
<b>May 2010</b>	UGC accorded approval to start Faculty of Science & Technology and Faculty of Law.
<b>January 2012</b>	Bar Council of India visited again and renewed the approval for another two years.
<b>April 2014</b>	Bar Council of India visited and renewed the approval of Faculty of Law for another two years.



# **NAAC Peer Team Recommendations 2009**





## **NAAC Peer Team Recommendations for Quality Enhancement of the Institution**

1. Innovative sector specific management programs could be started to meet the region specific demands
2. Institute – Industry interface to be strengthened
3. The spirit of ‘giving back’ could be instilled among the alumni
4. More Initiative to install quality maintenance mechanisms desirable
5. A large number of online journals may be supplemented with subscription to international hardcopies of the same.
6. Faculty to be encouraged to stay in the campus quarters wherever feasible.
7. Residential accommodation on the campus for non-teaching staff may be created in order to help them improve productivity
8. Adequate number of teachers with Ph.D should be appointed as per guidelines of UGC
9. Teachers should be encouraged to publish research articles in national and international journals besides Icfai Journals
10. Attractive incentives and reward systems may be installed to enhance talent pool in teaching.
11. Periodic interface with parents is desirable.



**Action Taken Report –  
NAAC Peer Team  
Recommendations 2009**



## NAAC Peer Team Recommendations Made In December, 2009: Action Taken Report

1. Innovative sector specific management programs could be started to meet the region specific demands

During the period under review the University started the following programs:

- **BBA-LLB (Hons.) an integrated program:** The program is unique as it integrates management education with Law and prepares students to work in a corporate environment for handling legal matters. Many of the national law universities have BA LL.B programs but the combination of BBA and LLB is rare.
- **Ph.D (Part-Time):** Introduced to cater to the needs of Working Executives/ Professionals. It offers flexibility to busy executives without compromising on the rigor of the program, which is on par with our Ph.D (Full-Time) program.
- **BBA Program:** It seeks to meet the growing demand for a quality undergraduate program in management education. This is a backward integration exercise that helps the University leverage on its strengths and deliver value to students.
- **B.Tech. Program:** With its emphasis on soft skills, internship running over a period of seven and a half months and a robust and rigorous curriculum it differentiates itself from the B.Tech Programs offered by the other universities/colleges.
- **New Programs Launched**
  - MBA Program in Agri-Business Management from 2015-16.
  - Ph.D Program in Economics from 2015-16.
  - Executive MBA (Part-Time) from 2015-16.
  - LLM Program from 2015-16.
- **Programs Planned**
  - M.Tech Program from 2016-17.
  - Ph.D Program in Law from 2016-17.
  - M.Sc (Financial Economics) Program from 2017-18
  - B.Tech – MBA (Integrated Program 5 years) from 2017-18.

- B.Tech - M.Sc (Economics) (Integrated Program 5 years) from 2017-18.
- Ph.D Program in Engineering from 2017-18.

## 2. Institute – Industry interface to be strengthened

### A. We provide adequate industry interface to students through:

- Twelve weeks internship program at the end of first year for MBA students
- Eight weeks internship program each at the end of first and second year for BBA students.
- Eight weeks at the end of second year and five and a half months at the end of third year for B.Tech students and
- Four weeks each at the end of every year for BBA-LLB (Hons.) students and industry visits in each year (5 internships).

### B. Increased Management Development Programs and Applied Research / Consultancy Projects:

The number of MDPs has increased from 14 to 68. Similarly the number of applied research / consultancy projects has increased from 3 to 22. In addition 11 research projects from the University's seed money fund were sanctioned. MDPs were conducted for Defence officers, Indian Railways, BHEL, IDBI, IFFCO, Wipro, Intelli Group, Singareni Collieries, J K Paper, Water Health International, Canara Bank, Penna Cements etc.

### C. Guest Lectures by Practitioners: The University has introduced practitioners' sessions in its MBA program. Several executives have addressed our students of which 60 are senior executives.

### D. Lectures by eminent persons from the industry: More than 30 executives have addressed the students. To cite a few examples, Professor V. Raghunathan CEO, GMR Varalakshmi Foundation, Hyderabad addressed the students and faculty members on Defining Ethics in a Changing society in October, 2012. Mr. Kiran Karnik, Former President, Nasscom addressed on IT: India's tomorrow for business and the economy in February, 2013. Mr. Harish Bhat, Member Group Executive Council, Tata Sons, addressed on The Building Blocks of Outstanding Leadership in October, 2014. Likewise, the students were addressed by Dr. Prathap C Reddy, Chairman, Apollo Hospitals Group on the University's convocation in 2012.

### E. Collaborations: University has entered into collaboration with IGIDR, NABARD, BSE, HDFC Bank, ICICI Bank, UTI, Intelli

Group, C-TARA (Indian Railways), eSIRT, Virtusa, CMC etc. This has resulted in hosting of international conferences jointly, MDPs, customized electives, student/faculty training programs etc.

### 3. The spirit of ‘giving back’ could be instilled among the alumni

The alumni engagement in the University has increased significantly during the period under review, especially in the areas of:

- Placements
- Conducting mock interviews / GDs to help students in placements
- Involvement in case research
- Admission process
- Management Development Programs
- Guest Lectures
- Mentorship – Each alumnus mentors 11-12 students
- Sponsorship of IBS Best Teacher award, IBS Best Institution Building award and IBS Best SIP award

### 4. More Initiatives to install quality maintenance mechanisms desirable

During the period under review several quality maintenance mechanisms were put in place. The major intervention has been through the Internal Quality Assurance Cell. The IQAC has met twenty times in the last 5 years.

The University’s quality endeavor has been further validated through the Re-Accreditation of the Business School, IBS Hyderabad for a further period of 5 years (2013-18) by SAQS. We were the first three B-Schools in Asia to secure this distinction. IBS, Hyderabad has also been rated as A\*\* and EB 2 IN by CRISIL and ICRA respectively.

IBS, Hyderabad has been consistently ranked among the top B-Schools by Business India for the fifth consecutive time (2009-2013). For the year 2013 Business World Magazine has ranked IBS as 9<sup>th</sup> under Perceptual Ranking, 5<sup>th</sup> under Intellectual Capital, 7<sup>th</sup> under Industry Interface, and 8<sup>th</sup> under Infrastructure. Eduuniversal ranked IBS Hyderabad as an excellent B-School based on the perception of the Deans of 1000 B-Schools across the world.

The University believes in Continuous Quality Improvement and going forward also seeking international accreditation from the Association to Advance Collegiate Schools of Business (AACSB), USA. Our eligibility

application is accepted and Prof. Colm Kearney, Dean Monash University, Melbourne, Australia has been appointed as a Mentor.

IFHE has been recognized as the **University of the Year 2014**, among the private universities in India, by Silicon India.

The Faculty of Science and Technology is ranked among the top 10 emerging Engineering Colleges in India and among the top 10 private University Engineering Colleges in India by Silicon India in 2014.

5. A large number of online journals may be supplemented with subscription to international hardcopies of the same

Besides 19 databases (costing Rs. 67 lakhs) the University has subscribed to hard copies of 56 International Journals and 12 International magazines (costing Rs. 13 lakhs). It has also subscribed to UGC Inflibnet. The number of international journals has increased from 39 to 56 and the number of international magazines from 10 to 12. The year-wise details of online databases and periodicals are presented below:

Year	2009-10	2010-11	2011-12	2012-13	2013-14
Online Databases	15	15	16	17	19
International Journals	39	39	56	56	56
International Magazines	10	10	12	12	12

6. Faculty to be encouraged to stay in the campus quarters wherever feasible

The Faculty Quarters in the campus are presently fully occupied.

7. Residential accommodation on the campus for non-teaching staff may be created in order to help them improve productivity

The University has residential accommodation for non-teaching staff. However, in the absence of demand for the same as the non-teaching staff prefers to stay in the city, on account of non-availability of school facility for their children, the same is being used to house students. However, a few non-teaching staff members from the library and maintenance department are staying in the campus.

8. Adequate number of teachers with Ph.D should be appointed as per guidelines of UGC

Out of the 236 faculty members on rolls of the University, 124 have Ph.D qualification and 35 are pursuing their Ph.D. A few of them are at an advanced stage. The number of doctorates has increased from 48 to 124 during the period under review. The University expects further improvement in the days ahead on account of future recruitment.



## 9. Publishing in international journals besides Icfai Journals

The University encourages its Faculty Members to publish in quality International Journals. During the period under review the Faculty Members have published **612** papers in International Journals. As of now faculty members have **105** publications to their credit in Journals listed with **Scopus**. They also have **11** publications in the A\*/A category, **75** publications in other categories of journals listed with **Australian Business Deans Council (ABDC)** and **19** in Journals listed in **Web of Science**. The impact factor ranges from 0.101 to 5.057. During the period under consideration 63 Publications were in ICFAI Journals, constituting 11 percent (a miniscule) of the total publications.

The University has a policy to incentivize quality publications. The details are presented below:

### Incentive Scheme for Research Publications

SL. No.	Journal Category in ABDC Classification / Scopus List	Incentive Amount Per Article Published (Rs.)
1	A*	1,00,000
2	A	75,000
3	B	60,000
4	C/Scopus	50,000

For joint publications, the amount will be distributed as per the UGC norms.

Faculty members are also awarded reward points for quality research. These points are taken into account at the time of their appraisal as well as for funding their participation in international/national conferences.

## 10. Attractive incentives and reward systems may be installed to enhance talent pool in teaching

The University has attractive incentives and reward systems in place for its Faculty Members in the form of: Best Teacher Award (Rs. 1 Lakh), Apollo NJY Award (Rs. 1 Lakh), Incentives for Quality Publications, Sponsorship for attending International/National conferences, Summer Internship/Placement Incentives etc. Faculty members are also awarded reward points for teaching, research, industry interface, consultancy assignments etc. These points are taken into cognizance at the time of their appraisal as well as for funding

their participation in international/national conferences. Recently in October 2014 an award for exemplary contribution in case development was presented to Prof. Debapratim Purkayastha. It carried a cash prize of Rs. 1 lakh.

**11. Periodic interface with parents is desirable**

Regular Parent Teacher Meets are being conducted at all the three faculties of the University. The proceedings are documented. Grievances if any are immediately redressed. Besides, the University has a parent's corner on its website which helps regular interface between the University and the Parent.

**Action Taken Report –  
UGC Review  
Committee  
Recommendations 2009**



## UGC Review Committee Recommendations Made in September, 2009: Action Taken Report

1. More research books and a few more professional journals need to be added to strengthen the library facilities.

The University has strengthened its library by adding several research books and professional journals. Besides 19 databases (costing Rs. 67 lakhs), it has subscribed to hard copies of 56 International Journals and 12 International magazines (costing Rs. 13 lakhs). It has also subscribed to UGC Inlibnet.

2. Optimal use of computer lab needs special attention of the university.

The computer labs in the University have high usage. Online tests are conducted in the computer lab. This apart, all students have laptops. 24\*7 Wi-Fi is available in the academic block on the campus. Students have access to all online databases. A highly useful Learning Management System, developed in-house, has been introduced during the period under review.

3. The existing fee structure needs a re-look keeping in view the fee structure of similar institutions in the country

The University has examined the fee structure prevailing in the peer B-Schools and observes that the prevailing fee structure at the University is highly competitive in comparison to them. The undergraduate fee structure is on par with other deemed universities.

4. A large number of faculty members have Ph.D. degrees. University needs to encourage the other faculty members to obtain their doctoral degrees at the earliest.

Out of 236 faculty members on rolls of the University, 124 have Ph.D qualification and 35 are pursuing their Ph.D. A few of them are at an advanced stage. The number of doctorates has increased from 48 to 124 during the period under review. Further improvement is expected in the days ahead on account of future recruitment.

5. Special attention is required for quality research and publications by the faculty

The University encourages its Faculty Members to publish in quality International Journals. During the period under review the Faculty Members have published 612 papers in International Journals. As of now faculty members have 105 publications to their credit in Journals

listed with **Scopus**. They also have **11** publications in the A\*/A category, **75** publications in other categories of journals listed with **Australian Business Deans Council (ABDC)** and **19** in Journals listed in **Web of Science**. During the period under consideration 63 Publications were in ICFAI Journals, constituting 11 percent (a miniscule) of the total publications.

The University also has a policy to incentivize quality publications. The details are presented below:

#### **Incentive Scheme for Research Publications**

<b>SL. No.</b>	<b>Journal Category in ABDC classification / Scopus List</b>	<b>Incentive amount per article published (Rs.)</b>
1.	A*	1,00,000
2.	A	75,000
3.	B	60,000
4.	C/Scopus	50,000

For joint publications, the amount will be distributed as per the UGC norms.

Faculty members are also awarded reward points for quality research. These points are taken into account at the time of their appraisal as well as for funding their participation in international/national conferences.

6. Upgradation of skills of the non-teaching staff periodically is also necessary for the continued progress of the university.

Skill upgradation of the non-teaching staff is being done by the University on a regular basis through training programs. The Academic Staff College of the University, ICFAI Staff College, launched in November 2014, is also involved in this process.

7. The university should pursue the matter with NAAC for accreditation at the earliest.

The University received NAAC Accreditation in January 2010.

8. The university should approach the UGC for permission to start new courses and other related courses to build broad academic base.

In 2010 the University started the Faculty of Science & Technology and Faculty of Law after seeking the permission of UGC. During the period under review the University started the following programs:

- **BBA-LLB (Hons.) an integrated program:** The program has a unique flavor as it combines management education with courses in law. It prepares students for promising careers in Business, Industrial and Corporate Laws.
- **Ph.D (Part-Time):** Introduced to cater to the needs of Working Executives/ Professionals. It offers flexibility to busy executives without compromising on the rigor of the program, which is on par with our Ph.D (Full-Time) program.
- **BBA Program:** It seeks to meet the growing demand for a quality undergraduate program in management education. This is a backward integration exercise that helps the University leverage on its strengths and deliver value to students.
- **B.Tech. Program:** With its emphasis on soft skills, internship running over a period of seven and half months and a robust and rigorous curriculum it differentiates itself from the B.Tech Programs offered by the other universities/colleges.
- **New Programs Launched**
  - MBA Program in Agri-Business Management from 2015-16.
  - Ph.D Program in Economics from 2015-16.
  - Executive MBA (Part-Time) from 2015-16.
  - LLM Program from 2015-16.
- **Programs Planned**
  - M.Tech Program from 2016-17.
  - Ph.D Program in Law from 2016-17.
  - M.Sc (Financial Economics) Program from 2017-18
  - B.Tech – MBA (Integrated Program 5 years) from 2017-18.
  - B.Tech - M.Sc (Economics) (Integrated Program 5 years) from 2017-18.

9. Vision document for the future development of the university needs to be prepared at the earliest.

The University has a vision statement. It is prominently displayed on the campus. The vision is articulated in the Profile. It is also deliberated at length in the Planning & Monitoring Board Meeting conducted bi-annually.

10. The committee suggested the Vice Chancellor to reduce the bond amount as well as duration for the Ph.D. Scholars.

Ph.D Scholars need not serve the University after earning the doctoral degree.



# **Executive Summary**



## Executive Summary

### GENESIS

The ICFAI Foundation for Higher Education is a deemed-to- be University<sup>1</sup>, with ICFAI Business School (IBS) Hyderabad, as its constituent. IBS Hyderabad offers industry-recognized doctoral, postgraduate and undergraduate programs in the area of Business Management. The University added two more constituents - Faculty of Science and Technology and Faculty of Law during the year 2010-11.

The promoter, ICFAI is a non-profit professionally managed society established in the year 1984 in Hyderabad. Subsequently, in the year 1995, the Society diversified its activities into the arena of higher education, by setting up business schools offering Post Graduate Programs in Management in major cities in India including Hyderabad. A separate entity, The ICFAI Foundation for Higher Education was carved out in 2005<sup>2</sup>. The University is self-financed and the surplus generated year-after-year is ploughed back to create state-of-the-art infrastructure, encourage research and meet the multifarious needs of students, researchers, teachers and non-teaching staff.

### VISION

The Vision of IFHE is to emerge as a ‘Research and Teaching University’.

### MISSION

The mission of IFHE is ‘Learning for Leadership.’ It aims at developing a cadre of professionals possessing specialized skills having a sense of social and moral responsibility and the ability to address problems from a broader perspective.

All the academic programs of IFHE viz. Ph.D, MBA, BBA, B.Tech and BBA-LLB (Hons.) reflect the above stated vision and mission of IFHE.

### ACHIEVEMENTS

The University believes in offering high quality, market-relevant programs to its students. Following a student-centric approach, the University puts lot of emphasis on imparting relevant knowledge, offering practical skills and instilling positive attitudes. Every attempt is made to enrich the lives of students, researchers and staff members. The University is also trying its best to strike collaborative agreements with a number of National as well as International Institutions in order to encourage teaching, research, consultancy and executive education

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<sup>1</sup> Under Section-3 of the UGC Act 1956

<sup>2</sup> Registered under Indian Trust Act 1956

programs in key areas. The University has deservedly earned recognition for delivering outstanding value to students and researchers in the form of **awards, rewards, rankings and recognition** from **National** as well as **International Organizations**. These are showcased below:

- IBS Hyderabad has been consistently ranked amongst the **top business schools** in India, by *Business India*, a leading Indian business magazine.
- It is **one of the first three business schools** from South Asia to receive the **SAQS** (South Asian Quality Systems) accreditation from **AMDISA** (Association of Management Development Institutions of South Asia). It was **re-accredited** by AMDISA for another five years covering the period January 2013 to January 2018.
- Two of the leading rating agencies in India, **CRISIL** (part of Standard & Poor) and **ICRA** (Part of Moody's), have been grading B- Schools. IBS Hyderabad has received a grade of **A\*\* at the national level and A\*\*\* at the state level** from CRISIL. The grades indicate high academic standards. The B-School also received a grading of **EB2 IN at the national level and EB2+AP** at the state level from ICRA. The grades indicate that the institution has resources and processes that can deliver high quality management education.
- IBS, Hyderabad has been rated as an '**excellent**' business school by **Eduniversal**, a ranking based on the perceptions of the Deans of 1000 B-Schools all over the world.
- The University has been recognized as a '**Great Place to Study in India**'. The award was presented at **House of Commons, United Kingdom** on June 24, 2014 by Mr. Bob Blackman, Member of Parliament, UK, on behalf of Skill Tree Knowledge Consortium. In its communication, Skill Tree Knowledge Consortium said "**With true sense, your institute is a great place to study not only for Indian students but also for global students. Your vision and excellence in practice have allowed us to count you as 'face of Indian higher education'**".
- **The World Consulting & Research Corporation (WCRC)** has **ranked IBS Hyderabad**, among **Asia's Best Private Educational Institutions** for the year 2012-13, as selected by KPMG. The Award was presented on Jan 09, 2014 at New Delhi. The earlier recipients of this award were Indian School of Business, XLRI, INSEAD (Singapore), AIM (Manila) and NUS (Singapore).
- For the year 2013 Business World Magazine has ranked IBS as 9<sup>th</sup> under Perceptual Ranking, **5<sup>th</sup> under Intellectual Capital**, 7<sup>th</sup> under Industry Interface, and 8<sup>th</sup> under Infrastructure.

- IFHE has been recognized as the **University of the Year 2014**, among the private universities in India, by Silicon India.
- Silicon India has ranked the Faculty of Science and Technology among the top **10 emerging engineering colleges** and among the top **10 private university engineering colleges** in India in 2014.
- Cases developed by the Case Research Center of the University are published in **67 international text books** and have received **34 international awards**.

## **CURRICULAR ASPECTS**

The University offers five programs namely, Ph.D, MBA, BBA-LLB(Hons) and B.Tech. The curriculum in all programs is subjected to periodic review and appraisal. To this end, feedback from all stakeholders, viz, students, recruiters, alumni, faculty members is obtained. Review meetings are held at carefully spaced intervals before incorporating suggestions and carrying modifications. Rich inputs are obtained from Alumni and industry experts who visit the IFHE campus on various occasions such as admission, guest lectures, student screening and selection etc. Based on the suggestions advanced by Alumni and Industry experts the curriculum is subjected to review. Faculty members collect valuable feedback from recruiters too before carrying out minor or major modifications to the existing curriculum. It is finally discussed and approved in the Board of Studies and Academic Council before its implementation.

The alumni regularly visit the University for several interactions viz. to give guest lectures, to involve in the admission process, mentoring of students etc. During these interactions they share their insights on the curriculum. The same is the case when industry executives visit the organization. Even at the time of recruitment process, we have a policy to assign Faculty Members to interact with recruiters and seek their inputs on the curriculum.

## **Skill Development**

### **A. Soft Skills**

The University provides skill-based education to make the students acquire core skills necessary for employment and entrepreneurship. Several skill development courses namely Soft Skills, Business Communications, Lawyering Skills, Etiquettes, and Personality Development have been introduced to make the students ready for the industry. A case in point is the introduction of Syndicated learning. It helps the students to practice and prepare for the interview process by training them in current affairs, general knowledge and frequently asked questions in interviews. Students also undergo mock company online test, group discussions and interviews with the help of alumni

and industry. The process provides a real life experience to the students and builds their confidence. This initiative is handled by the Faculty Members across streams.

Apart from the above, the University also invites various experts to deliver talks on skill development. A case in point is a lecture on Bharatanatyam was organized where the importance of body language in communication was addressed.

### **B. Entrepreneurship Skills**

The Entrepreneurship Development Course of the Faculty of Management helps the students to understand the nuances in business plans and starting a new enterprise.

### **C. Technical Skills**

The Faculty of Science & Technology has entered into a **MoU** with **Virtusa**, a leading IT Solutions provider on July 17, 2013. This has resulted into an elective, Business Process Management for the final-year students of the B.Tech Program. The Faculty Members are trained by the Certified PEGA system personnel of Virtusa.

It has also entered into a **MoU** with **Texas Instruments**, a global semiconductor design & chip manufacturing company on October 23, 2013 to provide hardware and software inputs in the areas of Embedded Systems, Micro controller and Analog Systems Design to the students.

### **D. Professional Skills**

The Faculty of Law has introduced the concept of Moot Courts which helps in honing the lawyering skills of the students.

The University also encourages the students to organize workshops / seminars / other events and to participate in conferences and present papers.

## **TEACHING – LEARNING AND EVALUATION**

Teaching, Learning and Evaluation is a continuous process at the University. There are 3295 students on the campus as on November 01, 2014. The break-up is:

<b>Program</b>	<b>No. of Students</b>
Ph.D (Full-Time)	57
Ph.D (Part-Time)	26
MBA	2010
BBA	474
B Tech	555
BBA-LLB (Hons.)	170
International Students	3
<b>Total</b>	<b>3295</b>

- **The student profile** reflects high diversity – geographical, gender, educational background and work experience.
- The University is an **equal opportunity** institution. It offers admission strictly based on merit. It has its own entrance examinations for admitting MBA, Ph.D (Full-Time), Ph.D (Part-Time) and B.Tech candidates. The admission process includes **aptitude test, group discussion and personal interview**. In other programs, the admissions are based on marks obtained in 10+2 (or equivalent) examinations followed by personal interviews.
- The campus has a **well-qualified faculty pool of 236**, comprising of **124 doctorates** and a significant number having **rich industry experience**. Three Faculty Members have registered for Ph.D at IFHE and thirty two have registered for Ph.D at other Universities.
- The number of Faculty Members with **Ph.D** has **increased** from **48 to 124** during the period 2010- 2014.
- The University has offered **35 orientation and refresher courses**.
- It has also started an **Academic Staff College** to train the Faculty Members and non-teaching staff.
- It also encourages research and development through various measures such as incentivizing publication, funding conference participation, weekly departmental seminar, etc. About 667 Faculty Members participated in national and international conferences and 418 faculty seminars were held across the three faculties.
- Faculty Members have presented **477 papers in International and National conferences during the period under review**.
- It has hosted **24 international conferences and seminars**. The number of participants in all the conferences was 1706 and the number of papers presented, 1239.
- The **doctoral thesis** conference hosted by the University is a flagship event. It provides an opportunity for research scholars from other universities in India and abroad to present their thesis proposals for comments by Faculty Members of IFHE and other universities. The University bears the travel, lodging and boarding expenses of the participants.
- The University has a well laid annual appraisal system. It is performance based and follows the Academic Performance Indicators (API) of UGC. The performance of each faculty is evaluated on the basis of quality of teaching, innovations in presentation, contribution to research, participation in institution building activities etc.

During the period 2009-2014 the Faculty Members received the following awards:

Name of the Award	No. of Faculty Members Awarded
IBSAF Best Teacher Award	5
IBSAF Institution Building Award	2
NJY Apollo Best Teacher Award	2
IBSAF Best Guide (SIP) Awards	30

The details of the significant ones are presented in the item 2.4.7 of Part II of SSR.

The case studies developed by the Faculty Members have won **34 awards/recognitions** at various **international case writing competitions**. The cases developed have been published in **95 leading management textbooks** published in **USA, Europe, and UK**. Most of these case studies are also made available to global customers through the **Case Center (formerly ecch), UK** and many of them are **translated into foreign languages** such as **Spanish, German, French, Portuguese, Russian and Chinese**.

To enable the Faculty Members to participate in administration and shoulder responsibilities, the University has constituted **several committees** relating to Teaching, Research and Administration:

- Academic Council Committee,
- Academic Grievance Redressal Committee,
- Examination Committee,
- Curriculum Review Committee,
- Question Paper Review Committee,
- Results Declaration Committee,
- Research Committee etc.

These committees are spread across all curricular, co-curricular and extra-curricular activities.



## RESEARCH, CONSULTANCY AND EXTENSION

### Research Contribution to the Growth of the University

Research is an integral part of the activities of the university. The university has invested substantial resources to encourage research and create a culture for good quality research. The research activity has contributed to the growth of the university in the following ways:

- High quality publications in journals listed with Scopus, ABDC, Web of Science etc have improved our image considerably in the academic circles. This has helped us gain recognition from global accreditation and rating agencies as well.
- Research is a key area of focus at IFHE. To improve the quality of research publications, we have committed time and invested large sums of money over books, journals and other informational resources that are secured through the Web. This has helped us present a healthy picture of how well we have done on this front to Accreditation agencies in the recent past. Over the years, our research focus has, certainly, helped us get the right talent into the campus
- Faculty members have benefited immensely through the University's focus on research. They gained exposure to the latest thinking in a particular discipline. They are able to admirably mix theory with practice while elaborating theoretical concepts and contemporary topics to students. Students are the biggest beneficiaries in this whole exercise, as they are able to toss around questions, analyze situations and obtain answers through interactive lectures, presentations and question-answer sessions held by faculty, alumni, recruiters and industry experts from time to time. Our recruiters are happy to come back and tell us that the quality of students at IFHE is significantly better than other B-Schools in this part of the country.
- The Ph.D program of IFHE is rated very high in academic circles. It combines the best practices of American as well as Indian Universities. The scholars who have come out of the campus with flying colors have been absorbed by prestigious national as well as international institutions.
- The University is also known for its world-class case research center. The Center has developed cases that are being used in reputed national as well as international universities. It has been operating on a self-sustaining basis and is being run by dedicated professionals whose principal focus is to develop case studies based on the inputs offered by research, field work and investigative studies. This is a unique model that helped us gain recognition from the corporate world as well. Apart from significant revenues, the Center has helped the University win several prestigious awards from International Bodies. It has also provided an opportunity for students to convert their projects into case studies and get involved in the case development activity.

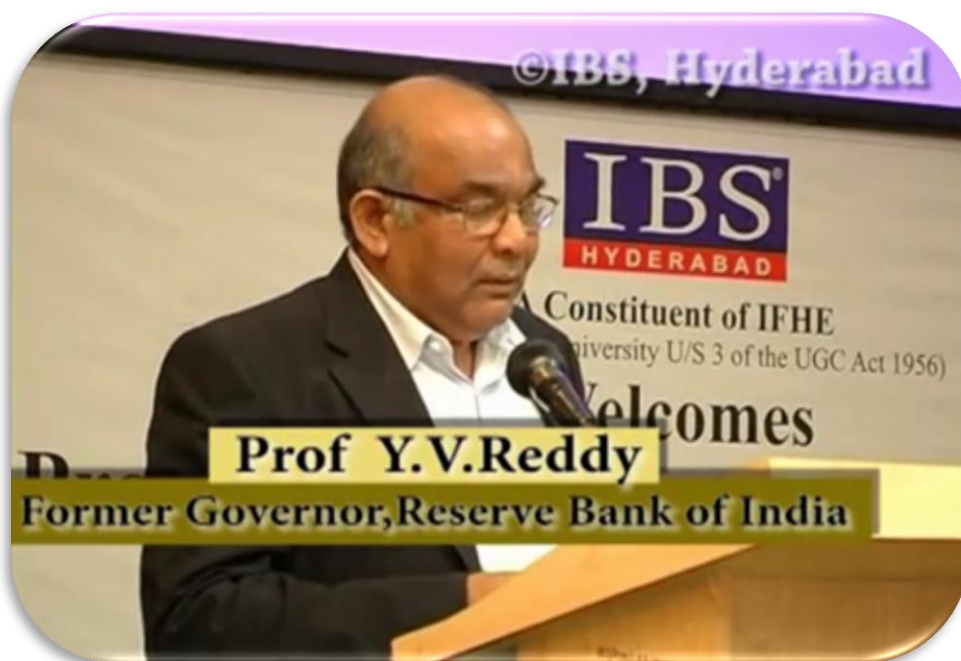
- Research is promoted through various means, such as conducting weekly seminars, hosting conferences, publishing in peer reviewed journals and encouraging participation of faculty members and research scholars in national as well as international conferences. The details for the period under review are presented below:
- During the last five academic years the University had **612 publications to its credit**.
- **105** research papers are published in **journals listed with Scopus**.
- **11** research papers are published in **A\*/A category of Australian Business Deans Council (ABDC) listed journals**.
- **75** research papers are published in **ABDC listed journals**.
- **19** research papers are published in journals listed in **Web of Science**.
- **47** research papers are published in **EBSCO host** listed journals and **217** in other popular listed journals.
- The impact factor is in the range of 0.101 – 5.057.
- The Faculty Members have presented **84 papers in International Conferences** and **393 papers in National Conferences**.
- One monograph.
- **20** authored/ **edited books**.
- **16** chapters in **edited text books**.

The University also **facilitates** interactions with researchers of eminence by arranging guest lectures and discussions. Senior International Professors are also invited to stay in the campus for a period of 3 to 6 months during their sabbatical. They guide the research scholars, interact with faculty members, and share their experiences with students during their stay at IFHE.

Several **eminent professors** of international repute have visited the campus and professionally enriched the faculty and the students through lectures and interactions. These include **renowned professors** viz:

<b>Padma Vibhushan Awardees</b>	
Prof. C R Rao	Professor Emeritus at Penn State University and Research Professor at the University of Buffalo, New York, USA.
Prof. C Rangarajan	Former Chairman, Economic Advisory Council to the Prime Minister.
Mr. M Narasimham	Former Chairman, Administrative Staff College In India, Former Governor of RBI, Former Executive Director World Bank, Former Executive Director International Monetary Fund & Former, Secretary in the Ministry of Finance.
Dr. Y V Reddy	Chairman Fourteenth Finance Commission, Former Governor, Reserve Bank of India.
Dr. Pratap C Reddy	Founder Chairman Apollo Hospitals Group.

<b>Padma Bhushan Awardees</b>	
Prof. T N Srinivasan	Distinguished Professor of Yale University.
Dr. Narendra Jadhav	Former Member, Planning Commission of India.
Prof. Abhijit Sen	Former Member, Planning Commission of India.
<b>Padma Shri Awardees</b>	
Dr. Seyed E. Hasnain	Former VC, University of Hyderabad.
Dr. Arun Maira	Former Member, Planning Commission of India.
Dr. Madhava Menon	Founder Vice Chancellor, The National Law School of India University, Bangalore. Chairman, Menon Institute of Legal Advocacy Training, Thiruvananthapuram.
Dr. Sukhadeo Thorat	Chairman of Indian Council of Social Science Research (ICSSR), Former Chairman, UGC.
Dr. Arun Kumar Joshi	Founder, Himalayan Environmental Studies & Conservation Organisation, Dehradun, Uttarakhand, India.
<b>Other Distinguished Visitors</b>	
Justice B P Jeevan Reddy	Former Chairman, Law Commission of India, Former Justice, Supreme Court of India and former Justice, International Court of Justice, Hague.
Dr. Farooq Abdullah	Former Union Minister for New and Renewable Energy.
Prof. Dipak C. Jain	Dean At INSEAD, Paris and Former Dean At Kellogg Business School.
Prof. Arvind Panagariya	Jagdish Bhagwati Professor of Indian Political Economy At Columbia University, New York And A Non-Resident Senior Fellow At The Brookings Institution, Washington, DC.
Prof. Jagdish N. Sheth	Charles H. Kellstadt Chair of Marketing In The Goizueta Business School At Emory University, USA.
Prof. Vijay Govindarajan	Tuck School of Management, Dartmouth College, Formerly Professor at Harvard University and ranked 3 <sup>rd</sup> in the 50 Greatest Management Thinkers in the World.
Prof. Suresh Sundaresan	Chase Manhattan Bank Professor of Economics and Finance, Columbia Business School, Columbia University, New York, USA.
Prof. V Raghunathan	CEO of GMR Varalakshmi Foundation, Hyderabad and Former Professor, IIM Ahmedabad.
Prof. Kavil Ramachandran	Thomas Schmidheiny Chair of Family Business and Wealth Management, Indian School of Business, Hyderabad.
<i>Contd...</i>	



*Dr. Y V Reddy, Chairman Fourteenth Finance Commission,  
Former Governor, Reserve Bank of India*



*Lecture on "US-India Economic Ties – The Next Ten Years" by Mr. Richard M. Rossow,  
Senior Fellow and Wadhwani Chair in US-India Policy Studies Center for Strategic and  
International Studies (CSIS).*

<i>Contd...</i>	
Dr. P A V B Swamy	Former Senior Economist, Division of Research and Statistics, Federal Reserve Board, Washington, DC, USA.
Prof. M R Rao	Dean Emeritus, ISB and Provost of Woxsen School of Business, Hyderabad.
Prof. Devanath Tirupati	Dean Academics, IIM, Bangalore.
Prof. Ramakrishna Ramaswamy	Vice – Chancellor, University of Hyderabad.
Dr. Susan Lund	Partner, McKinsey Global Institute, McKinsey & Co, Washington DC.
Mr. Richard M Rossow	Senior Fellow, Wadhvani Chair, US India Policy Studies, Center for Strategic & International Studies (CSIS), Washington DC.
Mr. Harish Bhat	Member, Group Executive Council, Tata Sons, Mumbai.
Dr. Kiran Bedi, IPS	Former Director General, Bureau of Police Research and Development, New Delhi.
Prof. Prasad Kaipa	CEO of Kaipa Group in California, USA.
Dr. Prasanna Chandra	Former Professor of Finance at IIM Bangalore, Visiting Professor of Finance at Southern Illinois University, USA, Director of Centre for Financial Management, Bangalore.
Mr. Milind Chalisgaonkar	Country Advisor, Axa Group, Bangalore.
Mr. CVR Rajendran	Chairman And Managing Director, Andhra Bank

The University also appoints eminent researchers as Adjunct Faculty. They guide research effort, offer course-related suggestions and present a 360 degree view of the disciplines in which they specialize. The research scholars, faculty members and students are the key beneficiaries of these interactive sessions that help them gain insight into the happenings in the education sector from time to time. The Adjunct Faculty members, over the years, have constantly reiterated the importance of research in unmistakable terms. The practical value of research is being highlighted again and again—forcing faculty as well as scholars at IFHE to go that extra mile and produce papers of international standard.

The Thesis Evaluation Process is quite rigorous at our end. Foreign examiners evaluate the doctoral thesis submitted by students. Any suggestions and modifications suggested by experts are being incorporated with meticulous care.

The Faculty Members of the University are associated with **nine in-house journals** as consulting editors. These journals are **listed** in the **Cabell directory, EBSCO host and Social Science Research Network**. In addition, two journals are listed in **Social Science Information Gateway** and Research Papers in Economics (**RePEc**). The list of journals are listed in *Criteria 3 –item no. 3.4.1*

The University has a full time as well as part time Ph.D program. In all **24 students have completed their Ph.D.** Seven theses were successfully defended during this academic year. Currently we have **57 Ph.D (Full-Time)** and **26 Ph.D (Part-Time)** scholars on roll. The Ph.D Program is modeled on the lines of the programs offered by American universities.

Both undergraduate and postgraduate students participate in research through Summer Internship Program. The students in these programs undertake research in a company/industry under the joint guidance of **Faculty Member and Company Guide** and focus on current problems faced by the industry. Outputs of some of these were converted into 11 journal or conference papers jointly with Faculty Members.

The students are also involved in case research. A team of four students guided by a Faculty Member entered **the finals of the Baylor – USASBE Student Case Research Competition** conducted by the **Baylor University, USA**. They were among the six tops teams selected through a global competition to make a presentation at the conference organized by USASBE (United States Association for Small Business and Entrepreneurship) at Fort Worth, **Texas, USA** on January 9, 2014.

Two of our students won the **second prize at Baylor-USASBE Student Case Research Competition** 2011 held at **Texas, USA** and one of our students won the **EFMD Case Writing Competition- 2010** (Inclusive Business Models Category) held at **Brussels, Belgium**.

In the B.Tech program students have a **Thesis Option** in place of **Internship** for those interested in pursuing higher education and research. There is also a provision for **Term Papers / Project Reports** which help the engineering graduates improve their professional skills.

In other undergraduate programs, students can opt for term papers, projects, seminar presentations and participations.

### **Faculty Research**

The Faculty Members are currently pursuing **research** in the following areas:

- Environmental Sustainability,
- Agriculture Economics,
- Development Economics,
- Financial Econometrics,



- Corporate Finance,
- Banking,
- Capital Markets,
- Financial Services,
- Customer Psychology,
- Brand Management and Brand Identity,
- Corporate Strategy,
- Competency Profiling,
- Organizational Citizenship Behavior,
- Knowledge Management,
- Health Policy,
- Supply Chain Management,
- Data Mining and Analytics,
- Digital Image Processing,
- Robotics,
- Embedded Systems,
- Renewable Energy Resources,
- Cyber Law,
- Intellectual Property Rights and
- Women Studies.

The University has three **centers of excellence** to promote research:

- Case Research Center,
- Center for Women Development, and
- Center for Entrepreneurship Development.

The University has received formal approvals to start the following **centers of excellence**:

- Center for Environmental Studies and
- Center for Cyber Laws.

### **Consultancy**

Faculty Members having a flair for consultancy are given freedom to take consulting assignments. The fee earned is shared between the faculty members and the university in 2:1 ratio. To give a fillip to our consultancy assignments, the University has set up Cygnus Business Consultancy and Research, an exclusive center for consultancy and applied research assignments. The center through the involvement of faculty members has handled 21 consultancy assignments.

## INFRASTRUCTURE AND LEARNING RESOURCES

The University's lush green campus at Hyderabad is spread over 92 acres with a built-up area of over 16 lakh sq.ft. The campus is predominantly residential, wi-fi enabled and equipped with state-of-the-art facilities as presented below:

- Sixty four classrooms, auditoria, seminar halls and lecture theatres are provided with LCD projectors and equipped with ICT facility.
- Laptops / ipads to facilitate improved classroom learning.
- Individual chamber with a desktop and internet facility for all Faculty Members.
- Academic monitoring through Student Information Management System and the Intranet (Local Area Network).
- State-of-the-Art computer network powered by high speed backbone (185 MBPS Internet speed) and security through CISCO high end routers.

### Library

The University's central library, N J Yasaswy Memorial Library, has a built-up area of 50,500 Sq. ft. It is equipped with the latest software packages (e.g. Infilbnet, LibSuite,), databases and has:

- A collection of 82,615 books( 36000 in 2009),
- 2628 CDs,
- 291 videos,
- 94 Indian journals
- 47 International journals,
- 99 Magazines and
- 98 research reports.

It subscribes to several academic online databases:

- Science Direct
- Jstor,
- Scopus Directories,
- Proquest,
- Emerald,
- EBSCO,
- Cabell's Directory,



- World Development Indicators,
- EPWRF data sets
- J-Gate,
- Capitalline Plus,
- Prime Database,
- Marketline
- CMIE Database (Prowess, Economic Outlook, Capex, IAS).

The University also has **department libraries** at Faculty of Science and Technology and Faculty of Law.

The N J Yasaswy Memorial Library of IFHE organized a one day Business School Library Consortium Meet on 10th December 2014. Librarians from the libraries of 15 Management Institutions in and around Hyderabad participated. Dr. Venkatesan, Director, LRC, ISB, Hyderabad, Dr. P. Divakar, Librarian, Center for Cellular and Molecular Biology (CCMB) and Dr. Veeranjanyulu, Professor and Librarian, ANGRAU, Hyderabad, addressed issues relating to the management of electronic resources.

### Accommodation for Students and Faculty

- The University has 14 hostels for boys (9) and girls (5) with a capacity to accommodate 3300 students.
- There is a separate hostel for **international students**.
- The University has **Guest houses** for executives attending the Management Development Programs.
- **Faculty quarters** are available for teaching and non-teaching staff.
- There is also a **24 x 7 clinic** with **ambulance** facility.
- The University also has two ATMs and a general store.
- Facilities for organizing **indoor games and outdoor sports** are available for students and staff members.
- The University has an **Olympic size swimming pool, Yoga center and Gymnasium**.
- The University provides **transport facilities** for students and staff members.

### STUDENT SUPPORT AND PROGRESSION

The student community at the University is truly diverse. Students come from all the states, social and cultural backgrounds, and every walk of life. We have a **mini-India** on the campus. All students get exposure to

different cultures, languages, and ways of living. The campus has a designated Student Activities' Coordinator and over **twenty five Faculty Members as mentors** who actively work with students in organizing a variety of programs and activities throughout the year.

Currently, there are **thirty seven student clubs**, organizing various student activities. These clubs provide a platform for students to make management a part of their daily lives and practice leadership. The clubs organize and participate in sports and games, in social and cultural events and through them students are given avenues to hone and exhibit their creative skills in fields as diverse as **sketching, public speaking film-making and writing lyrics**. During December 12-14, 2013 **Aaveg 4.0**, the annual national inter-B-School sports meet was held where students from over a dozen Business Schools including IIMs from across the country participated.

Students are quite sensitive to social causes and their participation in events relating to social issues is overwhelming. They have organized a number of blood donation camps during the period under review and extend support to environmental protection programs - every now and then. They also participated successfully in national and international inter-business school competitions. All these activities are funded by the University.

The University provides **financial aid** in the form of scholarships and fee waivers to the students. For the period June 01, 2013 – June 30, 2014, an amount of **Rs. 3.90 crore** was spent towards stipends and scholarships. Similar amounts were spent during all the previous years.

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

The University has a well designed governance structure comprising of eminent academicians and industry experts. They take part in the deliberations of various statutory bodies created by the University from time to time:

- **Prof. Abad Ahmad, President, Aga Khan Foundation**, Former Pro-Vice Chancellor, Delhi University.
- **Prof. R Natarajan, Former Chairman, All India Council for Technical Education**, Former Director, IIT Madras.
- **Prof. Sunaina Singh, Vice Chancellor, English and Foreign Languages University, Hyderabad.**
- **Prof. R P Kaushik, Former Indian Ambassador to Turkmenistan**, Former Member, UGC, and Professor (retd.), JNU, New Delhi .
- **Prof. M R Rao, Dean Emeritus, Indian School of Business and Provost at the Woxsen School of Business, Hyderabad**

- **Prof. T. Tirupati Rao, Former Vice-Chancellor, Osmania University,**
- **Prof. P. Srikrishnadeva Rao, Vice-Chancellor, National Law University, Cuttack.**
- **Prof. S S S P Rao, Professor IIIT, Hyderabad, Former Professor IIT, Mumbai.**
- **Prof. R Vaidyanathan, Professor, Finance & Control, IIM Bangalore & UTI Chair Professor in Capital Market Studies, Mumbai**
- **Prof. S Raghunath, Dean, Administration and Professor of Corporate Strategy and Policy, IIM Bangalore.**
- **Prof. P Shunmugam, Professor, Indian Institute of Technology, Madras.**

## **INNOVATION AND BEST PRACTICES**

The University is built around sound procedures and established practices and ethical values that have stood the test of time admirably. Merit based admissions have helped us in enriching the lives of student community. The University can proudly showcase its competencies in grooming and nurturing young talent through impressive numbers. It has imparted value-based knowledge, skills and expertise to fairly large number of students, who were readily absorbed by Industry. The case pedagogy has truly ignited the sparks in the minds of students by making them think through a real-life industry situation and emerge as trained decision makers. The 3 month Summer Internship Program of the Business School is unique as the student has to take up a live project constantly monitored by a faculty member and guided by the industry expert. This kind of long-term bonding with Industry can lead to conversion of a live project into a final placement offer.

Likewise we have set benchmarks in the area of Research as well, modeling our Ph.D. Program along the lines of reputed American Universities. The emphasis on research with an annual budget of over Rs. 7 crore has yielded fruitful results in the form of quality research papers numbering over 100 in Scopus listed journals. Further this year the University created seed money of Rs. 50 lakhs to encourage industry-focused and market-relevant research. At present, (during 2014-15) 11 projects to the tune of Rs. 20 lakh have been sanctioned.

Two of the best practices are highlighted below:

**Case Pedagogy:** The case study method is a critical component of the pedagogy at the University. Most of the courses at IBS are taught through case studies. Students have to analyze the cases which are rich in facts, figures and analytical content from real life situations in companies. They have to apply the concepts learned in the class to

solve the dilemmas, issues or challenges faced by the subject company. Both Indian and International case studies are used extensively. IBS Hyderabad also has a licensing arrangement with Harvard Business School Publishing to use HBS cases. These HBS cases help the students to acquire global view. Student evaluation is based on class participation and written reports.

**Unique Ph.D Program:** The University has a unique and rigorous Ph.D program. It is modeled on the lines of the Ph.D programs offered by American universities. It has the following features:

- Rigorous course work in research methodology and specialization courses
- Summer Research Project
- Ph.D qualifying examination
- Ph.D seminar every semester
- In all, the research scholars undergo 19 Workshops covering case teaching, case writing, management games, teaching aids, curriculum design, management development programs design, teaching, consultancy projects etc. These workshops help in increasing their capabilities in teaching, consultancy and institutional development.
- Visiting Scholar Program
- Thesis proposal defense before a screening committee
- Ph.D thesis defense by a panel of examiners

The University follows the UGC guidelines 2009 relating to Ph.D and M.Phil Programs. Our scholars on an average publish 5 research papers in their research area against the UGC requirement of one research paper, before the submission of their Ph.D thesis.

The University has crossed many milestones over the years. The number of faculty members having a doctoral degree to their credit has more than doubled. The faculty strength has improved considerably—from 122 to 236. Twenty four scholars have obtained their Ph.D during the period under review. The University has produced more than 100 research papers in journals listed in Scopus. The number of papers published in A\*/A category journals (ranked by ABDC) at 11 is equally impressive. The total number of papers published in professional journals has increased considerably—from 311 to 612. The University has a good track record of hosting International Conferences as well from 9 to 24.

The revenues from the Management Development Programs have also registered a significant jump. The University has an impressive record of conducting nearly 70 MDPs during the period under review. The student as well as faculty teams of the University have won prestigious awards in case writing competitions all over the globe. More importantly, the University has been able to attract talent from almost every State in India—striking good rapport with the student community from every corner of the country.

The University motto is to achieve excellence in management education through a relentless and undiluted focus on value-based education through pragmatic curriculum and case based learning. Merit with ethics is the mantra that was espoused by the Founder, Late Shri N.J. Yaraswy and the University is trying its best to live up to the expectations of the visionary through its behaviour and actions. In this endeavor, it has not forgotten its responsibility to society and the community.

The University is living up to the expectations of all stake holders—including the student, staff, researchers, recruiters, and the community at large—by doing everything possible in its own humble way. The path to excellence is full of challenges but with admirable support from the student community and the staff members, the University is confident of reaching the summit in the years ahead.

The progress achieved during the period under review is presented below:

### ACHIEVEMENTS AT A GLANCE

Description	2004-09	2009-14
No. of Faculties	1	3
No. of faculty members with Ph.D	48	124
Faculty Members	122	236
Ph.Ds Awarded	0	24
No. of Publications in Journals listed in Scopus	11	105
No. of A*/A journal articles as per <b>Australian Business Deans Council</b> ranking	0	11
No. of Publications in Journals listed in <b>Australian Business Deans Council</b>	3	75
Total Number of Publications in professional journals	311	612
Papers Presented in International Conferences	54	84
Papers Presented in National Conferences	34	393
Hosting National / International Conferences	9	24

Description	2004-09	2009-14
Faculty Seminars	27	418
Management Development Programs	14	68
Cases Published in International Textbooks	40	95
International Case Awards	15	34
Students' Geographic Diversity (No. of States Represented)	21	26

The University has been growing from strength to strength by virtue of the dedicated efforts of the faculty members, support staff, and the students to achieve innovation and excellence. Our efforts in this direction are part of a continuous process.

# Criteria-Wise Inputs

*Criterion 1 Curricular Aspects*

*Criterion 2 Teaching - Learning and Evaluation*

*Criterion 3 Research, Consultancy and Extension*

*Criterion 4 Infrastructure and Learning Resources*

*Criterion 5 Student Support and Progression*

*Criterion 6 Governance, Leadership and Management*

*Criterion 7 Innovation and Best Practices*





## Criterion I: Curricular Aspects

### 1.1 Curriculum Design and Development

#### 1.1.1 How is the institutional vision and mission reflected in the academic programmes of the university?

##### **Vision**

The Vision of IFHE is to emerge as a ‘Research and Teaching University’.

##### **Mission**

The mission of IFHE is ‘Learning for Leadership.’ It aims at developing a cadre of professionals possessing specialized skills having a sense of social and moral responsibility and the ability to address problems from a broader perspective.

All the academic programs of IFHE namely Ph.D, MBA, BBA, B.Tech and BBA-LLB (Hons.) reflect the above stated vision and mission of IFHE through – teaching, pedagogy, curriculum design, research, and industry-interface.

##### **Teaching**

The University has been able to design its own syllabus and courseware, review and upgrade the curriculum regularly, evaluate, and award degrees. It has also introduced new courses to cater to the growing needs of the stakeholders. To meet the changing requirements of a dynamic education world and larger societal requirements, the following electives have been introduced / restructured during the period under review:

- Digital Marketing,
- Legal Environment Of Business,
- Wealth Management,
- Financial Modeling And Simulation,
- Financial Services Marketing,
- Quality and Innovation Management,
- Entrepreneurship & Development,
- Advanced Financial Risk Management,
- Online Marketing,
- Recruitment,



Students in a Class Room



Students engaged in Case Pedagogy

- Rural Banking,
- Rural Marketing,
- Microfinance & Self Help Groups,
- Industrial Psychology,
- Rural Development & Panchayati Raj,
- Human Rights, Environment and Gender,
- Business and Politics,
- Leadership and Change Management and
- Entrepreneurship in Action – Customer Development.

Electives have also been introduced in collaboration with companies / industry based on their requirements. For e.g. the electives, Bank Management, Wealth Management and Retail Banking have been developed in association with two leading banks.

The University is in the process of introducing 18 online modular and 12 certificate programs in the areas of topical interest. These programs will help add value to our products and are a step towards developing the University's own MOOCs.

### **ONLINE MODULAR PROGRAMS**

#### **➤ Health**

- Health Systems Management
- Hospital Operations Management

#### **➤ Tourism**

- Customer Experience Management
- Meetings, Incentives, Conventions and Exhibition (MICE) and Event Management
- Medical and Wellness Tourism

#### **➤ Project**

- Project Management: Processes and Techniques

#### **➤ Infrastructure**

- Construction Project Management

#### **➤ IT**

- SMACS (Social, Mobility, Analytics, Cloud and Security) Technologies for Business
- Managing Software Teams

#### **➤ Social Entrepreneurship**

- Management of Social Enterprises
- Marketing for Social Enterprises

➤ **Technology Management**

- Managing Technology Change in Healthcare
- Technology Entrepreneurship

➤ **Quality**

- Managing Quality in Services

➤ **Environment/Infrastructure**

- Smart City Planning
- Business Continuity Management
- Green Operations
- Managing Waste for Sustainability

**CERTIFICATE PROGRAMS**

➤ **Health**

- Health Systems Management
- Hospital Operations Management

➤ **Tourism**

- MICE and Event Management
- Medical and Wellness Tourism

➤ **Project**

- Project Management

➤ **Infrastructure**

- Construction Project Management

➤ **Social Entrepreneurship**

- Social Entrepreneurship

➤ **Technology Management**

- Technology Management

➤ **Quality**

- Quality Management

➤ **Environment/Infrastructure**

- Smart City Development
- Environment Protection

➤ **Finance**

- Risk Management

## Pedagogy

The University emphasizes Student-Centric learning supported by continuous evaluation and feedback. It offers a largely Case Study Based Pedagogy for the MBA program.

- a. **Case Method:** Case studies allow students to step into the shoes of the decision makers and deal with issues faced by managers. The University made its MBA program **primarily case driven** wherein each student goes through about **300 case studies**. While giving exposure to domestic industries in the first year through in-house cases, the students gain global perspectives in the second year through **Harvard Business School** cases.
- b. **Simulation:** Another pedagogical tool, Simulation, is used to help the budding managers understand the dynamics of a real life situation. Simulation exercises enable the students to analyze, explore and uncover the mystery surrounding a real-life situation and learn everything independently. This helps to enrich their critical thinking skills and makes learning more interesting. Students are exposed to the decision-making process through **simulation exercises** in courses like Services Marketing, where simulation is used in competitor analysis; marketing, pricing strategy, profitability, channel conflict; customer acquisition; customer retention; customer satisfaction; market planning strategy; market research; market segmentation etc.
- c. **Modeling:** Courses like security analysis and financial modeling use modeling to expose the students to various decision-making scenarios.
- d. **B.Tech Program:** The focus is on an application-oriented curriculum with greater industry linkage, soft skills, and entrepreneurial skills. The program has a thesis option in place of internship for students interested in pursuing higher education and research.
- e. **BBA-LLB (Hons.) Program:** Besides normal class room teaching the program has regular visits to courts and participation in moot court competitions and also student interaction with High Court Judges / Advocates.

## Curriculum

The curriculum of the University is contemporary industry-focused and market-relevant. The syllabus is benchmarked with the top universities of the world. All the programs have built-in multiple internships with industry as a part of the curriculum.

The Ph.D program of the University is innovative and rigorous. It comprises one year of rigorous coursework, comprehensive qualifying examination, seminar presentation at the end of every semester,

visiting scholar program, and Ph.D. proposal defense and final thesis defense. The students are required to publish at least one paper before the thesis submission. As against this stipulation our research scholars have on an average 5 paper publications in good quality journals. The distinguishing features of this program include: Ph.D qualifying examination, doctoral advisory and screening committees and MOUs with foreign universities for exchange of scholars and conducting a series of workshops

**Industry-interface:** Recognizing the importance of University - Industry interface, the University has made industry visits and internships as a part of the curriculum across the undergraduate and post graduate programs. This enables the students to enrich their theoretical knowledge with practical experience and also to improve placement opportunities. The University is able to strike collaborative agreements with Industry and other Institutions of Higher Learning in order to develop fruitful relationships that ultimately help the students enhance their employment potential.

The University aims at enriching the lives of students through innovative curriculum, rapport building with Industry, networking with Alumni, novel internship programs aimed at converting every opportunity into a placement offer, and, more importantly, inculcate the habit of delivering results in an ethical and socially responsible manner. It further provides:

- a. A broad picture and a 360 degree perspective to every student where he or she is able to appreciate the importance of delivering value to customers understanding the changing requirements of a dynamic market place.
- b. A clear path to students by helping them strike a happy balance between theoretical concepts, analytical tools and practical situations through Case Pedagogy, Simulation Exercises, Modelling, Industry interactions etc.
- c. Technical and functional skills which promote professional competence in the students.

Thus the University strives towards creating a value based education putting special emphasis on ethical and socially responsible behaviour, making the students understand the importance of delivering justice to all stakeholders in society while meeting individual as well as corporate goals.

1.1.2 Does the university follow a systematic process in the design and development of the curriculum? If yes, give details of the process (need assessment, feedback, etc.).

**Yes.**



The University follows a systematic process in the design and development of the curriculum. This is achieved through:

- Discussions with faculty members from each department
- Workshops / Symposia
- IQAC meetings
- Board of Studies Meetings and
- Formal approval in the Academic Council.

The exercise of redesigning the curricula is carried out every year before the beginning of the academic calendar. Faculty Members in each department have the flexibility to improve and modify existing course content and introduce new courses and syllabus to suit the professional needs of the students in tune with emerging global and national trends. It is a need based approach and developed in consultation with Industry Experts, Recruiters, Department Heads and Other Stakeholders.

The Courses are designed to meet the requirements of Industry. Suggestions from industry experts and recruiters are taken into account while modifying /restructuring the curriculum at regular intervals. The intent is to make the curriculum industry-focused and market-relevant. It is also ensured that the curriculum is socially relevant.

The curriculum is put to critical debate and discussion in the meetings of the Board of Studies. The Board comprises of representatives from Industry, eminent scholars from different fields and faculty members from each department. After securing the approval from the Board of Studies, the curriculum is once again screened by the Academic Council—consisting of Director, Deans, Area Coordinators, Faculty Members and Experts from academia and industry. The **Academic Council** meets thrice in a year. In the last five years the **Academic Council** has held **15 meetings**.

During 2010-2014 the following courses were introduced / restructured:

- Digital Marketing,
- Legal Environment Of Business,
- Wealth Management,
- Financial Modeling And Simulation,
- Financial Services Marketing,
- Quality and Innovation Management,
- Entrepreneurship & Development,

- Advanced Financial Risk Management,
- Online Marketing,
- Recruitment,
- Rural Banking,
- Rural Marketing,
- Microfinance & Self Help Groups,
- Industrial Psychology,
- Rural Development & Panchayati Raj,
- Human Rights, Environment and Gender,
- Business and Politics,
- Leadership and Change Management and
- Entrepreneurship in Action – Customer Development.

Electives have also been introduced in collaboration with companies / industry based on their requirements. For e.g. the electives, Bank Management, Wealth Management and Retail Banking have been developed in association with two leading banks.

The University is in the process of introducing 18 online modular and 12 certificate programs in the areas of topical interest. These programs will help add value to our products. The details are provided under item 1.1.1.

Every year incremental changes are carried out in all the courses keeping the changing business and societal requirements in mind. For e.g. the case studies in each course are churned in sync with the needs of the industry.

#### 1.1.3 How are the following aspects ensured through curriculum design and development?

The course curriculum of the post graduate program and the undergraduates programs has four components –

- Compulsory,
- Electives,
- Soft skills and
- Summer Internship Program.

Apart from the above the programs include case discussions and seminar presentations. A student has to earn minimum number of credits in each of these components.



The Summer Internship Program (SIP) is devised in such a way that the student acquires **theoretical, analytical, technical** and **research** skills besides the industry interface. The SIP helps the students to project their capabilities and develop entrepreneurship skills and get pre-placement offers.

The curriculum that takes the final shape (both undergraduate and post-graduate programs) and the Case pedagogy that is being followed in the University aims at improving the

- a. Presentation skills
- b. Written communication skills
- c. Listening skills
- d. Analytical thinking and problem solving skill
- e. ICT skills
- f. Professional way of doing things
- g. Emotional skills to get along with people, events and situations
- h. Ethical and socially responsible behavior

\* **Employability**

Employability is given prime importance in designing and developing the curriculum. The emphasis is on student-centric learning supported by continuous evaluation and feedback. The University follows a **case based learning** approach, forcing every student to think through a situation, analyze things objectively, evaluate the pros and cons and choose an action plan that meets the requirement. Active **interaction** with recruiters and **industry experts** is also encouraged to understand the employment needs of a growing market place.

The Summer Internship Program forms an important component of education at the University. It helps the students to have hands-on experience in the industry / company and also to get pre-placement offers. The Internship offers a valuable opportunity to the student to interact with Industry professional(s) on a daily basis, learn through observation and gain valuable insights regarding managerial decision making as well as professional way of handling people and things.

The University also emphasizes on the attributes required by a manager. The Soft skill classes provide an opportunity to learn the skills required to succeed in one's career. Students are given practical training in areas like etiquette, group discussions and personal interviews.

**Syndicated Learning:** A concept of syndicated learning has been initiated, as a result of regular interaction with the recruiters and alumni. This helps students to hone their skills and knowledge in areas required by specific recruiters.

Syndicated Learning aims to prepare the students to face the recruiters with confidence. To achieve this, special emphasis is put on the following areas:

- Global Economy,
- Indian Economy,
- Current Affairs ( To inculcate the habit of reading editorials in standard newspapers),
- Business Plan Preparation,
- Industry / Company Analysis,
- Business Quiz,
- Book Reviews,
- Management Videos,
- Project Presentation,
- Guest Lectures by Industry Experts and
- FAQs on Domain Areas.

To stimulate creative thinking, faculty members from various disciplines interact with students and identify the gaps that need to be bridged. Regular interactive sessions are held to clear the fog surrounding latest topics in various disciplines. Students are encouraged to come with a set of questions. These questions are put to critical debate and discussion. This gives an opportunity for students to learn and get along with each other admirably.

Students profit from the ideas thrown in by placement officers as well. All possible questions that the recruiter would probably ask are being debated. As the sessions take a free-wheeling route, fresh ideas emerge from various corners. Such ideas are taken to the next level by placing them before industry experts who make things very clear to students.

The whole exercise is aimed at finding the true potential of each student. Once students get rolled over various sessions, they gain confidence, come out of the shell, and contribute constructively.

The exercise ends with mock interviews conducted by the faculty members, placement officers, industry experts and alumni.

#### \* Innovation

The University emphasizes on student-centric learning. It offers a largely case study based pedagogy for the MBA program and application oriented for its undergraduates programs.

#### • Case Pedagogy:

In traditional teacher-centric approaches, students learn mostly by 'being told' and through 'imitation'. Case-based learning turns this equation on its head by enabling students to learn more through 'critical thinking'.

The emphasis is on developing a holistic perspective that helps students to view things objectively and rationally. Case Pedagogy aims to improve the decision making skills of students by forcing them to think through every detail with meticulous care and caution. Students are made to understand the importance of analyzing facts unemotionally, keeping the volatile, uncertain, complex and ambiguous (VUCA) environment(s) in the background. The whole approach is learner-centric, engaging and highly stimulating.

At the University, the case-based learning is complemented with related activities such as simulation, modeling, and gaming etc. (before, after or during the case discussion). In such activity-based case discussions, a student is not just involved in discussing and learning from a case but actively engaged in a task. The focus is on application of knowledge and on ‘learning by doing’. This takes student-centered learning to a whole new level.

#### \* Research

Curriculum is designed to provide opportunities to students to work on term papers / projects, project courses, field visits, Moot Courts, Court Visits, etc. In addition to these, there is Summer Internship Program (SIP).

Both undergraduate and postgraduate students participate in research through SIP. The students in this program undertake research in a company/industry under the joint guidance of faculty member and company executive and focus on current problems faced by the industry. Thirteen of these were converted into journal or conferences papers through the advice of faculty members.

Our students are also involved in case research. A few notable achievements of the students are presented below:

- A team of **four MBA Students won the ‘Digital Marketing Case Study Contest’** organized by **NetElixir**, at Hyderabad on August 30, 2014.
- A team of **four MBA students** guided by a faculty member participated in the **Baylor – USASBE Student Case Writing Competition (Finals)** conducted by the **Baylor University, USA**. They were among the six teams selected through a global competition to make a presentation at the **USASBE conference at Fort Worth, Texas, USA** on January 9, 2014.
- **Two** of our students **won the second prize** at **Baylor-USASBE Student Case Research Competition 2011** held at Texas, USA.
- **One** of our students **won the EFMD Case Writing Competition-2010** (Inclusive Business Models Category) held at **Brussels, Belgium**.

Besides this, we have a unique and rigorous Ph.D program. It is modeled on the lines of the Ph.D programs offered by American universities, with the best practices of Indian universities blended in. The program has five phases and can be completed in four years:

- Doctoral Coursework,
- Pedagogy,
- Qualifying Examination,
- Preparation of Research Proposal and
- Thesis Work.

One of our Ph.D students is a recipient of the 2014 **Philip Law Scholarship** from **The Case Centre (ecch), U K** for the case proposal titled “Adopting a Learning Management System: Hurdles Galore.”

**1.1.4 To what extent does the university use the guidelines of the regulatory bodies for developing and/or restructuring the curricula? Has the university been instrumental in leading any curricular reform which has created a national impact?**

The University strictly follows the regulatory guidelines of UGC issued from time to time and also other regulatory bodies.

The University was a pioneer in adopting a cafeteria approach for selection of electives and the case pedagogy. The cafeteria approach allows the students to register for courses of their choice and alter the pace of learning within the broad framework of academic course and credit requirements. They can choose from an array of electives (refer item 1.2.2), in which he / she wants to excel in. This way, the student can achieve high academic excellence in one particular field (e.g. Finance) choosing the same electives all through the course. The student also has an option of choosing various electives and becoming a generalist. The students are encouraged to participate in case writing competition, produce a term paper and also to participate in conferences.

**Curricular reform creating a national impact**

The University is a pioneer in adopting the case pedagogy for its management program. Effective management requires decisions based on contextual analysis and insights. Case-based learning turns this equation on its head by enabling students to learn more through critical thinking. To stimulate the intellect and enhance intellectual capabilities, the case method of learning is used. This method is more participative, learner-centric and engaging.

The case method is utilized to develop skills needed for problem solving, decision-making, and implementation. Application of theoretical knowledge to real-life problems is tested through this

pedagogy. The emphasis is on developing a holistic perspective that deals with unstructured situations and imparting skills in decision-making under uncertainty.

Cases are tailored to encourage a vibrant interplay of ideas and their practical application, and expose students to harsh realities of business. The University uses both in-house cases and Harvard Business School cases. The Harvard Business School cases are used to give global exposure to the students. Cases are reviewed every year and churned out to reflect current managerial practices and trends.

**1.1.5 Does the university interact with industry, research bodies and the civil society in the curriculum revision process? If so, how has the university benefitted through interactions with the stakeholders?**

**Yes.**

In the Board of Studies, there is representation from the industry, which helps the University in revising the curriculum. Besides, alumni also regularly visit our university to give guest lectures, participate in the admission process and student mentoring. During these interactions they share their insights on the curriculum. The same is the case when industry executives visit the organization. Even at the time of placements the University has a policy to appoint Faculty Members based on their specialization to interact with recruiters. Through regular interactions with administrators and Non-Government agencies, the University is able to collect rich inputs that help in revising curriculum that keeps pace with changing needs of society.

Courses are revised and restructured regularly, keeping market needs in mind. Such changes are made at the beginning of the academic calendar. Each department is empowered to conduct regular meetings, collect feedback from Industry, obtain insights from recruiters, Alumni, academicians before undertaking minor or major changes in a particular course.

During 2010-2014 the following courses were introduced/ restructured:

- Digital Marketing,
- Legal Environment Of Business,
- Wealth Management,
- Financial Modeling And Simulation,
- Financial Services Marketing,
- Quality and Innovation Management,
- Entrepreneurship & Development,
- Advanced Financial Risk Management,

- Online Marketing,
- Recruitment,
- Rural Banking,
- Rural Marketing,
- Microfinance & Self Help Groups,
- Industrial Psychology,
- Rural Development & Panchayati Raj,
- Human Rights, Environment and Gender,
- Business and Politics,
- Leadership and Change Management and
- Entrepreneurship in Action – Customer Development.

Electives have also been introduced in collaboration with companies / industry based on their requirements. For e.g. the electives, Bank Management, Wealth Management and Retail Banking have been developed in association with two leading banks.

The University is in the process of introducing 18 online modular and 12 certificate programs in the areas of topical interest. These programs will help add value to our products. The details are provided under item 1.1.1.

Every year incremental changes are carried out in all the courses keeping the changing business and societal requirements in mind. For e.g. the case studies in each course are churned in sync with the needs of the industry.

The Faculty of Science and Technology has entered into a MoU with Virtusa, an IT Solutions provider on July 17, 2013. Through this MoU, FST has benefited as it facilitated:

- Organizing one full semester campus program on Business Process Management as an elective for the fourth year students of the B.Tech Program
- Organizing training programs for the FST faculty members by the certified PEGA system personnel of Virtusa

The faculty has also entered into a MoU with Texas Instruments (TI), a global semiconductor design & chip manufacturing company on October 23, 2013. As per this, TI has provided hardware and software resources to FST in the areas of Embedded Systems, Micro Controller and Analog Systems Design. In collaboration with TI, FST organized Faculty Development Programs, Workshops and training on the TI Technology.

**1.1.6 Give details of how the university facilitates the introduction of new programmes of studies in its affiliated colleges.**

Not applicable as the University does not have any affiliated colleges.

**1.1.7 Does the university encourage its colleges to provide additional skill-oriented programmes relevant to regional needs? Cite instances (not applicable for unitary universities).**

Not applicable as the University does not have any affiliated colleges.

## **1.2 Academic Flexibility**

The academic programs are well structured in terms of the number of credits required. Every program has **four components**:

- Compulsory Courses,
- Electives,
- Courses in Soft Skills and
- Summer Internship Program.

A student has to earn minimum number of credits in each of these components. The faculty counselor will guide the students in choosing the electives. The students have considerable flexibility in choosing electives of their choice.

In the B.Tech Program there is a Thesis Option in place of Internship Program for students interested in pursuing higher education and research. This helps the engineering graduates to keep their options wide open. Those who seek to pursue higher studies can always work on a topic that is close to their heart and submit the Thesis. Others who seek employment can work as interns in a chosen company.

**1.2.1 Furnish the inventory for the following:**

- \* Programmes taught on campus

### **Faculty of Management**

- i. Bachelor of Business Administration (BBA)
- ii. Master of Business Administration (MBA)
- iii. Ph.D Program (Full-time)
- iv. Ph.D Program (Part-time)

### **Faculty of Science and Technology**

B.Tech in

- Civil Engineering,
- Computer Science Engineering,

- Electrical and Electronics Engineering,
- Electronics & Telecommunications Engineering and
- Mechanical Engineering

### Faculty of Law

- BBA- LLB (Hons.)
- \* Overseas programmes offered on campus
- Nil-
- \* Programmes available for colleges to choose from

Not applicable as the University does not have any affiliated colleges.

### 1.2.2 Give details on the following provisions with reference to academic flexibility

#### a. Core / Elective options

### Ph.D Program

The students of Ph.D take 8 courses consisting of Seminar Courses, Inter disciplinary Courses, Research Methods and a Research Project.

Program	Compulsory Courses	Elective Courses	Total
Ph.D	2 Research Methodology Courses	<ul style="list-style-type: none"> <li>• 1 Interdisciplinary Course (Advanced Strategic Management)</li> <li>• 5 Doctoral Seminar Courses (Finance, Marketing, HRM, Operations &amp; IT)</li> </ul>	8

In addition the Ph.D students have to complete 19 workshops during the second year of the program. These are:

### 19 Ph.D. Workshops

#	Workshop	Objective
1	Theories of Learning	Different theories of learning and their effectiveness will be discussed in this course
2-3	Case Study Workshop – I & II	How to use cases as a pedagogical tool. These workshop help the students to analyze how to interpret the situation for decision making. In this workshop the student is expected to analyze the cases, both National and International, by studying the Organization structure, Financial structure, Marketing and Corporate strategies etc. The various options available for the company will be explored and the criteria for a particular choice will be discussed by different groups. In short these enable the candidates to experience the rigor of a business environment and combine the concepts learnt in classroom with the real world situation. This also helps the students to develop teamwork.



#	Workshop	Objective
4-5	Case Writing Workshop – I & II	In the workshop the students will be exposed to the methodology of writing a case for any given situation. The information relating to Organization structure, Corporate Strategy, Marketing, Finance and Human Resources will be analyzed to develop the cases.
6	Case Writing and Presentation	This is a continuation of Case Writing Workshops. Each candidate will be required to prepare a full text of a case and test it in the classroom.
7-8	Soft Skill – I & II	An important dimension of the program is to inculcate good communication skills. During the program the candidates learn several soft skills such as writing and oral presentation negotiation with teams of different types through workshops.
9-10	Management Games – I & II	This workshop will be conducted to expose the student to collect the inputs and make use of available inputs and assumptions wherever necessary and come out with optimum strategy. The student will be helped in the methodology of synthesizing inputs which would facilitate the decision making. Generally games in Finance, Product launching, Positioning, Pricing, Industrial relations scenario etc. are worked out.
11	Academic Innovation & Reform, Curriculum Design and Courseware Development	The curriculum needs to be revised periodically keeping the theoretical and empirical research developments in the fields. All schools of thought / approaches in the curriculum design should be duly emphasized. However rich a curriculum may be implementation aspects should be given due importance. Courseware development includes developing text material, case studies, programmed learning texts, workshops, manuals, etc.
12	Institutional Development - I Student Counseling and Mentoring	This workshop helps the student to master active listening skills. The helps in resolving conflict for self-development of the mentees. It also helps in identifying mentee feelings and giving feedback. It help in providing appropriate information when needed and eliminate negative intentions. The student in this workshop will also be trained in counseling which is important for managing performance. When the performance has not reached the expectations it is necessary to take a formal and planned approach or order to help the students overcome obstacles.
13	Institutional Development - II Management Program Design, Courseware Development and Marketing	This workshop covers the special issues involved in the development of MDP Programs in view of the short duration of the courses and the substantial work experience of the participants. The focus will be on the importance of getting recognition of the speaker by the participants in just one or two sessions. The content of the course will be more on clarity of concepts, applications and on appreciation of techniques and methodologies rather than on the details. The workshop will take examples of the course content of a few courses in functional and general management areas. Issues relating to design of new MDP courses and how to market them will be covered. The delivery aspect will be emphasized. The special nature of the in-company programs will also be discussed.
14	Institutional Development - III Consulting and Industry Interface	This consists of marketing one's skills to attract consultancy projects, articulation of the design of the consultancy project individually or as a team. Finally, the skills involved in preparing a consultancy project will be covered.
15	Project Based Learning and Industry Interface	This workshop includes training in identification of the projects, monitoring and evaluation mechanisms of the students on the projects.

#	Workshop	Objective
16	Intensive Teaching Workshop - I Teaching Aids	Various approaches to effective teaching will be covered. The use of various aids (Power Point Presentation, Slide Presentation, Satellite Classrooms, E-Learning, etc.) and their effectiveness will be discussed.
17	Intensive Teaching Workshop - III content Organization and Delivery.	This will cover the need for organization of the content of a lecture / course, and how it will be delivered by using alternative methods such as lectures, cases, home assignments, group discussions and team papers individually / in teams.
18	Intensive Teaching Workshop - II Student Evaluation & Feedback	This will cover the process of evaluation and feedback to the students. The various methods available to the instructor and the challenges faced by the instructor are discussed in this workshop
19	Leadership Lab	Leadership Lab is designed to assist you, acquire skills that will be useful in unfolding their leadership potential and style in the classroom

### MBA Program

The students of MBA Program have to take 20 compulsory courses and 8 electives from an array of 49 electives.

Program	Compulsory Courses	Elective Courses	Total
<b>MBA</b>			
Semester -1	8	0	8
Semester-2	8	Syndicated Learning I (not to be counted for credit)	8
Semester-3 & Semester-4	2 + 2	8 Out of 49 Electives + Syndicated Learning II (not to be counted for credit)	12

### BBA Program

The students of BBA Program have to take 35 compulsory courses and 2 electives from an array of 6 electives in the V<sup>th</sup> Semester and 3 electives from 7 electives in the VI<sup>th</sup> Semester.

Program	Compulsory Courses	Elective Courses	Total
<b>BBA</b>			
Semester -1	7	0	7
Semester-2	7	0	7
Semester-3	7	0	7
Semester-4	7	0	7
Semester -5	4	2 Out of 6	6
Semester -6	3	3 Out of 7	6

### B.Tech Program

The students of Faculty of Science are free to pursue their choice of stream of courses after joining in a branch. For example a student joining in civil engineering can opt for stream of courses in mechanical engineering. The students have to take 19 compulsory courses, 20 discipline courses and 3 electives.

Open Electives are offered in the final year of B.Tech program, these electives will be across various disciplines. The electives offered to a particular discipline are referred to as Open electives when offered to other discipline(s). For e.g. Image Processing course which is offered by Electronics and Communication Engineering Group will be discipline elective for ECE students, where as for other group students like CSE, ME and EEE who are interested to study Image Processing it will be referred to as Open Electives.

There is a Thesis option in place of IP (Internship Program) for students interested in pursuing higher education and research.

B.Tech	Compulsory Course	Discipline Course	Elective Courses	Total
Semester -1	6 (4 labs)			6
Semester -2	6 (3 labs)			6
Semester -3	4 (1 labs)	2		6
Semester -4	3 (2 labs)	3		6
Semester -5	1	6		6
Semester -6	1	6		6
Semester -7		3	3 (Open Electives)	6
Semester -8	Internship / Thesis			

### BBA-LLB (Hons.) Program

The students of Faculty of law have to take 56 compulsory courses and 14 electives out of 50 electives.

Program	Compulsory Courses/ Discipline Courses	Elective Courses	Total
Semester -1	7		7
Semester -2	7		7
Semester -3	7		7
Semester -4	7		7
Semester -5	7		7
Semester -6	7		7
Semester -7	4	Student can choose any 3 Out of 9 electives	7

Program	Compulsory Courses/ Discipline Courses	Elective Courses	Total
Semester -8	4	Student can choose any 3 Out of 9 electives	7
Semester -9	3	Student can choose any 4 Out of 16 electives	7
Semester -10	3	Student can choose any 4 Out of 16 electives	7

#### b. Enrichment courses

The following enrichment courses were introduced during the period under review:

##### **Environmental Studies**

The Course throws light on concepts and issues surrounding local, regional, national and international environment(s). An inter-disciplinary approach is followed here. Case studies support class room learning and discussions at every stage.

##### **Global Business Projects**

Global Business Project (GBP) refers to three independent, but sequential research sub-projects, spread over a semester each, incorporating the E-I-C framework.

GBP-I, focusing on economy analysis of a regional, national or sub-national economy, is part of the third semester in the BBA program structure. GBP-II, focusing on analyzing an industry and GBP-III, focusing on analyzing a company are part of the fourth and fifth semesters respectively. It is a core course and carries 6 credits.

Syndicated Learning: This initiative aims to equip the student with latest happenings in the corporate world. It seeks to throw light on the changes that happen in the economic, social, cultural settings on a daily basis. The whole exercise is meant to improve the employment prospects of students. The details are provided in item 1.1.3 (sub item employability).

#### c. Courses offered in modular form

**Yes.**

All courses are offered through carefully structured and well designed modules.

#### d. Credit accumulation and transfer facility

**Yes.**

We have facility for credit accumulation and transfer.

e. Lateral and vertical mobility within and across programmes, courses and disciplines

**Yes.**

We have provision for lateral entry into our programs.

1.2.3 Does the university have an explicit policy and strategy for attracting international students?

**Yes.**

The University has an international students division, headed by a Dean. The division looks after the affairs of foreign students and collaborations. The University attends international educational fairs regularly as a part of this endeavor. A few examples are presented below:

**International Education Fairs**

Sl. No.	Name of the Fair	Dates	Place
1.	23rd Indonesia International Education & Training Expo, 2014	Jan 23 - 26, 2014	Jakarta, Indonesia
2.	The Great Indian Education Fair	Mar 15-16, 2014	Thimpu, Bhutan
3.	Al Ain Education Fair	April 28-30, 2014	Al Ain, Dubai
4.	The Great Indian Education Fair	May 16-17, 2014	Kathmandu, Nepal
5.	The Great Indian Education Fair	June 6-7, 2014	Colombo, Sri Lanka
6.	The Great Indian Education Fair	June 13-14, 2014	Kandy, Sri Lanka
7.	2014 China (Chongqing) International Education Exhibition (CQIE)	June 21-22, 2014	Chongqing, China
8.	India Education Expo	July 26-27, 2014	Colombo, Sri Lanka
9.	Student Care Nepal	Sep 16-19, 2014	Kathmandu, Nepal

**Global Immersion Programs:** About **twenty MBA Students** from the **University of Texas** have visited our campus during Jan 3-9, 2014 as a part of the immersion program.

**Twenty BBA students** and **two faculty members** from **Nyenrode New Business School, Breukelen, Netherlands** also visited the campus during November 25, 2014. The students attended sessions including case discussions led by faculty members of IBS Hyderabad. The students from Amsterdam also made a presentation on the Netherlands' Economy to IBS students.

1.2.4 Have any courses been developed targeting international students? If so, how successful have they been? If 'no', explain the impediments.

**Yes.**

The University provides the students with global inputs. About 150 Harvard Business School case studies are used in Semester III & IV of MBA program. These cases are all in the global context.

Across the program and courses international context is provided. The courses on International Finance and Trade, Global Capital Markets, International Marketing and International Law provide specific global inputs.

**1.2.5 Does the university facilitate dual degree and twinning programmes? If yes, give details.**

Although not in vogue currently, negotiations are on with **Bangor University, UK, Bradley University, USA and Macquarie University, Australia.**

**1.2.6 Does the university offer self-financing programmes? If yes, list them and indicate if policies regarding admission, fee structure, teacher qualification and salary are at par with the aided programmes?**

**Yes.**

All the programs {MBA, BBA, B.Tech, and BBA-LLB (Hons.)} offered in the university campus are self-financing programs. We do not offer any aided programs.

However, for Ph.D Program we **offer fellowship**. The entire fellowship amount running to **Rs. 2.6 crore per annum** is **supported by the University**.

The University is an equal opportunity university and offers admission strictly based on merit. It has its own entrance examinations for admitting MBA, Ph.D (Full-Time), Ph.D (Part-Time) and B.Tech. candidates. However, the University accepts CAT or GMAT scores for admitting candidates into MBA program. The admission process includes a test, group discussion and personal interview. The student profile depicts high diversity – geographical, educational background, work experience, gender, etc. It is a ‘mini India’ out here at the University.

The University follows the UGC guidelines for faculty recruitment. The faculty members have nationwide representation.

**1.2.7 Does the university provide the flexibility of bringing together the conventional face-to-face mode and the distance mode of education and allow students to choose and combine the courses they are interested in? If ‘yes,’ give operational details.**

Not applicable.

1.2.8 Has the university adopted the Choice Based Credit System (CBCS)? If yes, for how many programmes? What efforts have been made by the university to encourage the introduction of CBCS in its affiliated colleges?

**Yes.**

The University has adopted the Choice Based Credit System for its postgraduate and undergraduate programs. It does not have any affiliated colleges.

1.2.9 What percentage of programmes offered by the university follow:

- \* Annual system
- \* Semester system
- \* Trimester system

All the programs in the University follow the Semester system.

1.2.10 How does the university promote inter-disciplinary programmes? Name a few programmes and comment on their outcome.

The University offers an **inter-disciplinary program BBA-LLB (Hons.)**.

We plan to start the following inter-disciplinary programs:

- a. MBA Program in Agri-Business Management in 2015-16
- b. M.Tech Program in 2016 -17
- c. M.Sc. (Economics) with B.Tech (Integrated Program 5 years) in 2017-18
- d. B.Tech - M.Sc (Economics) (Integrated Program 5 years) from 2017-18.
- e. M.Sc (Financial Economics) program from 2017-18

### 1.3 Curriculum Enrichment

1.3.1 How often is the curriculum of the university reviewed and upgraded for making it socially relevant and/or job oriented / knowledge intensive and meeting the emerging needs of students and other stakeholders?

The exercise of redesigning the curricula is carried out every year before the beginning of the academic calendar. Each department has the flexibility to improve and modify existing course content and introduce new courses. It is a need based approach and developed in consultation with Industry Experts, Recruiters, Alumni, Faculty Members and other Stakeholders, so as to make the courses job oriented, knowledge intensive and socially relevant.

1.3.2 During the last four years, how many new programmes at UG and PG levels were introduced? Give details.

\* **Inter-disciplinary**

One Program was introduced

- BBA-LLB (Hons.)

\* **Programmes in emerging areas**

Two Programs were introduced

- B.Tech in
  - Civil Engineering,
  - Computer Science Engineering,
  - Electrical and Electronics Engineering,
  - Electronics & Telecommunications Engineering and
  - Mechanical Engineering
- Ph.D in Management (Part-Time) for Working Executives

1.3.3 What are the strategies adopted for the revision of the existing programmes? What percentage of courses underwent a syllabus revision?

The exercise of redesigning the curricula is carried out every year before the beginning of the academic calendar. Each department enjoys the flexibility to improve and modify existing course content and introduce new courses. It is a need based approach and developed in consultation with Industry Experts, Recruiters, Alumni, Faculty Members and other Stakeholders.

About 20 % of the curriculum is revised at the beginning of the academic year. In addition the University has a policy of churning cases every year, based on the changing needs of a dynamic marketplace.

The details of cases churned out for Semester II and IV for the academic year 2013-14 are provided in the appendix.

1.3.4 What are the value-added courses offered by the university and how does the university ensure that all students have access to them?

All the courses offered at the University are value-added. Further, value addition to our students is done through case pedagogy, Summer Internship Program, hands-on experience to understand ground realities on social issues such as rural livelihood, health & nutrition, marketing of rural output which enhances the knowledge of the student.



**1.3.5 Has the university introduced any higher order skill development programmes in consonance with the national requirements as outlined by the National Skills Development Corporation and other agencies?**

**Yes.**

**Faculty of Management**

Skill development courses have been introduced to make the student ready for the industry from the day one. A case in point is the syndicated learning introduced in the year 2014.

Eight soft skills trainers and one student counselor take care of skill requirements of the students including manners and etiquettes.

The Entrepreneurship Development Course at the University helps the students understand the harsh realities of preparation of business plans, which further enhances the skill development.

To promote team spirit and leadership qualities the University has **37 student clubs**. Students conduct several events under the guidance of faculty members. Active participation in these clubs help the students understand the nuances of team work such as how to get things done, how to be a **team player**, how to be a **team leader**, **negotiations skills and organizing skills**. A case in point is, a guest lecture highlighting the **importance of body language** in communication and managing the people by **using Bharatanatyam**.

The University conducts post-graduate (Trishna) as well as under-graduate (Trithi) fest separately. For these fests there will be representation from various institutions/colleges across the country, where our students' management skills are reflected.

**Faculty of Science and Technology**

The workshops conducted by of our Faculty of Science and Technology helped enhance technical skills, such as C Programming, Java Programming. Similarly a joint initiative with CMC Ltd. resulted in training our students in soft skills.

**Faculty of Law**

Our BBA-LLB (Hons.) program has Moot Courts which help in honing the Advocacy Skills.

**1.4 Feedback System**

**1.4.1 Does the university have a formal mechanism to obtain feedback from students regarding the curriculum and how is it made use of?**

**Yes.**

We have mentorship program, where each faculty is assigned 15 - 20 students. Besides counseling the students, our Faculty Members take feedback on a prescribed format about the curriculum. Feedback obtained from students, from time to time, forms the basis for carrying out minor or major changes in the curriculum. Additional inputs from various sources such as recruiters, academia and industry experts also help in enriching the content with contemporary topics of great relevance to the corporate world.

Mid-semester feedback from the students is obtained after 16 sessions so as to make mid-course corrections wherever needed. The feedback covers the areas of pedagogy, teaching methodology and also qualitative suggestions regarding the curriculum. Informal feedback is also obtained to preempt any problems later. This exercise also helps the University in churning out the cases used at periodic intervals.

**1.4.2 Does the university elicit feedback on the curriculum from national and international faculty? If yes, specify a few methods such as conducting webinars, workshops, online discussions, etc. and its impact.**

**Yes.**

**MBA / Ph.D Programs:**

In Board of Studies and the Academic Council meetings external experts from reputed universities / institutions (such as IIT, IIM) who are members of these bodies contribute significantly to the curriculum development. Besides this, the entire faculty is also involved in restructuring curriculum from time to time.

Inputs for curriculum enrichment were also gathered through informal and formal feedback from professors of foreign universities by University's research scholars while they were pursuing their visiting scholar program at Oklahoma State University, University of Memphis, Syracuse University, Macquarie University, University of Toledo, and Bentley University in USA.

**Ph.D Program in Economics**

An advisory council with the following distinguished professors contributed significantly for the design of the program:

- Prof. K L Krishna , Former Director of Delhi School of Economics,
- Prof. B B Bhattacharya, Former Vice Chancellor, JNU,
- Prof. R Radhakrishna, Chairman, Center for Economic and Social Studies and former Chairman, National Statistical Commission,
- Prof. Mahendra Dev, Director (Vice Chancellor), IGIDR,

- Prof. R Vaidyanathan , UTI Chair Professor Capital Markets, IIM, Bangalore and National Fellow ICSSR,
- Prof. Manoj Panda, Director, Institute of Economic Growth Delhi.
- Prof. B. Kamaiah, Dean-in-Charge, School of Economics, University of Hyderabad.
- Prof. Mahender Reddy, Vice Chancellor, the Icfai Foundation for Higher Education, Hyderabad, Member-Secretary.

### Faculty of Science and Technology

The following Professors through telephonic conversations, e-mail exchanges and followed by a visit to the campus contributed for the design of the M.Tech Program:

1. Prof Sartaj K Sahni, Professor of Computer and Information, Sciences and Engineering, University of Florida.
2. Prof Sarma Vrudhula, Professor of School of Computing, Informatics and Decisions Systems Engineering, Arizona State University, USA.
3. Prof Prof. S C Sahasrabudhe, Director, Dhirubhai Ambani Institute of Information and Communication Technology, Gandhinagar, Gujarat.

### Faculty of Law:

Reputed professors and academicians in law have participated and contributed for the development of existing/new curriculum through their valuable suggestions in person and over phone. The external members of Board of Studies and eminent professors also have contributed in a day-long workshop on curriculum development. Eminent academicians who have visited to deliver guest/expert/special lectures and inaugural/valedictory addresses in national seminars have contributed for the same. The following are a few of the prominent professors:

1. **Prof. Dr. N R Madhava Menon – Founder Director, National Law School of India University, Bangalore**, Chairman, Menon Institute of Legal Advocacy Training, Thiruananthapuram
2. **Prof. A Lakshminath – Vice-Chancellor, Chanakya National Law University, Patna.**
3. **Prof. R Venkat Rao – Vice-Chancellor, National Law School of India University, Bangalore.**
4. **Prof. P Srikrishnadeva Rao – Vice-Chancellor, National Law University, Cuttack.**

5. Prof. Y R Haragopal Reddy – Former Vice-Chancellor, Acharya Nagarjuna University, Guntur and presently Advisor ICFAI group.
6. Prof. K V S Sharma – Professor and Former Registrar, NALSAR University, Hyderabad.
7. Prof. G B Reddy – Prof. of Law, Osmania University, Hyderabad.
8. Prof. Syed Masood – **Prof. of Law, UAE University, Dubai, UAE.**

**1.4.3 Specify the mechanism through which affiliated institutions give feedback on curriculum enrichment and the extent to which it is made use of.**

Not applicable as the University does not have any affiliated colleges.

**1.4.4 What are the quality sustenance and quality enhancement measures undertaken by the university in ensuring the effective development of the curricula?**

The University uses, both, formal and informal methods to obtain feedback about the courses and the delivery system. Feedback from industry experts, recruiters, academia is considered in the first place. The Internal Quality Assurance Cell (IQAC) has become a forum for getting detailed feedback about the course, course content, relevance and delivery by a faculty member. The feedback received from the students is analyzed by the IQAC in meetings that are held once in a quarter.

Informal feedback is also obtained from the participants of seminars/conferences, alumni, senior academicians from other institutes, industry, recruiters and parents.

Feedback is also obtained from distinguished visitors and foreign / international professors who visit the university.

Regular interaction of the Faculty Members with the industry during the industry visits also helps to ensure quality of the curricula. Online discussions are also held by the Faculty Members to help this process.

The Board of Studies (BoS) periodically reviews and finalizes the curriculum and recommends to the Academic Council. Once the Academic Council clears it, the curriculum will be implemented.

**Case Studies:** Periodical review of case studies is done. Also fresh cases are developed in-house, to suit the professional needs of the students in tune with emerging global and national trends and also the industry needs. Contemporary cases are also outsourced from HBS on a regular basis to provide the international context.

Any other information regarding Curricular Aspects which the university would like to include.

- Periodic consultations with professors are helpful in redesigning and restructuring courses.
- Constant monitoring of course revisions taking place at reputed universities such as Harvard, Cornell, Stanford, have been helpful in revising our curricula and guiding our case pedagogy from time to time.
- Our courses are redesigned and restructured regularly based on indigenous needs and evolutionary practices.
- The University is an equal opportunity institute. Students are exposed to gender sensitivity at every stage of their academic life in the institution. Faculty Members try their best to inculcate this spirit among the students.
- In courses relating to soft skill and business communications there are specific topics highlighting gender sensitivity and development of women.
- There is a Center for Women Development championing the causes of women development on regular basis, laying emphasis on topics such as financial literacy among women, women empowerment, eve teasing and sexual harassment.

## Criterion II: Teaching-Learning and Evaluation

### 2.1 Student Enrolment and Profile

#### 2.1.1 How does the university ensure publicity and transparency in the admission process?

##### Admission into MBA and Ph.D Programs

The Faculty of Management of the University follows complete transparency in the selections for MBA and Ph.D Programs. The overall IBSAT score of the candidates and their individual scores in group discussion, personal interview and the score allotted for the past academic record is announced to the candidates. They can also be viewed online.

##### Admission into B.Tech Program

At the Faculty of Science and Technology of the University admission for the B.Tech program is through:

- All India Admission Test called ATIT (Admission Test for IcfaiTech) conducted by the University, Admissions are offered based on merit in ATIT test. The results of ATIT will be posted online and successful candidates will be intimated through e-mail/post.
- Admissions are also through based on scores obtained in JEE (Main)/State Level Engineering Entrance Test/ /Other National Level Engineering Entrance Tests.

##### Admission into BBA and BBA-LLB (Hons.) Programs

The selection for the above programs is based on Class XII marks and personal interview. Selection list is displayed on the day of personal interview.

#### 2.1.2 Explain in detail the process of admission put in place by the university. List the criteria for admission: (e.g.: (i) merit, (ii) merit with entrance test, (iii) merit, entrance test and interview, (iv) common entrance test conducted by state agencies and national agencies (v) other criteria followed by the university (please specify).

### ELIGIBILITY

#### For MBA programs

- Graduation in any discipline with a minimum of 50% marks; with medium of instruction as English.

- Candidates not meeting the eligibility criteria of English medium at under graduation level have to submit the TOEFL/NELT/IELTS score by May 31.
- Minimum 15 years of regular education (10 + 2 + 3 or 10 +2 + 4). Candidates who have completed their bachelor's degree on a one-time sitting basis or on a 2-year basis are not eligible for admission.

For the purpose of determining eligibility based on the percentage of marks, the procedure used by the respective university while awarding the degree will only be taken into consideration.

Candidates who are in their final year bachelor's degree courses are eligible to participate in the selection process, provided they complete their graduation requirements (including practical examinations/viva/ assignments/ backlogs) before May 31.

For candidates whose degree results are not yet declared, the admission will remain provisional until they produce marks sheets and degree certificates establishing their eligibility. The last date for submitting proof of graduation is November 01. The eligibility criteria will be checked from August 01 onwards.

## **ADMISSION PROCESS**

### **IBS Admission Test**

IBS Admission Test (IBSAT) is an online aptitude test conducted for students seeking admission to the MBA / Ph.D programs of IBS Hyderabad.

IBSAT is a Computer Based Test (CBT) and consists of multiple choice questions. The test is conducted in over 100 test centers across the country.

IBSAT is of 2 hours duration and is designed to test the candidate's ability in the areas of:

- Comprehension
- Problem Solving
- Verbal Ability
- Data Interpretation and
- Analytical Reasoning.

The Admission Test contains 140 multiple-choice objective questions.

### **CAT/ GMAT**

GMAT scores (from 2011 onwards) and CAT scores are also accepted in place of IBSAT. Candidates with GMAT® or CAT scores are exempted from IBSAT.

### Interview Process

The Interview Process for admissions is held at Hyderabad in mid February for a period of 10 days. The candidates are given a choice to attend on any one day of their convenience. The process consists of:

- A. Group Discussion and
- B. Final Interview

#### A. Group Discussion:

- In the group discussion a topic will be announced to a group of 8 candidates. The candidates will be given 15 minutes for the group discussion. After discussion each candidate will be given an opportunity to summarize his/ her opinion in a minute.
- Depending on the individual contribution the candidate's attributes are assessed on various parameters like expression, initiative, communication, analytical skills and behavior in a group.

#### C. Final Interview:

- The personal interview is the final stage of the selection process. The interview panel members are Directors, Deans, Senior Faculty Members and Alumni. They interview each candidate for about 10 - 15 minutes. The questions during the personal interview will focus on assessing the attitude, aptitude and aspirations of the applicant. The interview panel will also evaluate the candidate's general knowledge, communication skills, clarity of thought and expression, and aptitude for a career in management.

#### D. Final Selection:

The final selection of students is based on the cumulative scores obtained by each candidate during group discussion and personal interview apart from past academic performance. A merit list is prepared thereafter. The weightage allotted to various parameters is given below:

Criteria	Weightage (%)
Past Academic Record X(12), XII(12) & Graduation (16)	40
Group discussion	30
Interview	30
<b>Total score</b>	<b>100</b>

Based on the overall performance of the candidates, they are selected, wait-listed or not selected.



**B.Tech: Program**

**Eligibility:** Students securing 60% aggregate in Class X and Class XII or its equivalent with Mathematics, Physics, Chemistry and English as subjects. Final year students of Class XII or its equivalent awaiting examination results may also apply. Applicants should have completed 12 years of formal schooling in order to apply for the program.

**Admission Process:**

Online Admission Test (ATIT) will be conducted during 1<sup>st</sup> & 2<sup>nd</sup> week of May. Admission will be offered based on scores secured in ATIT / JEE (Main) / State Level / Other National Level Engineering Entrance Tests. The allotment of branch of engineering is based on the candidate's performance in ATIT/JEE (Main)/ State Level /Other National Level Engineering Entrance Tests and the preferences indicated in the Online Application Form.

Applicants will be intimated about the Branch allotted to them through selection letters dispatched during last week of May. Allotment of branch will depend on the preferences given by the candidate.

**BBA & BBA-LLB (Hons.) Programs:**

**Eligibility:** Minimum 55% aggregate marks in Class XII (any discipline) or its equivalent with English medium.

Applicants who have appeared in XII class examination before July and waiting for results are also eligible to apply.

**Admission Process:**

- The selection for admission into the program is based on academic merit and personal interviews.
- The shortlisted candidates will be called for personal interview.
- Selected candidates list will be displayed on the day of interview and admission letters issued.

2.1.3 Provide details of admission process in the affiliated colleges and the university's role in monitoring the same.

Not applicable as the University does not have any affiliated colleges.

2.1.4 Does the university have a mechanism to review its admission process and student profile annually? If yes, what is the outcome of such an analysis and how has it contributed to the improvement of the process?

**Yes.**

The student profile is reviewed annually based on region, qualification, gender etc. to ensure that there is good diversity in the student profile. The student profiles for the last three years based on region are provided in the appendix.

**2.1.5 What are the strategies adopted to increase / improve access for students belonging to the following categories:**

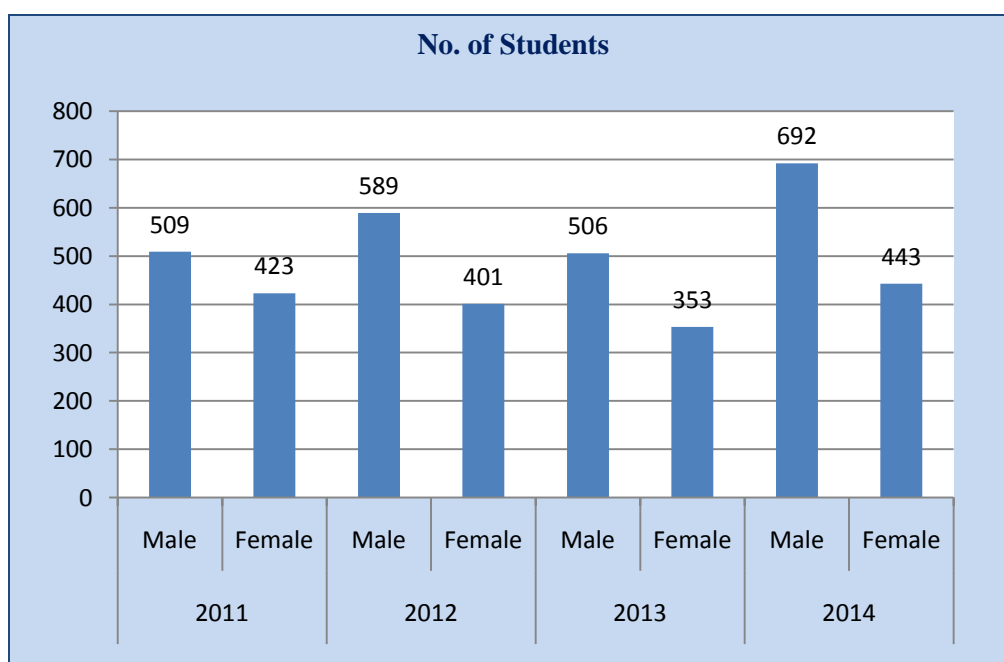
- SC/ST
- OBC
- Women
- Persons with varied disabilities
- Economically weaker sections
- Outstanding achievers in sports and other extracurricular activities

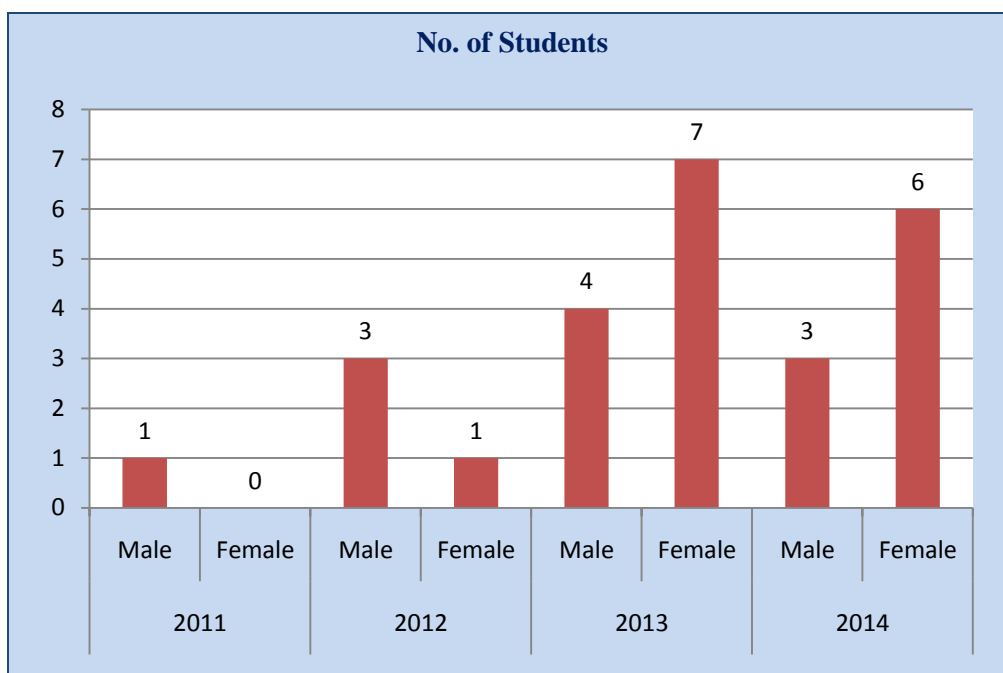
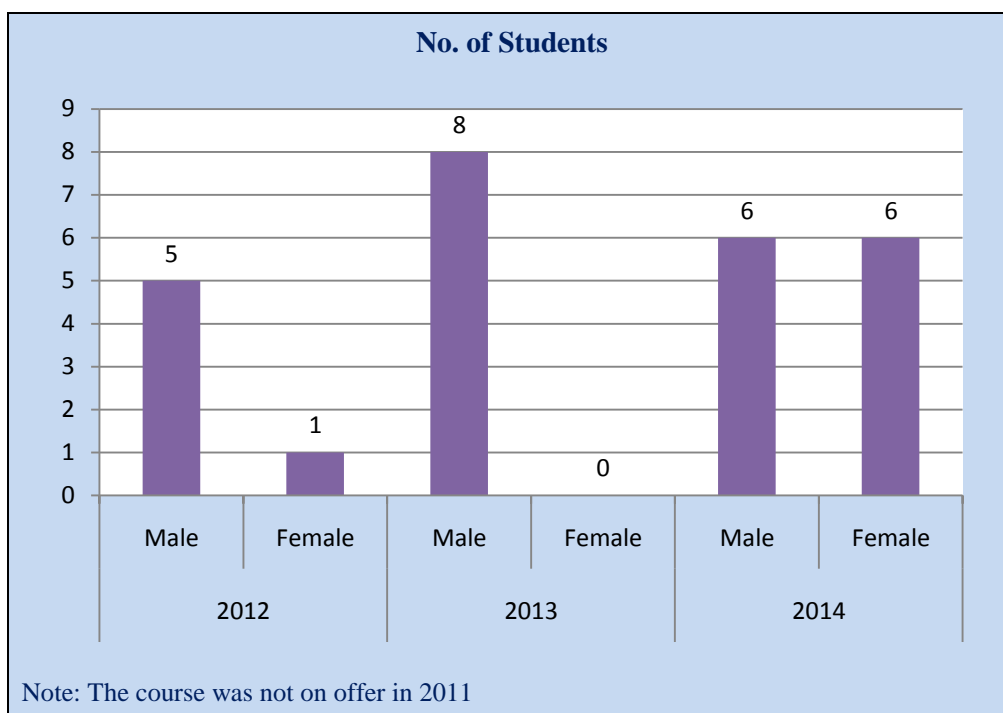
**Not Applicable.** The university adopts a policy for student's admission and progression within the undergraduate and post graduate programs, which is determined only by merit and performance.

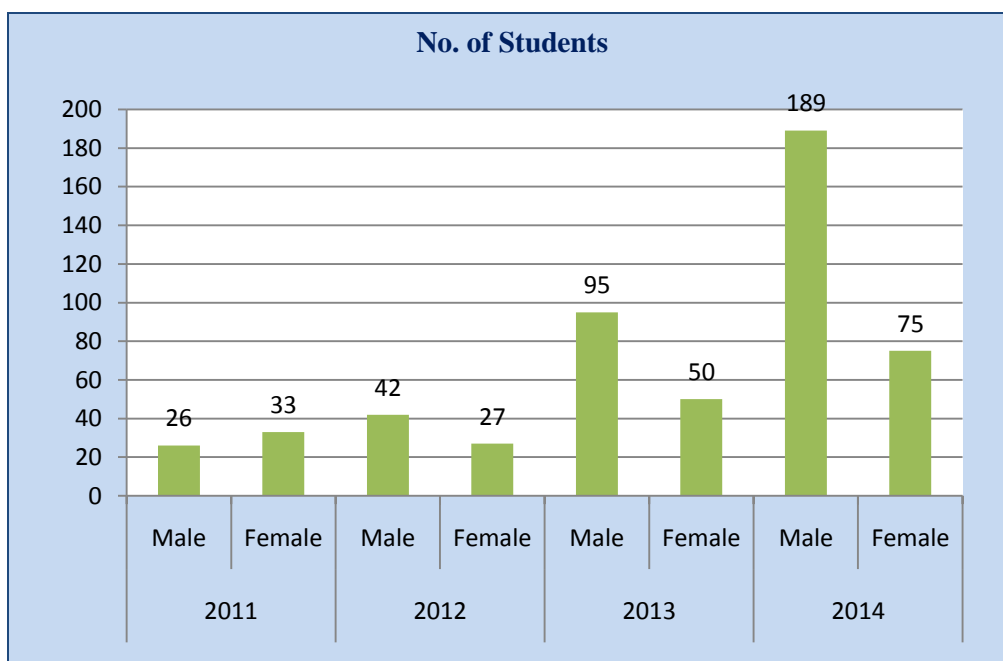
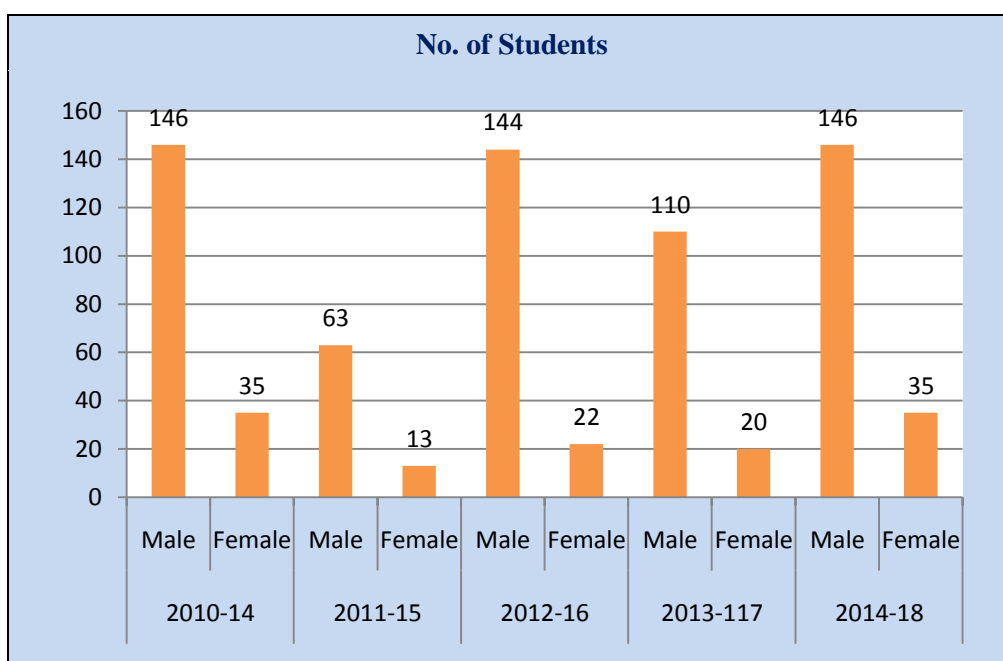
**2.1.6 Number of students admitted in university departments in the last four academic years:**

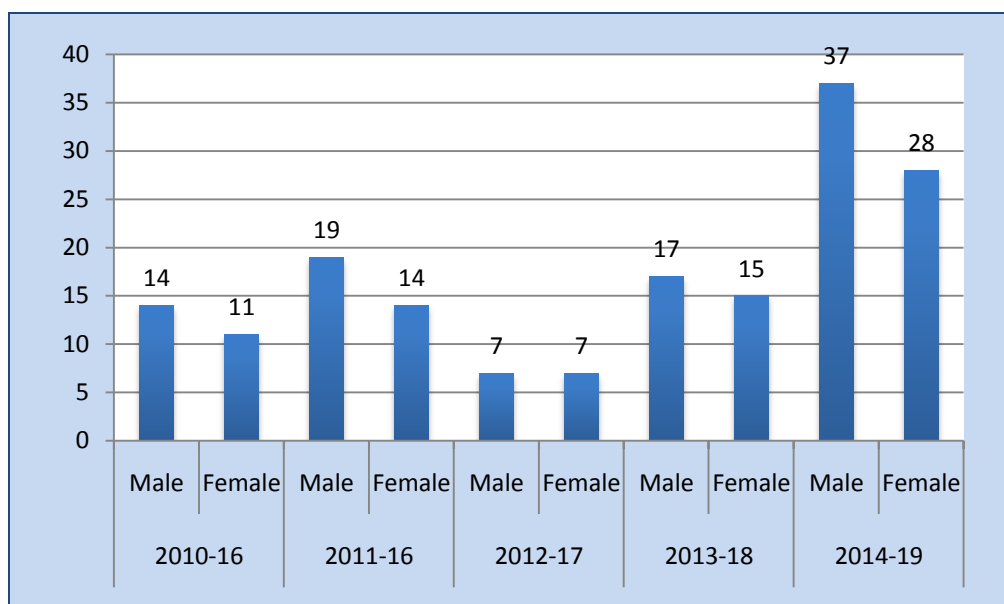
The details of the students gender-wise are presented below:

**MBA**



**Ph.D (Full-Time)****Ph.D (Part-Time)**

**BBA****B.Tech**

**BBA – LLB(Hons.)**

2.1.7 Has the university conducted any analysis of demand ratio for the various programmes of the university departments and affiliated colleges? If so, highlight the significant trends explaining the reasons for increase / decrease.

Programmes		Number of Applications	Number of Students Admitted	Demand Ratio
UG	BBA	635	253	1:2
	BBA-LLB (Hons.)	144	65	1:2
	B.Tech	2706	181	1:15
PG	MBA	45167	1156	1: 40
Ph.D. (Full Time & Part Time)		271	11	1:25

The figures given above are for the current batch of students. The demand ratio is good for our MBA program. For other programs the demand is expected to pick up in the years ahead as they are still in an embryonic stage.

Were any programmes discontinued / staggered by the university in the last four years? If yes, please specify the reasons.

Executive MBA Program (One-Year duration) was discontinued in 2011. The primary reason being the salary packages for students with 3-4 years of experience could not match their expectations.

However, we are introducing an Executive MBA (Part-Time) Program (21 Months duration) from July 2015.



### Teaching and Learning Process

## 2.2 Catering to Student Diversity

2.2.1 Does the university organize orientation / induction programme for fresher's? If yes, give details such as the duration, issues covered, experts involved and mechanism for using the feedback in subsequent years.

**Yes.**

Post admission, each student is made to participate in the Orientation program. Initially faculty members interact with freshers and gauge the academic ability of students. A mentor is assigned to students right away. The students are apprised of the academic rules and regulations, disciplinary procedures, and conduct in the hostels etc. The procedures for participation in extra and co-curricular activities and availing of medical and transport facilities are also explained to freshers. To address the differential requirements of students faculty members explain the basics of relevant courses during the first week itself.

2.2.2 Does the university have a mechanism through which the “differential requirements of the student population” are analysed after admission and before the commencement of classes? If so, how are the key issues identified and addressed?

**Yes.**

While allocating students across various sections, students are allotted based on the following details:

- a. Scores secured by the students in the total selection process. Students from top rankers to lower rankers are distributed in all the sections; this enables students to experience a peer-group pressure to compete and improve
- b. Engineering and non-engineering students – as far as possible are also equally distributed.
- c. Male and female students – as far as possible are equally distributed.
- d. Preparatory classes are conducted to the students of all programs before the starting of semester-1. For example in our MBA Program they are conducted in accounting area for the non-commerce students and in statistics for the non-engineering students. These have now been made a part of the regular content of the courses.
- e. Peer learning is also encouraged through co-curricular student clubs.
- f. Proficiency test in English.

- 2.2.3 Does the university offer bridge / remedial / add-on courses? If yes, how are they structured into the time table? Give details of the courses offered, department-wise/faculty-wise?

**Yes.**

Remedial classes are conducted for those who get less than required CGPA. These are conducted after the regular sessions.

- 2.2.4 Has the university conducted any study on the academic growth of students from disadvantaged sections of society, economically disadvantaged, physically handicapped, slow learners, etc.? If yes, what are the main findings?

**Yes.**

Slow learners are identified in the class during the class participation and at various levels of evaluation methods. During the consultation hour provided to the students, Faculty Members clarify the doubts and bridge the gaps in their learning. This works like a handholding for the students, who are in need of such attention.

Through the intervention of the Academic Counseling Committee slow learners are made to register for less number of courses in a semester and hence their duration of the program is extended.

- 2.2.5 How does the university identify and respond to the learning needs of advanced learners?

Advanced learners can register for additional courses.

Ph.D students are encouraged to participate in conferences in India and abroad. The travel and hospitality needs of the scholars are met by the University. In all more than 30 of our Ph.D students have participated in international conferences. Post graduate and undergraduate students are also encouraged to participate in national / international competitions. The following Ph.D students won awards at various conferences:

- Ms. Ritu Gupta – Received a **travel grant from Oklahoma State University** for attending GSA conference in New Orleans in Nov 2013.
- Mr. Sudhakar Reddy, “**Best Thesis Proposal Award (in Finance Area)**” for the thesis proposal titled "Commonality in Liquidity: An Empirical Examination of Stocks and Options Listed on NSE" at the **6th Doctoral Colloquium** organized by **IIM-A** during January 5-6, 2013.



- Mr. Samyadip Chakraborty (jointly authored with Dr. Nasina Jigeesh) was awarded the **Best Research Paper under IT category** for the title “Analysis of Agile testing attributes for faster time to Market: Context of Manufacturing sector related IT projects”, at the Annual International Research Conference organized by Symbiosis Institute of Management Studies, Pune, in December 2013.
- Ms. Nikhat Afsan, **second prize** under **Doctoral Track** (certificate of excellence and a cash prize) for the paper titled ‘The Mediating Role of Customer Related Performance Outcome on the Relationship between Customer Integration and Firm Performance: An Investigation in Indian Context”, at **ISDSI** (Indian Subcontinent Decision Sciences Institute) conference held at **IMI, New Delhi**, in December 2013.
- Mr. Rik Paul, as stated below:
  - Received the **2014 Philip Law Scholarship** from **The Case Centre (former ecch), UK** for the case proposal titled “Adopting a Learning Management System: Hurdles Galore”
  - **Winner of the 2013 CEEEMAN/Emerald Case Writing Competition**, for authoring the case titled “Customer Retention at Hyundai Motor India Ltd”
  - **Winner of the 2012 Emerald-IBS Best Emerging Markets Case Award, Emerald Group (UK)** for authoring the case titled “Feeding the Hungry Surfers: [www.justeat.in](http://www.justeat.in).”
  - **Winner of the 2012 IBS-Elite Projects Best Case Award**, at the International Case Study Conference (ICSC) 2012, India, for authoring the case titled “Feeding the Hungry Surfers: [www.justeat.in](http://www.justeat.in).”
  - **Winner of the Best Case Award at the 2nd conference** on management case development at IBS Bangalore, 2011 for developing and presenting the case titled “Avant Garden: Exploring Possibilities for Improving Revenue Management”.
- Ms. Kavita Wadhwa, **Best Paper at the XI Capital Markets Conference 2012**, Indian Institute of Capital Markets, Mumbai titled ‘Market Timing and Pseudo Market Timing: An Empirical Examination of Public Equity Issuance in India’.
- Mr. Jigyasu Gaur, **Emerging Economies Doctoral Student Award in 2012** for the paper titled “The Relationship of Financial and Inventory Performance of Manufacturing Firms in Indian Context”, at the **23rd annual Production and Operation Management (POM) Conference, Chicago**, April, 2012.

The following MBA Students won awards and rewards at various competitions:

- A team of four MBA Students won the ‘Digital Marketing Case Study Contest’ organized by NetElixir, at Hyderabad on August 30, 2014.
- Four of our students represented the institute in the Baylor-USASBE Case Research Competition held at Fort Worth, Texas, USA, in January 2014 and were among the top-six finalists selected through a global competition to make a presentation at the USASBE conference at Fort Worth, Texas, USA.
- One of our students represented India in the Global Youth Marketing Camp organized by Hyundai in Seoul, South Korea in February 2013.
- Two of our students won the second prize at Baylor-USASBE Student Case Research Competition 2011, USA.
- One of our students won the EFMD Case Writing Competition 2010: Inclusive Business Models Category, Brussels, Belgium in 2010.
- G. Sulakshmi Priyanka, BBA –LLB (Hons.) student won the **Third Best Paper** Presentation for the paper titled “Corporate Social Responsibility – Going to be a Mandatory Obligation in India for the Companies” at **Human Rights and Corporate Social Responsibility** conference organized by **Andhra University, March, 2013**

## 2.3 Teaching-Learning Process

### 2.3.1 How does the university plan and organise the teaching, learning and evaluation schedules (academic calendar, teaching plan, evaluation blue print, etc.)?

Student Handbook covers the academic calendar, evaluation methods and the academic requirements for progressing into the next semester etc. Teaching plan is clearly indicated in the course handouts issued by the respective faculty members to the students at the beginning of the semester. The teaching plan is scheduled for all the courses and is made available to the students through Intranet.

With regard to the evaluation schedules, the faculty members are expected to complete the evaluation of internal assessment within the stipulated time. Likewise, the timelines of the final term end examination, evaluation of papers and declaration of the results are scheduled well in advance. Whether it is internal assessment or end term examination, the Faculty Members are required to make the evaluation key available to the students, so that the evaluation process is transparent.

A schedule of the academic calendar for each faculty is given below:

### Faculty of Management

#### Ph.D

Semester		From	To	No. of Weeks
I	Registration	2 June 2014		
	Sessions	3 June 2014	26 Sep 2014	17
	Examinations	27 Sep 14	5 Oct 2014	1
II	Registration	13 Oct 2014		
	Sessions	14 Oct 2014	6 Feb 2015	17
	Examinations	8 Feb 2015	14 Feb 2015	1
SRP	SRP Period	Feb 2015	May 2015	12
	Evaluations	May 2015	May 2015	1
Ph.D		May 2015		

#### MBA

Semester		From	To	No. of Weeks
I	Registration	2 June 2014		
	Sessions	3 June 2014	26 Sep 2014	17
	Examinations	27 Sep 14	5 Oct 2014	1
	Vacation	6 Oct 2014	10 Oct 2014	1
II	Registration	13 Oct 2014		
	Sessions	14 Oct 2014	6 Feb 2015	17
	Examinations	8 Feb 2015	14 Feb 2015	1
	Vacation	15 Feb 2015	21 Feb 2015	1
SIP	Registration	2 Feb 2015		
	SIP Period	23 Feb 2015	11 May 2015	12
	Evaluations	18 May 2015	23 May 2015	1
	Vacation	25 May 2015	30 May 2015	1

Semester		From	To	No. of Weeks
III	Registration	1 June 2015		
	Sessions	2 June 2015	25 Sep 2015	17
	Examinations	26 Sep 15	4 Oct 2015	1
	Vacation	5 Oct 2015	10 Oct 2015	1
IV	Registration	12 Oct 2015		
	Sessions	13 Oct 2015	5 Feb 2016	17
	Examinations	7 Feb 2016	13 Feb 2016	1
	Vacation	14 Feb 2016	20 Feb 2016	1

### BBA

Semester		From	To	No. of Weeks
I / III / V	Registration	1 August, 2014		
	Sessions	1 August, 2014	30 Nov 2014	17
	Mid-Term Examinations	6 Oct 2014	10 Oct 2014	1
	End-Term Examinations	1 Dec 2014	10 Dec 2014	1
	Vacation	7 Dec 2014	1 Jan 2015	4
II / IV / VI	Registration	2 January, 2015		
	Sessions	2 January, 2015	3 May, 2015	17
	Mid-Term Examinations	2 March, 2015	7 March, 2015	1
	End-Term Examinations	4 May, 2015	9 May, 2015	1
	Vacation	10 May, 2015	24 May, 2015	2
SIP	SIP Period	25 May, 2015	18 July, 2015	8
	Vacation	19 July, 2015	30 July, 2015	

### Faculty of Science and Technology

#### Academic Year: 2014-2015

An academic year consists of first semester, second semester and a summer term. The academic calendar listing the dates of all important academic events for the year is prepared at the beginning of each year and is strictly adhered to in letter and spirit.

Semester	Activity	Dates
First	First Semester Starts	01-08-2014
	Registration for all students	01-08-2014
	Class-work starts	04-08-2014
	Late registration	08-08-2014
	Last day for substitution of courses	15-08-2014
	Last day for withdrawal from courses	10-10-2014
	Last day for class-work	28-11-2014
	Comprehensive Examinations	01-12-2014 to 15-12-2014
	First Semester ends	15-12-2014
	Recess	16-12-2014 to 01-01-2015
Second	<b>Second Semester Activity</b>	<b>Dates</b>
	Second Semester Starts	02-01-2015
	Registration for all students	02-01-2015
	Class-work starts	05-01-2015
	Late registration	09-01-2015
	Last day for substitution of courses	16-01-2015
	Last day for withdrawal from courses	13-03-2015
	Last day for class-work	30-04-2015
	Comprehensive Examinations	01-05-2015 to 15-05-2015
	Second Semester ends	15-05-2015
	Recess	16-05-2015 to 31-07-2015
Summer Term	<b>Summer Term Semester Activity</b>	<b>Dates</b>
	Internship Program I	18-05-2015 to 11-07-2015
	Internship Program II	02-01-2015 to 13-06-2015 01-07-2015 to 15-12-2015
	Next session starts	3/8/2015

- **Designing the program structure and updating of the structure:**

The B.Tech Program structure has been designed and updated periodically taking into account the objectives of the program. Inputs from experts drawn in from academics and industry go into the design of the program structure. The contents of each of the courses and the order in which the various courses are to be offered across various semesters is decided by individual departments in consultation with the subject experts, who form part of the Board of Studies. The program structure is then approved by the Academic Council.

- **Course allotment process:**

The courses are classified as single section courses and multi-section courses. Under normal conditions, the faculty members who would handle the various single section courses and the team to conduct various multi-sectional courses are identified well

before the commencement of the semester. Courses which are of inter-disciplinary nature are handled by faculty drawn from various departments in order to ensure that the inter-disciplinary flavor of the course is retained. This also encourages better discussion across the disciplines. Allotment of courses to the faculty is based on the needs of the departments and the preferences of the faculty.

- **Handout:**

Once the faculty/team is identified, the instructor-in-charge is identified. The instructor functions as the instructor-in-charge for single section courses. The Instructor in charge in consultation with his team of instructors prepares the handout for the course. The course objective provides the scope and objective of the course. It also provides details regarding the number of units, list of reference books and text books, the pace and depth of content coverage, frequency/duration of the classes, attendance policy, dates and weightage given to evaluation components like quiz, tests, assignments, end-semester examinations. Every student registered for a course is provided with the course handout in the first week of the semester and is therefore well aware of how the course would progress.

- **Evaluation blue print:**

The different components of evaluation are evenly spread out in the semester and are aimed at testing attributes such as spontaneous recall, practical application of concepts, ability to work independently, competence in conceptualized arguments and aptitude to face unfamiliar situations. The end-semester examination is comprehensive and includes the entire syllabus. The evaluation component, weights of the components and evaluation method may vary depending on the nature of the course. All written examinations are conducted at specified venues as per the pre-specified schedules. Examination schedules are announced to the students through course handouts and/or student circulars. The written examination consists of questions like multiple-choice, short-answer, descriptive-answer and numericals. The pattern and type of questions may vary depending on the nature of the course.

- **Evaluation Feedback:**

Solutions of the question paper with the marking scheme are displayed immediately after the test. This is to ensure that students have clarity on the process of evaluation. The answer scripts are promptly evaluated, and returned to the students within seventy two hours of the conduct of the examination. Students have the right to seek clarification/revaluation in case of any deviation from the marking scheme displayed. The performance of the students with reference to the highest, lowest and average marks is discussed in detail in the class.

In eighth week of the semester, the mid-semester grading for each course is announced to the students. This is done to enable a student to understand his current level of performance in comparison with other students registered for the course and act as an alert to the students to improve their performance in the remaining evaluation components.

At the end of a semester, letter grades are awarded to the students based on their overall performance in the course. These grades are relative to the performance of all the students evaluated for that course.

### Faculty of Law (academic calendar)

Semester – I / III / V / VII / IX		Semester – II / IV / VI / VIII / X	
Class Work	01-08-2014 – 06-12-2014	Class Work	02-01-2015 – 09-05-2015
Mid-term Exam	06-10-2014 – 10-10-2014	Mid-term Exam	02-03-2015 – 07-03-2015
Final Exam	01-12-2014 – 06-12-2014	Final Exam	04-05-2015 – 09-05-2015
Semester Break	07-12-2014 – 01-01-2015	Semester Break	10-05-2015 – 24-05-2015
		Internship	15-05-2015 – 15-07-2015

**Note:** SIP will be for any continuous 4 weeks falling in the prescribed period.

**2.3.2 Does the university provide course outlines and course schedules prior to the commencement of the academic session? If yes, how is the effectiveness of the process ensured?**

**Yes.**

The faculty members of the University issue course handouts which cover the broad learning objectives of the course, detailed session-wise plan, topics to be covered and case studies matched with the content of the topic and the chapters in the relevant text / reference books suggested. The learning outcomes from the session-wise topics are also provided.

**2.3.3 Does the university face any challenges in completing the curriculum within the stipulated time frame and calendar? If yes, elaborate on the challenges encountered and the institutional measures to overcome these.**

**No.**

A Zero tolerance approach is strictly followed. Exemptions on medical grounds, participation in paper presentations, participation in case writing competitions is allowed. However, they are adjusted within the same semester, by scheduling the backlog on Saturdays. Consequently not a single session in any course is cancelled.

2.3.4 How is learning made student-centric? Give a list of participatory learning activities adopted by the faculty that contributes to holistic development and improved student learning, besides facilitating life-long learning and knowledge management.

- a. **Case Method and Class Participation:** Students prepare themselves for the class by going through the selected case-study, link up with the concerned topic by referring to the textbooks and reference books and attend the class. They later discuss in their group before going to the class. The Faculty Member moderates the case discussion in the class and integrates concepts with applications. The case method is a differentiated teaching approach that involves presenting the students with a case and putting them in the role of a decision maker facing a problem.
- b. **Simulation:** Students are exposed to the decision-making process through simulation exercises in courses like services marketing, where simulations were used in competitor analysis; marketing, pricing strategy, profitability, channel conflict; customer acquisition; customer retention; customer satisfaction; market planning strategy; market research; market segmentation etc. Simulation enables students to learn more through critical thinking. The emphasis is on developing a holistic perspective that deals with unstructured situations and imparting skills in decision-making under uncertainty.
- c. **Modeling:** Courses like security analysis and financial modeling use modeling to expose the students to various decision-making scenarios.
- d. **Entrepreneurship Development:** In this course students have a hands-on experience by running stalls in the campus and get experiential learning.
- e. **Internship Programs:** Internship programs help the students understand what the corporate life is all about, how different it is from the theoretical knowledge and how executives have to grapple with problems that need to be addressed right away based on insufficient data and resources. Once the student is exposed to a challenge that stares at decision makers, he or she is able to appreciate the importance of striking a fine balance between precept and practice in order to emerge as winners. Internships also help students understand the importance of getting along with people in order to deliver results in sync with the needs and demands of a dynamic world. During the internship program the student also picks up effective work habits and gains a grip over formal activities that are carried out within a chosen field of study.



The students learn everything by actually handling a demanding, challenging job for a while. The experience is unique in the sense that they are made to shift gears and change approach when the situation demands. Every student, after getting trained vigorously and rigorously by both the Faculty and the Industry expert begins to feel the difference. If the intern is able to show good performance, the internship opportunity gets converted into a final placement offer.

- f. **Dealing Room Facility:** To provide the student with hands-on experience in integrated treasury transactions, dealing room facility has been provided for students of finance and banking.
- g. **Student Clubs:** The University has thirty-seven student clubs with different activity focus. The list of students clubs is presented in item 5.3.1.
- h. **Project Oriented / Lab Oriented Courses for our Engineering students:** The objective of project oriented / lab oriented courses is to provide the student with the experience of designing, constructing, integrating, testing and debugging an experiment / project. This is a concept of learning-by-doing.

Hardware projects were introduced as part of the Electronic Devices & Circuits and Electronic Circuit Analysis Courses which are 2<sup>nd</sup> level and 3<sup>rd</sup> level courses for ECE and EEE students. Students were encouraged to identify the projects and to submit their proposals. After due discussion with the committee comprising course instructor in-charge and the Senior Faculty Members, students build the prototype depending upon the cost incurred, availability of the components, time requirement and circuit diagram.

Students were evaluated based on the (i) Proposal (ii) Interim Progress (iii) Understanding of the Block diagram and (iv) Demonstration. The outcome of this approach helps students in cultivating team spirit, designing the printed circuit board, circuit connections and soldering, testing and demonstration of their projects.

- i. **Moot courts** and court visits for Law students form part of the learning process.
- j. **Internship for Law Students:** Student's summer internship forms integral part of the curricular requirements. Students of BBA- LLB (Hons.) program have to undergo internship of four weeks each for all the five years, which is mandatory as per Bar Council of India. The students are sent to law firms/lawyers' offices/judges offices and corporate firms alternately.



Prof. Sukhadeo Thorat, Chairman, ICSSR and former Chairman UGC was the Speaker at the 4th Foundation Day Lecture on 'Higher Education in India: Issues Related to Equity, Diversity & Nation Building'.



Prof. T. N. Srinivasan, Distinguished Professor of Yale University

### 2.3.5 What is the university's policy on inviting experts / people of eminence to deliver lectures and/or organize seminars for students?

The university regularly invites experts to address the students and faculty members. The university as a policy has a minimum of two guest lectures per course. About 58 researchers of eminence visited the campus and delivered lectures on various research topics in last four years. The faculty members and students had interaction with these eminent visitors. Apart from the eminent lectures the University also conducted about 200 guest lectures during the period under review.

An indicative list of distinguished visitors is given below:

<b>Padma Vibhushan Awardees</b>	
Prof. C R Rao	Professor Emeritus at Penn State University and Research Professor at the University of Buffalo, New York, USA.
Prof. C Rangarajan	Former Chairman, Economic Advisory Council to the Prime Minister.
Mr. M Narasimham	Former Chairman, Administrative Staff College In India, Former Governor of RBI, Former Executive Director World Bank, Former Executive Director International Monetary Fund & Former, Secretary in the Ministry of Finance.
Dr. Y V Reddy	Chairman Fourteenth Finance Commission, Former Governor, Reserve Bank of India.
Dr. Pratap C Reddy	Founder Chairman Apollo Hospitals Group.
<b>Padma Bhushan Awardees</b>	
Prof. T N Srinivasan	Distinguished Professor of Yale University, USA.
Dr. Narendra Jadhav	Former Member, Planning Commission of India.
Prof. Abhijit Sen	Former Member, Planning Commission of India.
<b>Padma Shri Awardees</b>	
Dr. Seyed E. Hasnian	Former Vice Chancellor, University of Hyderabad.
Dr. Arun Maira	Former Member, Planning Commission of India.
Dr. Madhava Menon	Founder Vice Chancellor, The National Law School of India University, Bangalore, Chairman, Menon Institute of Legal Advocacy Training, Thiruvananthapuram.
Dr. Sukhadeo Thorat	Chairman of Indian Council of Social Science Research (ICSSR), Former Chairman, UGC.
<i>Contd...</i>	

<i>Contd...</i>	
Dr. Arun Kumar Joshi	Founder, Himalayan Environmental Studies & Conservation Organisation.
<b>Other Distinguished Visitors</b>	
Justice BP Jeevan Reddy	Former Chairman, Law Commission of India, Former Justice, Supreme Court of India and former Justice, International Court of Justice, Hague.
Dr Farooq Abdullah	Former Union Minister for New and Renewable Energy.
Prof. Dipak C. Jain	Dean At INSEAD, Paris and Former Dean At Kellogg Business School.
Prof. Arvind Panagariya	Jagdish Bhagwati Professor of Indian Political Economy At Columbia University, New York And A Non-Resident Senior Fellow At The Brookings Institution, Washington, DC.
Prof. Jagdish N. Sheth	Charles H. Kellstadt Chair of Marketing In The Goizueta Business School At Emory University, USA.
Prof. Vijay Govindarajan	Tuck School of Management, Dartmouth College, Formerly Professor at Harvard University and ranked 3 <sup>rd</sup> in the 50 Greatest Management Thinkers in the World.
Prof. Suresh Sundareshan	Chase Manhattan Bank Professor of Economics and Finance, Columbia Business School, Columbia University, New York, USA.
Prof. V Raghunathan	CEO of GMR Varalakshmi Foundation, Hyderabad and Former Professor, IIM Ahmedabad.
Prof. Kavil Ramachandran	Thomas Schmidheiny Chair of Family Business and Wealth Management, Indian School of Business, Hyderabad.
Dr. P A V B Swamy	Former Senior Economist, Division of Research and Statistics, Federal Reserve Board, Washington, DC, USA.
Prof. M R Rao	Dean Emeritus, ISB and Provost of Woxsen School of Business, Hyderabad.
Prof. Devanath Tirupati	Dean Academics, IIM, Bangalore.
Prof. Ramakrishna Ramaswamy	Vice – Chancellor, University of Hyderabad.
<i>Contd...</i>	

<i>Contd...</i>	
Dr. Susan Lund	Partner, McKinsey Global Institute, McKinsey & Co, Washington DC
Mr. Richard M Rossow	Senior Fellow, Wadhvani Chair, US India Policy Studies, Center for Strategic & International Studies (CSIS), Washington DC.
Mr. Harish Bhat	Member, Group Executive Council, Tata Sons, Mumbai.
Dr. Kiran Bedi, IPS	Former Director General, Bureau of Police Research and Development, New Delhi.
Professor Prasad Kaipa	CEO of Kaipa Group in California, USA.
Dr. Prasanna Chandra	Former Professor of Finance at IIM Bangalore, Visiting Professor of Finance at Southern Illinois University, USA, Director of Centre for Financial Management, Bangalore.
Mr. Milind Chalisgaonkar	Country Advisor, Axa Group.

The detailed list of eminent persons and guest lecturers during the last four years is provided as appendix.

### 2.3.6 Does the university formally encourage blended learning by using e-learning resources?

**Yes.**

The details are presented below:

#### **Faculty of Management**

As an initiative towards e-learning activities, IBS introduced a customized version of Moodle, a web-based flexi-learning platform for providing blended learning (blending face-to-face instructional practices with online learning) opportunities to students. Later, we have developed our own in-house e-learning software and migrated to our own platform named as Students Information Management System. This platform contains a comprehensive list of activities such as online examinations and instant results, feedback capturing, SIP monitoring and communication and so on. As it is internet based, it also enables the Faculty Members and students to access the system from anywhere and at anytime. It aims at providing an extended and elaborate learning experience which connects the students with their faculty and peers beyond classroom. It aims at engaging students in constructive learning practices.

### Faculty of Science and Technology

As an initiative towards e-learning activities, Faculty of Science and Technology utilizes the facilities of QEEE and NPTEL

**QEEE:** Quality Enhancement in Engineering Education is a program launched by MHRD under Prof Junjunwala from IIT Madras. It is a Direct To Student (DTS) program. Highly qualified faculty members from IITs are part of the program. Their live classes (of select subjects, 15 in number for current semester) are beamed through internet / satellite link for local engineering colleges throughout the country. In total 135 colleges were associated with the program. The Faculty of Science and Technology is also a member (Sem-I 2014-15, onwards) and is willing to leverage the benefit out of this DTS program for its students. The faculty has set-up a fully equipped class room (high quality audio – video class room) for this purpose.

The registration details for QEEE Live classes and video based lectures are presented below:

Course (15 Sessions Each)	No. of Students
Digital Signal Processing	36
Introduction to Database Systems	60
Data structure & Algorithm	60
Digital Signal Processing (Lab)	36

The Faculty has an approved budget of Rs.2 lakh for increasing the learning process of its students and adding more value to them. Students in this DTS process get opportunity to directly hear from the IIT faculty members and are exposed to many other colleges through video and live interaction.

**NPTEL:** Apart from the regular classroom teaching activities, the faculty has the facility of e-learning through online web and video courses in Engineering, Science and Humanities streams under NPTEL (National Program on Technology Enhanced Learning). NPTEL is developed by IITs, to enhance the quality of engineering education in the country by providing free online courseware. Both the faculty members and students have access to it and can freely download the courseware.

The contents developed in NPTEL are quite useful and extensively used in all areas of engineering. The students learn the concepts at their pace and it is also found to be useful for various competitive examinations including GATE.



**2.3.7 What are the technologies and facilities such as virtual laboratories, e-learning, open educational resources and mobile education used by the faculty for effective teaching?**

Effective teaching and learning is ensured through Power Point Presentation by using LCD, Computer Lab, online data base, implementation of – Information, Communication Technology, Student Information Management System, Video conferencing, online simulation games etc.

**2.3.8 Is there any designated group among the faculty to monitor the trends and issues regarding developments in Open Source Community and integrate its benefits in the university's educational processes?**

The University has informally monitored the trends and uses the following open sources and integrates its benefits in its educational process:

- Linux,
- MOOCs (Massive Open Online Courses),
- MPTL (Multimedia in Physics Teaching & Learning),
- OpenGL (3D Graphics Library),
- R Libraries for Data Analysis, Data Mining and Data Analytics,
- Java Libraries and
- NPTEL Database.

**2.3.9 What steps has the university taken to orient traditional classrooms into 24x7 learning places?**

The entire academic block in the campus is Wi-Fi enabled. All the classrooms and lecture theatres are provided with LCD projectors. We have exclusive video conferencing facility. The students bring laptops / ipads to the classroom. Each Faculty Member has an exclusive chamber with a desktop and internet facility.

**2.3.10 Is there a provision for the services of counsellors / mentors/ advisors for each class or group of students for academic, personal and psycho-social guidance? If yes, give details of the process and the number of students who have benefitted.**

**Yes.**

There is a provision for the services of counselors / mentors at the University.

Mentoring as a system has been introduced, wherein 10-15 students are allotted to a Faculty Member who helps students in solving academic and other problems / issues. It is meant to be an individualized

relationship between student and a Faculty Member who has a genuine interest in the student's educational and career goals. It focuses not only on academic guidance, but also on a sustained nurturing of the student for overall development. Every student is assigned to a Faculty Mentor, who is not teaching him or her in the ongoing semester.

Such Faculty Mentors would be (a) senior advisers, who can share their knowledge and experience, (b) supporters, who can provide emotional and moral support, (c) sounding boards, who lend their ears and improve clarity of thought and speech, (d) guides, who provide information and career guidance and (e) role models, whose life and work would illustrate the importance of integrity, helpfulness and hard work. Mentorship by these Faculty Members would enable students to:

- a. Stay focused on acquiring knowledge and skills,
- b. Develop confidence and ability to network and collaborate,
- c. Gain additional perspectives on their own discipline, specialization and personality,
- d. Find courage and confidence to deal with difficult situations and
- e. Improve awareness of the world around them, while staying grounded.

While it may appear that the benefits of mentoring are only for the students, the reality is that it benefits the Faculty Mentors as well. Modern mentoring enables Faculty Members to:

- a. Engage inquisitive young minds productively,
- b. Keep abreast with new technologies and techniques,
- c. Develop possible future collaborators and business partners,
- d. Gain perspective on their own effectiveness as teachers and mentors and
- e. Enjoy the satisfaction inherent in seeing your protégés succeed.

A few important points to note in the Mentoring system of the University are:

- a. The contact details of the mentees and their parents/guardians will be provided to the mentors. Mentors can collect updated CVs from the mentees. Attendance, details of formal student activities, and disciplinary and academic records of these mentees will be made accessible to the mentors. Faculty Mentors are encouraged to maintain file records of mentees.
- b. The contact details of the mentors will be provided to the students as well as to the parents and the mentors must find some time during office hours to meet mentees at least once in a fortnight.



- c. Mentors may specifically help their mentees with information and guidance on generating and undergoing Summer Internship Program (SIP).
- d. A Mentorship Monitoring Committee will review the Mentorship Program on a continual basis.
- e. Mentors may identify weak students and suggest remedial measures.
- f. Mentorship program is also expected to strengthen the foundation for the Syndicated Learning Initiative, which the students will be a part of.
- g. In the second year, the mentors will also be provided with feedback sheets from the mock GD and mock PI processes.
- h. Faculty Mentors may also keep track of the mentees' performance in subsequent placement process and provide timely advice and help.
- i. While Faculty Mentors have a moral responsibility for the performance of their mentees, mentees do not have any claim over any of the Mentor's resources including time, and the mentor is not liable for any act of omission or commission by the mentees.
- j. While the Faculty Mentors need to be committed to the mentoring program in spirit and in action, the responsibility of meeting each other is primarily with the mentees. Neither is there any vicarious responsibility on the mentor's part nor is the Faculty Mentor accountable for the student's failure to work towards his/her personal success and growth. It is fully recognized that the success of mentorship depends upon both the mentor and the mentee.

Besides, a clinical psychologist (counsellor) has been appointed to counsel the students. She has counselled 135 students during the academic year 2013-14. The broad details are provided under the criterion 5.1.1. The University also has a concept of alumni mentoring. Ten to fifteen students are allotted to a mentor, who helps the students in their career management.

**2.3.11 Were any innovative teaching approaches/methods/practices adopted / put to use by the faculty during the last four years? If yes, did they improve learning? What were the methods used to evaluate the impact of such practices? What are the efforts made by the institution in giving the faculty due recognition for innovation in teaching?**

**Yes.**

1. **Case methodology:** In traditional teacher-centered approaches, students learn mostly by 'being told' and 'imitation'. Case-based learning turns this equation on its head by enabling students to learn more through critical thinking. The emphasis is on

developing a holistic perspective that deals with unstructured situations and imparting skills in decision-making under uncertainty. Thus this method of learning is more learner-centric and engaging. Notwithstanding the many advantages of case-based learning, the University feels that this method can be made more effective and interesting if it is complemented with related activities such as simulation, modeling, gaming etc. (before, after or during the case discussion). In such activity-based case discussions, a student is not just involved in discussing and learning from a case but actively engaged in a task. The focus is on application of knowledge and on 'learning by doing'. This takes student-centered learning to a whole new level.

**How it improved learning:** Case methodology of teaching is basically a student centric learning method. Students put in efforts in relating the contents of the case study to the concept being discussed in the class. Students should read the relevant chapters / topics and appreciate how such concepts are reflected in the case-study.

**Impact Evaluation:** In the class, the professor will raise inquisitive questions to help the students relate the contents of the case with the concepts while simultaneously helping them to learn the concepts / application of the concepts. Based on the participation of the students, they are continuously evaluated and awarded grades.

2. **Simulation:** Students are exposed to the decision-making process through simulation exercises in courses like services marketing, where simulations were used in competitor analysis; marketing, pricing strategy, profitability, channel conflict; customer acquisition; customer retention; customer satisfaction; market planning strategy; market research; market segmentation etc. Simulation enables students to learn more through critical thinking. The emphasis is on developing a holistic perspective that deals with unstructured situations and imparting skills in decision-making under uncertainty.

**Visit to PackPlus South 2013:** This is an assignment activity for the students of Business Marketing. About 120 MBA students (III semester) were asked to participate in PackPlus South 2013 trade exhibition to examine the B2B Marketing and were asked to write an assignment on –‘the use of exhibitions and trade fairs for promotions and networking in B2B marketing’.

3. **Kids Fair 2013:** About 145 MBA Students (III semester) were assigned to participate in Kids Fair 2013 to have a firsthand experience of creating brands for an important demographic segment like kids. The assignment was taken to internalize learning.

**Recognizing Faculty:** We have attractive incentives and reward systems in place for our Faculty Members in the form of Best Teacher Award (Rs. 1 lakh), Apollo NJY Award (Rs. 1 lakh), Incentives for Quality Publications, sponsorship for attending international/national conferences, SIP / placement incentives etc. Faculty Members are also awarded reward points for teaching, research, industry interface, consultancy assignments etc. These points are taken into account at the time of their appraisal as well as for funding their participation in international/national conferences. Recently in October 2014 an award for exemplary contribution in case development was awarded to Prof. Debapratim Purkayastha. It carried a cash prize of Rs. 1 lakh.

**2.3.12 How does the university create a culture of instilling and nurturing creativity and scientific temper among the learners?**

- a. Students are assigned projects in different domains.
- b. Term Papers and their presentation.
- c. **Case Method and Class Participation:** Students prepare themselves for the class by going through the selected case-study, link up with the concerned topic by referring to the textbooks and reference books and attend the class. The Faculty Member acts as a facilitator and ensures that students have learnt the concepts properly by presenting the case study for discussion along with relevant inquisitive questions.
- d. **Simulations:** In marketing courses viz. Strategic Marketing Management and Customer Relationship Management, finance courses like Investment Banking, Simulation packages from Harvard are used. Students have to participate in developing strategies and producing the output as expected. Students get hands-on experience in developing strategies.
- e. **Summer Internship Program:** The summer internship program helps the student in gaining both theoretical knowledge and practical training at the industry. The Internship program enables students' to apply theoretical knowledge to real life situations. It makes them understand how different the real world is. It helps them to fine tune their analytical, technical and research skills as well as resolve knotty issues surrounding a complex real-life situation. In the process, they also move closer to the industry experts and improve their employment prospects.
- f. **Technical Workshops:** National level workshops are conducted for students of Science and Technology. Problem based workshop was conducted on Quadcopter and Android Application

Development during September 20-21, 2014. The Android Application Development Workshop provided the participants technical training on the concepts and programming methodologies needed to develop applications for mobile devices.

Two day workshop on Automotive Sketching and Styling was conducted during October 18-19, 2014. In this event, resource persons from industry (Head of Design from Ashok Leyland) imparted knowledge on sketching and concepts of developing the car design. More than 200 students participated in this event.

- g. Students are encouraged to conduct and organize meetings and functions through various club activities which are co-curricular in nature.
- h. Student Participation in case competitions.

**2.3.13 Does the university consider student projects mandatory in the learning programme? If yes, for how many programmes have they been (percentage of total) made mandatory?**

**Yes.**

Student projects are mandatory for Ph.D, MBA, BBA, B.Tech and BBA-LLB (Hons.). They are a part of the internal evaluation.

The Summer Internship Program with 10 credits, is a part of all our programs and provides the requisite exposure to the students to industry / corporate / business houses etc. It forms an important component of education at the University and attempts to bridge the gap between theory and practice in the corporate world. Under this, students undertake internships of different duration depending upon the faculty, at any organization/company.

The internship, which would be a simulation of real work environment, requires the students to undergo the rigor of professional environment both in form and substance. It exposes them to technical skills, and helps them to acquire social skills by drawing them into contact with executives working in different industries real professionals. Students are encouraged to take up time bound multi-disciplinary and goal-oriented assignments involving team work. Solutions to various problems confronted in the assignments might be open-ended, involving an element of analytical thinking, processing and decision-making in the face of insufficient data and uncertain situations.

**\* Number of projects executed within the university**

During the year 2013-14, students did 862 projects in about 19 sectors comprising of 334 companies. The details of three faculties are as follows:

**Faculty of Management**

**MBA**

The details of area of specialization and sector wise break up are given below:

**Area of Specialization**

Sl. No.	SIP Area	No. of Students	Percentage
1	Finance	372	43.21%
2	HR	45	5.23%
3	IT	2	0.23%
4	Marketing	409	47.39%
5	Operations	6	0.70%
6	Others	28	3.25%
	<b>Total</b>	<b>862</b>	<b>100.00%</b>

**Sector Wise Break Up**

Sl. No.	Sector	Student Count	Percentage
1	Advertising	9	1.05%
2	Automobiles	35	4.07%
3	Aviation	1	0.12%
4	Banking & Finance	355	41.23%
5	Consultancy	59	6.74%
6	Consumer Durables	34	3.95%
7	Education	12	1.39%
8	FMCG	79	9.18%
9	Healthcare	20	2.32%
10	Hospitality	12	1.39%
11	Infrastructure	56	6.50%
12	IT	45	5.23%
13	Logistics	1	0.12%
14	Oil & Gas	15	1.74%
15	Power	19	2.21%

Sl. No.	Sector	Student Count	Percentage
16	Real Estate	2	0.23%
17	Retail	22	2.56%
18	Telecom	21	2.44%
19	Others	65	7.55%
<b>Total</b>		<b>862</b>	<b>100.00%</b>

### Faculty of Science and Technology

Sl. No	Branch	No. Of students	No. of Companies
1	Mechanical Engineering	18	10
2	Electronics and Communications Engineering	41	16
<b>Total</b>		<b>59</b>	<b>26</b>

Sl. No.	Name of the Company	Branch	No. of Students
<b>Mechanical Engineering</b>			
1	Abb (Thomas & Betts)	ME	1
2	Kwality Photonics	ME/EC	2
3	Jyothi Spectro Analysis	ME	1
4	Arya Systems	ME	2
5	Schneider Electric	ME	2
6	Hyderabad Industries	ME	2
7	Usha International Ltd.	ME	4
8	Veljan Hydrair	ME	2
9	Boteya Spacotech And Automation	ME	1
10	The Paper Products Ltd.	ME	1
<b>Electronics and Communications Engineering</b>			
1	Csio	EC	4
2	National Informatic Center	EC	4
3	Ahex Technologies Pvt.Ltd	EC	4
4	Abb (Thomas & Betts)	EC	1
5	Avantel Ltd.	EC	2

Sl. No.	Name of the Company	Branch	No. of Students
6	Axis Aerospace & Technologies Ltd.	EC	4
7	Physitech Electronics	EC	5
8	Techno systems And Services	EC	2
9	Schneider Electric	EC/ME	3
10	KB Power Care Pvt. Ltd.	EC	3
11	Multitech Systems	EC	1
12	Ram Engineering & Controls	EC	2
13	The Paper Products Ltd.	EC/ME	1
14	HMT	EC	2
15	Unistrings Tech Solutions	EC	2
16	Kwality Photonics	EC	1

**IP3 Jan 2014 to June 2014 4th year 2<sup>nd</sup> semester**

Sl. No.	Name of the Company	No. of Seats	Branch	No. of Students
1	VIRTUSA	3	CSE	3
2	CMC	4	CSE/ECE	4
3	Verity Knowledge Solution	1	CSE	1
4	Avantel	1	CSE	1
5	Sevya Multimedia	6	CSE/ECE	6
6	Schneider Electric	9	CSE/ECE/ME	9
7	NGE Services	5	ECE	5
8	AHEX Technologies	2	CSE	2
9	PS Metallurgicals	2	ME	2
10	MAGNA InfoTech	5	ECE	5
11	DLRL	1	ECE	1
12	Divami Software	4	CSE/ECE	4
13	MEDIQUIP	2	ECE	2
14	VRL Automations	2	ME	2
15	Intralogsics	5	CSE/ECE	5

Sl. No.	Name of the Company	No. of Seats	Branch	No. of Students
16	AXIS Aerospace	4	ECE/ME	2
17	Kwality Photonics	6	CSE/ME	3
18	HBL	5	ECE	5
19	Saket Engineers	5	CE	4
20	STUP Consultants	2	CE	2
21	MAGNA INFOTECH	5	ECE	5
22	CSIO	4	CSE/ECE	4
23	SERC	2	CE	2
24	KUN United	2	ME	2
25	RAMKY	1	ME	1
26	MUNGI	5	ME	5
27	General Motors	5	ME	5
<b>TOTAL</b>				<b>92</b>

### Faculty of Law

1. No. of Students working in Law firms: 48
2. No. of Students working in Corporate firms: 17

\* Names of external institutions associated with the University for Student Project Work.

334 companies were associated with the University for Student Project Work. Refer appendix.

\* Role of faculty in facilitating such projects

During the period of internship, the Faculty Guide is solely responsible for the student's performance. The faculty members who are assigned the task of supervision interact on a timely basis with the students to monitor their work. Faculty Guide also interacts with the Company Guide regularly. This exercise is initially to chalk out an effective interaction plan and later to know about the student's progress in relation to the quality and quantity of work put in by the student. The exercise helps in continuous monitoring and guiding the student in the assigned work. Besides this, regular interaction with the outside world in the form of guest lectures and talks by eminent persons broadens the exposure of the students.



2.3.14 Does the university have a well qualified pool of human resource to meet the requirements of the curriculum? If there is a shortfall, how is it supplemented?

**Yes.**

The shortfall if any is supplemented through Adjunct and Visiting Professors.

2.3.15 How are the faculty enabled to prepare computer-aided teaching/learning materials? What are the facilities available in the university for such efforts?

### **Faculty of Management**

Online tests are conducted. In Marketing and Banking Management courses videos are used as a platform. Every Faculty Member is provided with a computer with internet connection including access to all online data bases. Each class room is provided with a system, an LCD Projector and a Screen for Power Point Presentation.

### **Faculty of Science and Technology**

Live classes are provided through QEEE and NPTEL. They are beamed through Internet.

**QEEE:** Quality Enhancement In Engineering Education, is a program launched by MHRD under Prof Junjunwala from IIT Madras. It is a Direct To Student (DTS) program. Highly qualified faculty members from IITs are part of the program. Their live classes (of select subjects, 15 in number for current semester) are beamed through Internet / satellite link for local engineering colleges throughout the country. In total 135 colleges were associated with the program. The Faculty of Science and Technology is also a member (Sem-I 2014-15, onwards) and is willing to leverage the benefit out of this DTS program for its students. It has set-up a fully equipped class room (high quality audio – video class room) for this purpose. The Faculty has an approved budget of Rs.2 lakh for increasing the learning process of its students and adding more value to them. Students in this DTS process get opportunity to directly hear from the IIT faculty members and are exposed to many other colleges through video and live interaction.

The registration details for QEEE Live classes and video based lectures are presented below:

<b>Course (15 Sessions Each)</b>	<b>No. of Students</b>
Digital Signal Processing	36
Introduction to Database Systems	60
Data structure & Algorithm	60
Digital Signal Processing (Lab)	36

**NPTEL:** Apart from the regular classroom teaching activities, the faculty has the facility of e-learning through online web and video courses in Engineering, Science and Humanities streams under NPTEL (National Program on Technology Enhanced Learning). NPTEL is developed by IITs, to enhance the quality of engineering education in the country by providing free online courseware. Both the faculty members and students have access to it and can freely download the courseware.

The contents developed in NPTEL are quite useful and extensively used in all areas of engineering. The students learn the concepts at their pace and it is also found to be useful for various competitive examinations including GATE.

### **Faculty of Law**

The Law Faculty Members have access to Manupatra and West Law, India.

**2.3.16 Does the university have a mechanism for the evaluation of teachers by the students / alumni? If yes, how is the evaluation feedback used to improve the quality of the teaching-learning process?**

**Yes.**

The university has a well laid mechanism for the evaluation of teachers.

### **Faculty of Management and Faculty of Law**

The parameters are presented below:

1.	I understood concept & gained sound knowledge in this course
2.	I got a good perspective of all the important topics covered in the case
3.	Discussions in the class stayed on target with minimal deviation
4.	I felt free to express and explain my views in classroom
5.	The climate in the classroom was conducive for learning
6.	Every student got a fair opportunity to display his/her intellectual capacity
7.	I could easily approach the faculty for any help or clarification
8.	I got explanation for my queries/doubts from the faculty
9.	The grading and evaluation done by the faculty was fair
10.	The internal evaluation test were administered in a fair manner

## Faculty of Science and Technology

The parameters are presented below:

1.	Subject knowledge
2.	Communication and presentation skills
3.	Preparation for the class
4.	Coverage of the syllabus
5.	Emphasis on theory
6.	Emphasis on problem solving / exercises
7.	Punctuality and class room management
8.	Creativity and enthusiasm
9.	Rapport with concern for students
10.	Accessibility and Mentoring

## 2.4 Teacher Quality

### 2.4.1 How does the university plan and manage its human resources to meet the changing requirements of the curriculum?

Several steps are taken by the University to manage its human resources to meet the changing requirements of the curriculum:

- Need based faculty development programs are organized at periodic intervals.
- Case pedagogy workshops are organized.
- Two Knowledge sharing workshops are conducted.
- The Academic Staff College, 'ICFAI Staff College', which began its operations from November 2014, has conducted three programs. The details are provided below :
  - Induction Program for Faculty Members of IBS Hyderabad during December 3-9, 2014.
  - Faculty Development Program for Faculty Members of Law, during December 17-19, 2014.
  - Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, 'A Participative Method to Teach Programming' in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

- Faculty seminars are conducted regularly.
- Faculty members with Ph.D are encouraged to pursue post doctoral fellowships/research. Faculty members without Ph.D are encouraged to enroll for doctorate degree at the University or with other Universities.
- Faculty members are encouraged to participate in conferences and workshops conducted in India / abroad.

The University also has a policy of recruiting the best faculty all through the year. This is through advertisements, faculty referrals, visits to universities with doctoral programs.

Where ever necessary, the University utilizes the services of visiting / adjunct professors in specialized / contemporary areas depending on the need.

#### 2.4.2 Furnish details of the faculty (aggregate)

Highest Qualification	Professors		Associate Professors		Assistant Professors		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers*							
D.Sc./D.Litt.	–	–	–	–	–	–	–
Ph.D.	9	2	19	4	49	26	109
M.Phil.	–	–	–	–	2	–	2
PG	6	–	14	1	32	17	70
Adjunct / Visiting							
Highest Qualification	Professors		Associate Professors		Assistant Professors		Total
	Male	Female	Male	Female	Male	Female	
D.Sc./D.Litt.	–	–	–	–	–	–	–
Ph.D.	6	2	3	–	2	2	15
M.Phil.	–	–	–	–	–	–	–
PG	2	–	4	–	4	4	14

\* Besides the above, the University also has 26 Faculty Associates, who are also involved in teaching and academic activities.

**2.4.3 Does the university encourage diversity in its faculty recruitment? Provide the following details (department / school-wise).**

Department / School	% of faculty from the same university	% of faculty from other universities within the State	% of faculty from Universities outside the State	% of faculty from other countries
Faculty of Management	11	38	45	6
Faculty of Science & Technology	-	56	44	-
Faculty of Law	--	36	64	--

**2.4.4 How does the university ensure that qualified faculty are appointed for new programmes / emerging areas of study (Bio-technology, Bio-informatics, Material Science, Nanotechnology, Comparative Media Studies, Diaspora Studies, Forensic Computing, Educational Leadership, etc.)? How many faculty members were appointed to teach new programmes during the last four years?**

At present we are not offering these programs. Therefore, it is not applicable.

**2.4.5 How many Emeritus / Adjunct Faculty / Visiting Professors are on the rolls of the university?**

	Emeritus	Adjunct	Visiting
Number	0	24	5

**2.4.6 What policies/systems are in place to academically recharge and rejuvenate teachers (e.g. providing research grants, study leave, nomination to national/international conferences/ seminars, in-service training, organizing national/international conferences etc.)?**

The University has well laid down policy for recruitment, internal promotions, incentive system and awards for its faculty members.

The work culture is collegial and offers opportunities for all-round development of the Faculty Member in teaching, research and consultancy. Faculty Members are provided with facilities of on duty leave, leave for pursuing consultancies, research projects, post doctoral fellowships, etc. They are also provided with financial support for presenting papers at international / national conferences.

Research scholars, as a part of the visiting scholar program, visited universities in US, UK and Australia. Their entire expenses were borne by the University. Faculty Members are also allowed to host international conferences in collaboration with international universities / institutions.

For the doctoral thesis conference, a flagship event of the University, the travel, boarding and lodging expenses of each participant is borne by the University. Till date we have conducted 7 conferences. The 6<sup>th</sup> Doctoral conference was conducted in collaboration with Michigan University, USA.

**2.4.7 How many faculty received awards / recognitions for excellence in teaching at the state, national and international level during the last four years?**

**Award / Fellowship**

Faculty Name	Award	Year
Prof. V S P Rao	Best Book Award for the authored book 'Managing Organization, Excel Books, First Edition, 2014	2014
Prof. Shailendra Singh Bisht	BIG GREEN (BG) - Framework for Bringing Scale to Green Livelihood Initiatives (GLIs)	2014
Dr. Vighneswara Swamy	1. UGC-Post Doctoral Fellowship (‘Transaction Costs and Micro finance Intermediaries.’)	2012-13
	2. The Ratan Tata Research Fellowship (‘Financial Inclusion and Gender Dimension’)	2012
	3. The IIBF Macro Research Award (‘Basel III: Implications for Indian Banking.’)	2012
	4. First prize under micro- research award Indian Institute of Banking and Finance (IIBF) (‘Financial Literacy – Key to Inclusive Growth’)	2011
Dr. V. Narender	Reserve Bank of India (‘Project ‘Commercial Paper: Problems and Prospects’)	2010
Prof. Suresh Chandra Bihari	Indian Institute of Banking and Finance, Mumbai, India (Micro Research Competition 2010-11 for the paper titled Financial Literacy- The Key to financial Deepening)	2010

**International Recognition for Case Writing**

Sl. No.	Faculty Name	Title of the Paper / Topic / occasion	Name of the Competition	Name of the Awarding Organization	Award	Month / Year
1.	Prof. G.V Muralidhara	Building Business from Nature: Kari W Block's Entrepreneurial Journey	Best Case in Entrepreneurship	Case Center Anniversary Conference	Winner	2014
2.	Prof. GV Muralidhara	Copenhagen on Road to a Zero Carbon City	Best Paper Three Award	ICSC 2014, Kaulalumpur, Malaysia	Winner	2014

Sl. No.	Faculty Name	Title of the Paper / Topic / occasion	Name of the Competition	Name of the Awarding Organization	Award	Month / Year
3.	Prof.G.V Muralidhara	LENOVO: Challenger to Leader	EFMD Case Writing Award 2013	European Foundation for Management Development (EFMD), Belgium	Winner	2013
4.	Prof. GV Muralidhara	The Social Business Journey at IBM	In the icssc2012	International Case Study Conference , IBS Hyderabad in Collaboration with Utara University (Malaysia)	Winner	Dec 2012
5.	Prof. Debapratim Purkayastha	Ethical Leadership: Ratan Tata and India's Tata Group	BLR Case Study Competition, organized by Association of MBAs (AMBA), UK	Association of MBAs (AMBA), UK	Third prize	Dec 2012
6.	Prof. Debapratim Purkayastha	Sustainable Development at PepsiCo	oikos Global Case Writing Competition (Corporate Sustainability track)	oikos International, Switzerland	Finalist	Dec 2012
7.	Prof. Debapratim Purkayastha	Feeding the Hungry Surfers: www.Justeat.in	Emerald-IBS Best Emerging Markets Case Award, India, Emerald Group (UK)	International Case Study Conference , IBS Hyderabad in Collaboration with Utara University (Malaysia)	Winner Emerald-IBS Best Emerging Markets Case Award	Dec 2012
8.	Prof. Debapratim Purkayastha	SKS Microfinance: Managing Growth and Continuity of a Social Enterprise	Baylor-USASBE Student Case Research Competition 2011	The Baylor University Entrepreneurship Program and United States Association for Small Business and Entrepreneurship	Second Prize	Jan 2011
9.	Prof. Vivek Gupta	Fabio Rosa - Bridging the Electricity Divide in Brazil	EFMD Case Writing Competition 2010: Inclusive Business Models Category	European Foundation for Management Development (EFMD), Brussels, Belgium	Best of the Best Awards	Mar 2011
10.	Prof. Suresh Chandra Bihari	Customer Satisfaction Survey in Selected Micro finance Institutions	Macro Research Competition 2010	Indian Institute of Banking & Finance, Mumbai, India	First Prize	2010

Sl. No.	Faculty Name	Title of the Paper / Topic / occasion	Name of the Competition	Name of the Awarding Organization	Award	Month / Year
11.	Prof. Debapratim Purkayastha	Social Entrepreneurship Track	oikos Global Case Writing Competition	oikos Foundation for Economy & Ecology, University of St. Gallen, Switzerland	Third Prize	2010
12.	Prof. Debapratim Purkayastha	The Once-in-a-Century Challenge, Toyota	John Molson Case Writing Competition	John Molson School of Business, Concordia University Canada	Finalist	Jan 2010
13.	Prof. Debapratim Purkayastha	WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers	oikos Global Case Writing Competition - 2010; Social Entrepreneurship Track	oikos Foundation for Economy and Ecology, University of St.Gallen Switzerland	Third Prize	Jun 2010

### NJ Ysaswy-Apollo Hospitals Award for Best Teacher

Faculty Name	Department	Year
Dr. Manas Ranjan Tripathi	Human Resource Management & Soft Skills	2012-13
Prof. Suresh Chandra Bihari	Finance & Accounting	2013-14

### IBSAF -Best Teacher Award

Faculty Name	Department	Year
Prof. Vittal	Finance & Accounting	2009-10
Prof. D Satish	Finance & Accounting	2010-11
Dr. M S Balaji	Marketing & strategy	2011-12
Dr. T Koti Reddy	Economics	2012-13
Prof. G .K. Srikanth	Marketing & strategy	2013-14
Prof. C.Padmavathi	Finance & Accounting	2013-14

### IBSAF -Best Teacher for Institutional Building

Faculty Name	Department	Year
Dr. Y L N Kumar	Human Resource Management & Soft Skills	2012-13
Prof. Venkata Sessaiah S	Economics	2013-14



### 2.4.8 How many faculty underwent staff development programmes during the last four years (add any other programme if necessary)?

Academic Staff Development Programs	Number of Programmes	Number of faculty
Refresher courses	2	40
HRD programs	35 (Faculty Development Programs)	700
Orientation programs	2 (Knowledge Sharing Workshops)	120
Case Workshops conducted by the university	53 (Case Preparatory Workshops)	207
Summer / Winter schools, workshops, etc.	25 (Case Workshops)	245
Staff training conducted by other institutions	4	135

The details of the 26 faculty development programs conducted by the University in the last four years are presented below:

#### A. Period 01 June 2013 – 30 June 2014

Sl. No.	Period of Conduct	Title of the Program	Coordinating Faculty Member	Institute Details (If Any)	No. of Days	No. of Participants	No. of Participant Days
1	27-29 June, 2013	Multivariate Techniques: Basics and Applications using SPSS	Dr.Kartikeya Bolar, Dr. Shrishendu Ganguli and Dr. Abhilash Ponnamm	Faculty Members of IBS Hyderabad	3	8	24
2	24 Aug, 2013	Modern Pedagogic Methods in Undergraduate Programs (for IBSAT launch participants)	Prof. Malleswari B K	Faculty Members of IBS Hyderabad	1	30	30
3	23-24 Sept, 2013	Structural Equation Modelling - Basics and Advances	Dr. Kartikeya Bolar	Faculty Members of IBS Hyderabad	2	12	24
4	26-27 Sept, 2013	Case Study as a Pedagogic Tool for Management Teachers – Marketing, Strategy & Finance	Dr. Radha Krishna G and Dr. Vunyal Narendar	Faculty Members of IBS Hyderabad	2	9	18

## Faculty Members undergoing Case Preparatory Workshops



Participants at a Case Preparatory Workshop



Participants at a Case Writing Workshop

Sl. No.	Period of Conduct	Title of the Program	Coordinating Faculty Member	Institute Details (If Any)	No. of Days	No. of Participants	No. of Participant Days
5	17-18 Oct, 2013	SAS Workshop	Finance Area Faculty	Faculty Members of IBS Hyderabad	2	12	24
6	9-10 Jan, 2014	Structural Equation Modelling	Dr. Shrishendu Ganguli and Dr. Abhilash Ponnamm	Open	2	10	20
7	8-9 June, 2014	Workshop on basic research methods for social sciences and management researchers	Dr. Laila Memdani	Open	21	2	42
8	26-27 June, 2014	Structural equation modeling	Dr. Shrishendu Ganguli and Dr. Abhilash Ponnamm	Open	12	2	24

### B. Period: 01 Jun 2012 - 31 May 2013

Faculty of Management (IBS Hyderabad)					
Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
1	Dr. Sridhar Vaithianathan and Dr. Shrishendu Ganguli	Basics and Applications of SEM	Jun 28-29, 2012	26	Faculty Members of IBS Hyderabad
2	Dr. Kalyana Chakravarthy and Prof. Mahesh Kumar	Empowering the Trainers	Jun 28-29, 2012	12	Faculty Members of IBS Hyderabad
3	Dr. Sridhar Vaithianathan and Dr. Shrishendu Ganguli	SEM-Basics & Applications	Oct 11 -12, 2012	28	Faculty Members of IBS Hyderabad
4	Dr. Balaji and Mr. Subhash Jha	Quantitative Research Methods for publications	Nov 9 – 10, 2012	21	Faculty Members of IBS Hyderabad
5	Prof. S C Bihari	CRM In Banking	Nov 22 – 23, 2012	13	Faculty Members of IBS Hyderabad
6	Dr. Sridhar Vaithianathan	Advanced Structural Equation Modelling	Dec 6-7, 2012	23	Faculty Members of IBS Hyderabad

Faculty of Management (IBS Hyderabad)					
Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
7	Dr. Sridhar Vaithianathan and Dr. Shrishendu Ganguli	SEM-Basics and Applications	Jan 24- 25, 2012	8	Faculty Members of IBS Hyderabad
8	Dr. Sridhar Vaidyanathan	Univariate and Multivariate Techniques	Mar 6 – 8 , 2012	5	Faculty Members of IBS Hyderabad
9	Dr. Sridhar Vaithianathan	Advanced Structural Equation Modelling	Mar 28- 29, 2013	5	Faculty Members of IBS Hyderabad

### C. Period: 01 Jun 2011 - 31 May 2012

Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
Faculty of Management (IBS Hyderabad)					
1	Prof. Shankar Narayanan	Managing the Value Chain	Jul 19-23, 2011	17	Faculty Members of IBS Hyderabad
2	Prof. D Satish and Dr. Narender	Financial Markets for members of Progress Software	Oct 21- 22, 2011	11	Faculty Members of IBS Hyderabad

### D. Period: 01 Jun 2010 - 31 May 2011

Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
Faculty of Management (IBS Hyderabad)					
1	Mr.Saptarshi Purkayastha and Dr. Subhadip Roy	Marketing Analytics Research and Development	Aug 13 -14, 2010	30	Faculty Members of IBS Hyderabad and Executives from several Corporate houses
2	Dr. Trilochan Tripathy	Managerial economics and Business Environment	Oct 5 - 9, 2010	16	Faculty Members of IBS Hyderabad
3	Dr. M. Kanchan and Prof.Vittal	Financial Insights	Nov 23 - 27, 2010	14	Faculty Members of IBS Hyderabad
4	Dr. M.S.Balaji and Prof. Srividya Raghavan	Structure Equation Modeling using AMOS – Fundamentals and Applications	Dec 1 - 2, 2010	25	Faculty Members of IBS Hyderabad

Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
5	Dr. G. Radha Krishna and Dr. Subhadip Roy	Case Study as Pedogogy Tool in Marketing and Business Strategy	Dec 10 - 11, 2010	12	Faculty Members of IBS Hyderabad
6	Dr. Sanjay Fuloria	SAS Workshop	Dec 17 - 18, 2010	27	Faculty Members of IBS Hyderabad
7	Dr. G. Radha Krishna	Strategic Marketing	Mar 22 - 26, 2011	13	Faculty Members of IBS Hyderabad

The Academic Staff College, 'ICFAI Staff College' began its operations from November 2014. It has conducted three programs. The details are presented below:

- Induction Program for Faculty Members of IBS Hyderabad during December 3-9, 2014.
- Faculty Development Program for Faculty Members of Law, during December 17-19, 2014.
- Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, 'A Partcipative Method to Teach Programming' in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

#### 2.4.9 What percentage of the faculty have

- \* Been invited as resource persons in Workshops / Seminars / Conferences organized by external professional agencies?

50%

- \* Participated in external Workshops / Seminars / Conferences recognized by national / international professional bodies?

60%

- \* Presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies?

60%

- \* Teaching experience in other universities / national institutions and other institutions?

15%

\* Industrial engagement?

95%

\* International experience in teaching?

15%

2.4.10 How often does the university organize academic development programmes (e.g.: curriculum development, teaching-learning methods, examination reforms, content / knowledge management, etc.) for its faculty aimed at enriching the teaching learning process?

**Yearly.**

Knowledge sharing workshops, faculty seminars and faculty development workshops are a few forums where the faculty members discuss, broaden and enrich the teaching-learning process. During April 2014, two Knowledge Sharing Workshops were conducted. Members who participated therein had the opportunity to listen to Senior Professors and Researchers discuss the latest developments in the areas where they have acquired specialized skills and competencies over the years.

The University through the platform of ICFAI Staff College (Academic Staff College) has conducted academic development programs to enrich the teaching learning process. The details of the three programs conducted are presented below:

- Induction Program for Faculty Members of IBS Hyderabad during December 3-9, 2014.
- Faculty Development Program for Faculty Members of Law, during December 17-19, 2014.
- Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, 'A Participative Method to Teach Programming' in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

2.4.11 Does the university have a mechanism to encourage

\* Mobility of faculty between universities for teaching?

**Yes.**

The following faculty members have visited other Universities on short term teaching assignments:

- Prof. Debpratim Purkayastha,
- Prof. Dipan Dey,

- Prof. Gitanjali,
- Prof. Yogesh Kumar and
- Prof. Nitin Gupta.

\* Faculty exchange programmes with national and international bodies?

**Yes.**

If yes, how have these schemes helped in enriching the quality of the faculty?

Faculty members had the opportunity to interact with international students across the globe. The multicultural environment and the inquisitive questions from students with a different background and outlook really helped the faculty to go that extra mile in order to live up to the expectations of students. The changed class room scenario really made them work hard, prepare well and be ready to answer any question from anywhere—especially in the areas that they had specialized over the years.

## **2.5 Evaluation Process and Reforms**

### **2.5.1 How does the university ensure that all the stakeholders are aware of the evaluation processes that are in place?**

Information about the entire examination process during the academic year comprising both internal and end term evaluations are available to the students, parents, faculty members and all staff through students' Hand-book of respective courses.

### **2.5.2 What are the important examination reforms initiated by the university and to what extent have they been implemented in the university departments and affiliated colleges? Cite a few examples which have positively impacted the examination management system.**

The University has successfully initiated and also completed the process of conducting online examinations for both MBA Semester I and Semester III students, as a part of the internal evaluation.

The University does not have any affiliated colleges.

### **2.5.3 What is the average time taken by the university for declaration of examination results? In case of delay, what measures have been taken to address them? Indicate the mode / media adopted by the university for the publication of examination results (e.g. website, SMS, email, etc.).**

End term results are normally announced by the university within two to three weeks after the completion of all examinations. The University has been scrupulously adhering to this time schedule. Hence there are no delays in the publication of results. The results are web enabled



through Student Information Management System. Parents/Guardians can also monitor the progress of their son/daughter/ward through ‘Parents’ Corner’, for which an access is provided to them.

**2.5.4 How does the university ensure transparency in the evaluation process? What are the rigorous features introduced by the university to ensure confidentiality?**

The evaluation methodology for the courses / program is informed to the students, during the beginning of the semester. The key for evaluation of the answer script is also made available to the students. Every student is given the opportunity to see / check their respective answer books. They are also allowed to approach the examination department in case of discrepancies concerning the evaluation.

**What are the rigorous features introduced by the university to ensure confidentiality?**

Absolute confidentiality is maintained in the entire examination process from setting the question papers to announcement of results. All the operations are closely monitored by the Deputy Registrar (Examinations) in the office of the Controller of Examinations of the university. In this process the department receives the required support from the Deputy Director (Academics) and Dean (Academics). Most importantly, area coordinators, course coordinators, faculty members and non-teaching staff are sensitized to the issue of maintaining confidentiality in the entire process and the University has been successful in ensuring the same.

**2.5.5 Does the university have an integrated examination platform for the following processes?**

- \* Pre-examination processes – Time table generation, OMR, student list generation, invigilators, squads, attendance sheet, online payment gateway, etc.

**Yes.**

- \* Examination process – Examination material management, logistics, etc.

**Yes.**

- \* Post-examination process – Attendance capture, OMRbased exam result, auto processing, generic result processing, certification, etc.

**Yes.**

**2.5.6 Has the university introduced any reforms in its Ph.D. evaluation process?**

- a. Thesis proposals are submitted to a 6 member screening committee. They review the proposal for its relevance, strong theoretical basis, robust research methodology techniques, etc and further recommend the proposal for an open defence.



- b. Each scholar has to give one research seminar per semester indicating his progress towards the thesis proposal submission or thesis submission, as the case may be. They should also have at least one publication in a peer-reviewed journal at the time of Ph.D thesis submission.

**2.5.7 Has the university created any provision for including the name of the college in the degree certificate?**

The University does not have any affiliated colleges.

**2.5.8 What is the mechanism for redressal of grievances with reference to examinations?**

The University has an examination committee consisting of senior faculty members and administrators to look into all grievances with reference to examinations.

**2.5.9 What efforts have been made by the university to streamline the operations at the Office of the Controller of Examinations? Mention any significant efforts which have improved the process and functioning of the examination division/section.**

The University is improving the technological capability for compiling and analysing the required data for prompt publication of results. In particular, this has enabled online conduct, evaluation and announcement of results in MBA internal evaluation. In order to ensure continuous improvement, adequate staff supported by the required technological infrastructure is put in place. This requirement is also reviewed periodically.

**2.6 Student Performance and Learning Outcomes**

**2.6.1 Has the university articulated its Graduate Attributes? If so, how does it facilitate and monitor its implementation and outcome?**

**Yes.**

The university has articulated the following attributes:

1. Functional Attributes.
2. Organizing Abilities.
3. Cognitive and Analytical Skills.
4. Leadership and Managing Skills.
5. Creativity and Innovation.
6. Team Building and Team Leading.

7. Ethical Behavior.
8. Entrepreneurship.
9. Human Resources with Sensitivity towards Social Justice.

The outcomes is gauged through the number of placements, increased demand for programs, admissions from abroad and research output.

**2.6.2 Does the university have clearly stated learning outcomes for its academic programmes? If yes, give details on how the students and staff are made aware of these?**

**Yes.**

The University has clearly defined the learning outcomes of each course. The course handout presented to students clearly specifies the learning outcomes. What is expected of each student after going through the theoretical concepts and case studies is also spelt out very clearly. The students are encouraged to come forward with questions relating to any concept that requires further elaboration or supportive cross references. An informal contact is established between the faculty and students at every stage of handling a particular course. This leads to rapport building. These formal as well as informal meets help the faculty understand the multifarious needs of students and present concepts in a clear and concise manner.

The students in turn gain immensely through these interactive sessions in the form of developing their communication and problem solving skills. The outcomes of all the courses put together results in achieving the graduate attributes articulated in 2.6.1 above.

**2.6.3 How are the university's teaching, learning and assessment strategies structured to facilitate the achievement of the intended learning outcomes?**

The university has a continuous evaluation system. Students are continuously monitored in every course through a system of offline and online evaluation. Sixty percent of the evaluation is done through class participation and online multiple choice examinations and the balance forty percent through end term examination. This helps in assessing the learning capabilities of students in an objective, unbiased and rational manner. Semester wise and course wise learning outcomes are pre-specified and then monitored at the end of the course with active involvement of the course coordinators. Student feedback is also sought through a formal feedback mechanism. To elaborate in our **MBA Program** we have:

1. Class Participation (30 % Weightage)
2. Internal Tests (30 % Weightage)
3. End Term Examination (40% Weightage)

**Class Participation:** There are three class participations having weightage of 10 % each. The feedback will be communicated to the students immediately after completing 10 sessions.

**Internal Tests:** There will be two/three tests having a weightage of 10% for each test. Since our tests are online the students get real time feedback. In some courses the students may be required to work on projects, term paper, etc.

**End Term Examination:** The end term examination is completely descriptive. In this exam analytical problem solving ability and fundamentals are tested. Within, a week of completion of end term examination the student is given feedback by showing their written answer scripts and discussing the solutions to ensure transparency in the evaluation system. The results are then declared.

In the University's **BBA Program** the break-up is:

Pre-Mid Term Examination	20%
Mid-Term Examination	20%
Post-Mid Term Examination	20%
End Term Examination	40%

#### **Faculty of Science and Technology**

In B.Tech program we have:

Test-I	20%
Test-II	20%
Other evaluation components (Quizzes, Assignments, Presentations, and Project case studies)	20%
End semester examination	40%

There are different evaluation components to meet the course objectives and course outcomes of the different courses being offered.

Test I & II and End semester examinations contain questions of objective, analytical, reasoning and numerical problems with application type of questions to test the thoroughness of the student in a particular subject.

Apart from theory there are structured Labs to ensure the practical skills required for any undergraduate engineer.

The evaluation components of the Labs include day to day evaluation in which the student is tested for performance and whether the required skill is acquired by the student with regard to that particular experiment. The evaluation includes performance, report, viva-voce, submission of record etc.

### Faculty of Law

Continuous Internal Monitoring Evaluation;

Pre-Mid (2 Internals) – 15 Marks

Mid-Term Examination – 20 Marks

Post-Mid Two Internals – 15 Marks

Semester-End-Examination – 50 Marks

**Total: 100 Marks**

Internals may be through Test, Class Presentation, Discussion, etc. at the discretion of the Faculty concerned.

#### 2.6.4 How does the university collect and analyse data on student learning outcomes and use it to overcome the barriers to learning?

During every semester extensive feedback is collected from the student on various criteria, emphasizing on teaching and learning outcomes. This is helpful in overcoming the barriers to learning. (Refer item 2.3.16).

Each student is getting placed with a reputed company after completing the MBA program. The recruiters test the theoretical knowledge, analytical abilities and problem solving skills of students quite rigorously. Before the final selection is made, recruiters carry out tests, conduct a series of interviews and interact with each student quite closely. They leave no stone unturned while hiring talent from the campus.

Besides, recruiters look at how the candidate is able to communicate and articulate a point with confidence. They also take a look at the club activities and extra-curricular work undertaken by each student. The judgment of the recruiters, in the end, is a clear reflection of what the student has learnt during the two year period and how he or she is able to translate that knowledge into a saleable proposition.

#### 2.6.5 What are the new technologies deployed by the university in enhancing student learning and evaluation and how does it seek to meet fresh/future challenges?

The new technologies deployed by the University are:

- Activity based learning through simulation models in Service Marketing.
- The performance of the students in the continuous evaluation as well as the end-semester evaluation is displayed through Students Information Management System wherein each student can check individual grades or marks.

- Tests are conducted during the semester and the questions problems caselets etc. therein are discussed in the class to enable the students assess their shortcomings if any. The answer papers of tests are handed over to the students.
- Online evaluation tests are conducted.
- The Faculty of Science and Technology provides live classes through QEEE and NPTEL. These are beamed through internet:
  - **QEEE:** Quality Enhancement In Engineering Education, is a program launched by MHRD under Prof Junjunwala from IIT Madras. It is a Direct To Student (DTS) program. Highly qualified faculty members from IITs are part of the program. Their live classes (of select subjects, 15 in number for current semester) are beamed through internet / satellite link for local engineering colleges throughout the country. In total 135 colleges were associated with the program. The Faculty of Science and Technology is also a member (Sem-I 2014-15, onwards) and is willing to leverage the benefit out of this DTS program for its students. The faculty has set-up a fully equipped class room (high quality audio – video class room) for this purpose. Total of 3 courses and a lab are selected for its students to receive these live classes and their video based lectures. The Faculty has an approved budget of Rs.2 lakh for increasing the learning process of its students and adding more value to them. Students in this DTS process get opportunity to directly hear from the IIT faculty members and are exposed to many other colleges through video and live Interaction.

The registration details for QEEE Live classes and video based lectures are presented below:

Course (15 Sessions Each)	No. of Students
Digital Signal Processing	36
Introduction to Database Systems	60
Data structure & Algorithm	60
Digital Signal Processing (Lab)	36

- The Faculty has an approved budget of Rs.2 lakh for increasing the learning process of its students and adding more value to them. Students in this DTS process get opportunity to directly hear from the IIT faculty and are exposed to many other colleges through video and live interaction.
- **NPTEL:** Apart from the regular classroom teaching activities, the faculty has the facility of e-learning through online web and video courses in Engineering, Science and Humanities streams

under NPTEL (National Program on Technology Enhanced Learning). NPTEL is developed by IITs, to enhance the quality of engineering education in the country by providing free online courseware. Both the faculty members and students have access to it and can freely download the courseware.

The contents developed in NPTEL are quite useful and extensively used in all areas of engineering. The students learn the concepts at their pace and it is also found to be useful for various competitive examinations including GATE.

## Criterion III: Research, Consultancy and Extension

### 3.1 Promotion of Research

3.1.1 Does the university have a Research Committee to monitor and address issues related to research? If yes, what is its composition? Mention a few recommendations which have been implemented and their impact.

**Yes.**

The University has a **Research committee**, headed by the Vice chancellor. The other members of the committee are:

Sl. No.	Committee Members	Designation
1.	Dr.Gorla Narasimhaiah	Director, Faculty of Management
2.	Dr. M. Srinivasa Reddy	Director, Faculty of Science and Technology
3.	Dr. V. Hemalatha Devi	Dean, Faculty of Law
4.	Dr. S. Sesaiah	Dy.Director, Faculty of Management
5.	Dr. A K Rao	Professor, Former Dean , IIM Bangalore
6.	Dr. Nagi Reddy V	Professor, Formerly with IIM Kolkata
7.	Dr. K P Reddy	Professor, Fellow IIM Ahmedabad, Former Director IRMA
8.	Dr. Bhanoji Rao	Professor, Formerly with ASCI and Singapore University
9.	Dr. M. Raja	Advisor, Faculty of Science and Technology
10.	Prof. G V Muralidhara	Dean, Case Research Center, Member-Secretary

The committee oversees all the research activities ensuring quality in research, in compliance with the vision and mission of the University.

The University also benefits from the expertise of eminent scholars both within India and abroad.

An amount of rupees fifty lakh has been earmarked as seed money to promote research across all the three faculties- Faculty of Management, Faculty of Science and Technology and Faculty of Law. The research committee allocates money based on the quality of research proposal of the faculty member. The seed money will help promote research in areas of societal relevance and also other emerging areas of significance.

Based on specific recommendations / suggestions faculty members are encouraged to publish quality research papers in ‘Scopus’, ‘Australian Business Dean Council, apart from publishing in journals listed in Web of Science, EBSCO HOST, Cabell’s Directory etc.

In addition to the research committee, the University has a Ph.D Program Committee, Ph.D Thesis Proposal Screening Committee and Doctoral Advisory Committee.

**A. Ph.D Program Committee:** The committee is aimed at maintaining the rigor and quality of the PhD program with the following broader objectives:

- Timely review of PhD program curriculum.
- Counseling the scholars in case of prolonged delays in submitting the thesis proposals and thesis.
- Timely review of Doctoral Advisory Committee along with the scholars.

The members in the committee are presented below:

Sl. No.	Name of the Member	Designation
1.	Dr. J Mahender Reddy	Vice Chancellor
2.	Dr.Gorla Narasimhaiah	Director
3.	Dr. A K Rao	Professor, Former Dean , IIM Bangalore
4.	Dr. Nagi Reddy V	Professor, Formerly with IIM Kolkata
5.	Dr. K P Reddy	Professor, Fellow IIM Ahmedabad, Former Director IRMA
6.	Dr. Bhanoji Rao	Professor, Formerly with ASCI and Singapore University
7.	Dr. Sindhuja P N	Assistant Professor, Convener

**B. Ph.D Thesis Proposal Screening Committee:**

The objective of the PhD thesis proposal Screening Committee is to check the quality of the Ph.D Thesis Proposal of the candidate. Specifically, it will focus on the clarity of the objectives, thoroughness of the review of literature, proposed methodology and data analysis, and whether the thesis work makes a significant contribution to the existing body of knowledge. The Screening Committee, after deliberations, may decide on one of the following:

- It accepts the proposal and recommends approval of the same by the Research Committee.
- It asks the candidate to make minor revisions in the proposal and resubmit.



- It asks the candidate to make major changes in the proposal and resubmit and present the proposal again to the Screening Committee.
- It rejects the proposal. If the screening committee rejects the proposal the candidate has to work and resubmit the proposal again to the screening committee within three months
- Once the Screening Committee is satisfied with the proposal, it recommends the Thesis Proposal and the Supervisor for approval of the Research Committee.

The members in the committee are presented below:

Sl. No.	Name of the Member	Designation
1.	Dr. J Mahender Reddy	Vice Chancellor
2.	Dr. Gorla Narasimhaiah	Director
3.	Dr. A K Rao	Professor, Former Dean , IIM Bangalore
4.	Dr. Nagi Reddy V	Professor, Formerly with IIM Kolkata
5.	Dr. K P Reddy	Professor, Fellow IIM Ahmedabad, Former Director IRMA
6.	Dr. Bhanoji Rao	Professor, Formerly with ASCI and Singapore University
7.	Dr. KS Venu Gopal Rao	Associate Professor , Area Coordinator, Marketing & Strategy

### C. Doctoral Advisory Committee (DAC)

The purpose of this committee is to guide the student to focus on the exact area of research and help in formulating the PhD thesis proposal. After a student successfully completes the Ph.D Qualifying examination and registers for Thesis Proposal preparation, the PhD Program Committee will appoint a Doctoral Advisory Committee (DAC) consisting of a Convener and two members. For the appointment of DAC members, following criteria should be taken into account:

- Members should be from the broad area in which the candidate opts to pursue the doctoral research.
- Members should normally possess a Ph.D degree. In case a person does not have a Ph.D degree, but has successfully supervised Ph.D candidates earlier or has at least three publications in reputed refereed/peer-reviewed journals, he/she may also be appointed as a DAC member.
- A senior official from industry, holding a Masters degree in the relevant area, and having rich and varied professional experience (at least 10 years) in organizations of repute, may also be appointed as a member of DAC.
- The proposed supervisors should have at least four publications in refereed journals.

### 3.1.2 What is the policy of the university to promote research in its affiliated /constituent colleges?

Not applicable as the University does not have any affiliated colleges.

### 3.1.3 What are the proactive mechanisms adopted by the university to facilitate the smooth implementation of research schemes/ projects?

#### \* Advancing funds for sanctioned projects

The vision of IFHE is to emerge as a 'Research and Teaching University'. To this end, funds earmarked for research are sanctioned to various scholars based on a meticulous evaluation of the submitted proposal. The evaluators are eminent persons in respective areas. The University believes in fairness and equity in allocating funds for research. The requirements of each proposal are met, including field studies, market research, data collection, purchase of software and several other needs.

#### \* Providing seed money

An amount of Rupees fifty lakhs has been sanctioned as seed money to promote research across all the three faculties. The research committee decides on the allocation of the seed money. The details of the research proposals approved for funding during 2014 are presented below:

Sl. No.	Faculty Members	Title of the Project	Amount of Funding
1.	<ul style="list-style-type: none"> <li>Dr. Yogesh Chauhan,</li> <li>Dr. Dipanjan Kumar Dey and</li> <li>Dr Vijaya Bhaskar Marisetty</li> </ul>	Linking Market for Financial Advice and Consumer Protection: The Case of Indian Insurance Sector	Rs.1,15,000
2.	<ul style="list-style-type: none"> <li>Dr. Dipanjan Kumar Dey,</li> <li>Dr. Yogesh Chauhan and</li> <li>Dr. V Nagi Reddy</li> </ul>	Do Investor Education Programs Make a Difference?	Rs.1,80,000
3.	<ul style="list-style-type: none"> <li>Dr. Irfan Rasool,</li> <li>Prof. S.Ravi and</li> <li>Prof. Y. Gangi Reddy</li> </ul>	Consumer Protection: A Study with Reference to Awareness of Right to Consumer Education in Hyderabad	Rs.1,90,000
4.	<ul style="list-style-type: none"> <li>Dr. Vishal Mishra and</li> <li>Prof. Shailendra Singh Bisht</li> </ul>	Improving Health of Poor through ICT4D (Information and Communication Technology for Development)	Rs.1,86,450
5.	<ul style="list-style-type: none"> <li>Prof. M. Aruna,</li> <li>Prof. Aviral Kumar Tiwari and</li> <li>Prof. Aruna Kumar Dash</li> </ul>	A Study of Volatility Spillover across Select Foreign Exchange Rates in India Using Dynamic Conditional Correlations: A Revisit	Rs.1,65,000
6.	<ul style="list-style-type: none"> <li>Prof. Aviral Kumar Tiwari and</li> <li>Ahamed</li> </ul>	Financial Turnover as a Determinant of CEO Turnover	Rs. 1,70,000
7.	<ul style="list-style-type: none"> <li>Prof. I.V.Sarma and</li> <li>Dr. Neelima Satyam, Assistant Professor, Geotechnical Engineering Laboratory, Earthquake Engineering Research Centre, IIIT Hyderabad</li> </ul>	Prediction of Rock Fall Trajectory and Risk Assessment Using DEM	Rs.2,00,000

Sl. No.	Faculty Members	Title of the Project	Amount of Funding
8.	<ul style="list-style-type: none"> <li>Dr Praveen Srivastava,</li> <li>Dr Bhavna Jaiswal,</li> <li>Ms. Mussarat Saheen,</li> <li>Ms. Sharda Singh,</li> <li>Mr. Manish and</li> <li>Ms. Chetna Priyadarshini</li> </ul>	Competency Mapping and Developing Competency Assessment tools	Rs.2,00,000
9.	<ul style="list-style-type: none"> <li>Dr. Trilochan Tripathy and</li> <li>Dr. Ajay Kumar Mishra</li> </ul>	Determinants of Banks Stock Return Performance around Crises: Intervention of Central Bank as Lenders of Last Resort and its implications	Rs.1,50,000
10.	<ul style="list-style-type: none"> <li>Dr C S Shylajan and</li> <li>Dr Subhendu Dutta</li> </ul>	Forest Based Livelihoods, Intervention and Poverty Reduction	Rs.2,00,000
11.	<ul style="list-style-type: none"> <li>Dr Subhendu Dutta and</li> <li>Dr C S Shylajan</li> </ul>	Farmers' Indebtedness and Agrarian Crisis in India: An Empirical Study with Reference to Telangana	Rs.2,00,000
12.	<ul style="list-style-type: none"> <li>Dr. S.C. Bihari and</li> <li>Mr. Amarnath Mitra</li> </ul>	A Study on Govt. of India's Pradhan Mantri Jan dhan Yojna (PMJDY) Scheme in Removing Financial Untouchability in Rural india – A Study in the Newly Formed State of Telengana (Pilot Study)	Rs.50,000
<b>Total Amount</b>			<b>Rs.20,06,450</b>

**\* Simplification of procedures related to sanctions / purchases to be made by the investigators**

The university provides adequate support to faculty members and doctoral research scholars through subscribing and purchasing statistical packages and database for the conduct of research. A case in point is procuring data from NSE and other agencies based on the specific demands of Faculty Members and Research Scholars for their thesis and other related works.

**\* Autonomy to the principal investigator/coordinator for utilizing overhead charges**

The University provides full freedom to the investigator/coordinator for utilizing the overhead charges. In respect of consultancy projects the University allows the Faculty Member to retain 67% of the consultancy fee. It also provides consultancy leave for 52 days.

\* **Timely release of grants**

The University provides timely financial assistance in the form of stipends, travel and contingency grants for Ph.D students and Faculty Members.

\* **Timely auditing**

We have a well placed onsite and offsite monitoring mechanism.

\* **Submission of utilization certificate to the funding authorities**

The University ensures due compliance of the stipulations of the funding authorities.

**3.1.4 How is interdisciplinary research promoted?**

The University encourages and promotes inter-disciplinary teaching and research. The University has a **Case Research Center**, where faculty members, research scholars and students are involved in writing secondary and primary cases in various functional areas of management. **A few of these cases have been published in International textbooks.** The University also encourages faculty members from different departments to publish research papers in reputed journals.

The University has organized two National Seminars which were interdisciplinary in nature:

- One Day Seminar on Financial Sector Legislative Reforms jointly organized by the Faculty of Law and Department of Finance, Faculty of Management on August 19, 2013.
- Two-Day National Seminar on Right to Education: Constitutional Dynamics was organized in collaboration with National Commission for Protection of Child Rights on August 18 and 19 2012, wherein all aspects of education, were covered.

\* **Between/among different departments /schools of the university and**

The University encourages inter-disciplinary research across the various departments viz. Economics, Finance, HR, Marketing & Strategy, Operations & IT. Besides, there is joint hosting of international conferences / seminars across the three faculties - faculty of management, science and technology and law. The recent 3<sup>rd</sup> International Conference on Business Intelligence and Knowledge Management (BIAKM-2014) is a case in point.

The details of interdepartmental research papers published during the period under review are given below:

Sl. No.	Name of the Author	Department	Title of the Paper	Name of the Journal	Volume & Page Nos.	Name of the Publisher	Year of Publication	Indexed with & Impact Factor
<b>Faculty of Management : Interdepartmental Research Papers Jointly Published in reputed Peer Reviewed Journals</b>								
1	Prof. Rajyalakshmi and Dr. Laila Memdani	Economics and Finance	Comparative Study of Corporate Governance Disclosure Practices Adopted by Listed Companies in Manufacturing and Software sectors in India	Pacific Business Review International	Vol. 6, No.8, pp 31-35	Pacific Institute of Management Udaipur, India	Feb 2014	Cabell's and Ulrich's
2	Ms. Nikhat, Prof. Diganta and Dr. Balaji	Operations and Marketing	Exploring the Relevance of Employee-Productivity Linked Firm Performance Measures: An Empirical Study in India.	Journal of transnational management	Vol. 19, No.1, pp 24-37	Taylor & Francis, UK	Feb 2014	Scopus and ABDC 'C' Category / 0.304
3	Mr. Ranajee, Ms. Sudeeptha Pradhan and Dr. Venu Gopal Rao	Finance and Marketing	Facebook Where Is The Delete Button?	Academy of Taiwan Business Management Review	Vol. 9, No. 3, pp 93-101	Taiwan Institute of Business Administration, Taiwan	Dec 2013	ABDC 'B' category
4	Dr. Hanumatha Rao and Dr. Subhendu Dutta	Finance and Economics	ROA Analysis of Public and Private Sector Banks in India: A Comparative Study	Amity Business Review,	Vol.14, No.2., pp 67-74	Amity Business Review, Noida, India	Jul-Dec, 2013	
5	Dr. Vishal Mishra and Prof. Shailendra Singh Bisht	Operations and Marketing	Mobile banking in a developing economy: A customer - centric model for policy formulation	Telecommunication Policy	Vol. 37, Issue 6, pp. 503 - 514	Elsevier Publication	2013	Scopus 1.409
6	Mr. Ankit Kesharwani and Dr. Trilochan Tripathy	Marketing and Economics	Dimensions of Perceived Risks and its Impact on Internet Banking Adoption: An Empirical Investigation	Services marketing Quarterly	Vol.33, No. 2, pp 177-193	Routledge, Taylor & Francis Group, London, UK	May 2012	Scopus / 0.516

Sl. No.	Name of the Author	Department	Title of the Paper	Name of the Journal	Volume & Page Nos.	Name of the Publisher	Year of Publication	Indexed with & Impact Factor
7	Prof. Shailendra Singh Bisht, Dr. Vishal Mishra and Dr. Sanjay Fuloria	Marketing and Operations	Disaster management through better understanding of disaster proneness and community access to resources	Disasters	Vol. 36, pp 33-36	Wiley on behalf of the Overseas Development Institute, London, UK	Nov 2011	Scopus / 1.001
8	Prof. Shailendra Singh, Bisht, Dr. Vishal Mishra and Dr. Sanjay Fuloria	Marketing and Operations	Measuring Accessibility for Inclusive Development : A Census Based Index	Social Indicators Research	Vol. 98, No. 1, pp 167-181	Springer AK Houten, Netherlands	Aug 2010	Scopus / 1.201

**\* Collaboration with national/international institutes / industries.**

In order to promote research with national / international institutes / industries the University encourages its faculty to take up consultancy projects in collaboration with institutes and industries. The details are given below:

Sl. No.	Title of the Collaborative Research Project	Objective(s)	Name(s) of the Investigator(s)	Period	Out Lay in Rs.	Funding Agency
1.	IFFCO – Paradeep Turnaround Strategy	Study of Turnaround strategy implementation at paradeep plant (From HR perspective)	Dr. Y L N Kumar and Mr. Diganta Chakraborty	6 months (Financial year 2013-14)	2,00,000	IFFCO – Paradeep
2.	A study of various training methods and performance management systems at Power Grid Corporation of India	To develop a roadmap for Training and Performance Management System;	Dr. Manas Ranjan Tripathi, IBS Hyderabad, India	Jul 2012- Nov 2012	78,000	Power Grid Corporation of India
3.	Performance Evaluation of Hansen Transmission	To facilitate promotion decision – Senior Management)	Dr. Y L N. Kumar, IBS Hyderabad, India	Apr, 2011	40,000	Hansen Transmission, Coimbatore, India
4.	KAP Survey on HIV & AIDS, WVI Kotdwar, Uttaranchal, India	Survey on HIV & AIDS, with objective of knowing how many know about the HIV and AIDS epidemic.	Dr. Trilochan Tripathy	2011-12	3,00,000	World Vision, India,

Sl. No.	Title of the Collaborative Research Project	Objective(s)	Name(s) of the Investigator(s)	Period	Out Lay in Rs.	Funding Agency
5.	Informal sector Livelihood Strategies,	To examine the problems and prospects of the informal sector towards livelihood commotion	Dr. Trilochan Tripathy	2011-12	2,50,000	ADP Anugraha
6.	Tribal women Livelihood and Development Strategies	To examine the livelihood support systems and bottle necks of tribal women in Orissa.	Dr. Trilochan Tripathy	2011-12	35,000	UGC funded project,
7.	Social Sustainability of CBOs	To examine the sustainability of community based organizations in Uttrakhand	Dr. Trilochan Tripathy	2010-11	45,000	World Vision, India
8.	Commercial Paper Market: Problems and Prospects	Development and Growth of Commercial Paper in the Indian Money Market; Factors determining the issuance of CP in the manufacturing Sector in India; Intra industry differences of the factors in the issuance of CP for working capital	Dr. Vunyal Narender, IBS Hyderabad, India	Jun, 2010 - May 2011	1,00,000	Reserve Bank of India, Mumbai, India

**3.1.5 Give details of workshops/ training programmes/ sensitization programmes conducted by the university to promote a research culture on campus.**

The University from time to time conducts workshops/ training programmes/sensitization program to promote research culture on campus. The following are details of workshops/training programs conducted by the University during the period under review:

S. No.	Workshops/Training/ Sensitization Program	Title of the Program	Objective	Month/Date/ Year
1.	Training Program	Business Data Analytics using R and SAS®  For Industry professional involved in data analysis, academicians and research scholars	1. Understand the fundamentals of 'R' and Base SAS® 2. Application of statistical techniques in R and Base SAS® in methodologies and techniques 3. Gain Practical knowledge in R and Base SAS®	Aug 22 -24, 2014



## Workshops / Training Programs Conducted by the University



Participants at Structural Equation Modeling Workshop



Participants at Case Study Methodology Workshop at Gurgaon



S. No.	Workshops/Training/ Sensitization Program	Title of the Program	Objective	Month/Date/ Year
2.	Workshop	Basic Research Methods for Social Sciences and Management	Topics included Testing of Hypothesis, Anova Manova, Factor Analysis and Cluster Analysis, Bi-variate and Multi-variate Analysis, Dummy Variables and Panel Data Models, Logit Model and Publication Skills	June 9 & 10, 2014.
3.	Workshop	Case Study	Case studies from each functional discipline were discussed to help faculty members gain an appreciation of the pedagogy.	May 5 and 6, 2014
4.	Workshop	Arthrobotics	2-day workshop on robotics in association with Technophilia Systems, Indo - US Robo League and IIT Bombay. The program provides specialized training to the students in building robots for the applications like Line follower/ Obstacle Avoidance/ Path memorizing, Wall Follower etc	March 8-9 2014
5.	Workshop	Structural Equation Modeling (SEM) Basics and Applications for Teaching Professional, Industry executives, Research Scholars and professionals interested in statistical techniques	1. Application of SEM in different fields of research and in areas of psychology, healthcare, social sciences, market research, informational research and organization research 2. Illustrate basic application of SEM using the AMOS software	January 9-10, 2014
6.	Workshop	Mozilla Firefox apps day	Firefox OS apps day was organized (1st 24 hours non-stop coding marathon)	Febrary 8-9.2014
7	Workshop	Structural Equation Modeling: Basics and Advances	Application of CFA, Path Analysis, Goodness of Fit, Moderational Analysis, Mediation Analysis, Multi-group analysis	September 23 -24, 2013
8	Workshop	Multivariate Techniques: Basic & Applications using SPSS	Application of Multivariate Technique Particularly Multiple regression, Factor analysis and Disriminant analysis	June 27 - 28, 2013

S. No.	Workshops/Training/Sensitization Program	Title of the Program	Objective	Month/Date/Year
9.	Workshop	Structural Equation Modeling (SEM) Basics and Applications for Teaching Professional, Industry executives, Research Scholars and professionals interested in statistical techniques	1. Application of SEM 2. Illustrate basic application of SEM	October 11 & 12, 2012

In addition there are 163 faculty seminars conducted during the academic year 2013-14 and about 418 faculty seminars in the last four years to promote a research culture.

**3.1.6 How does the university facilitate researchers of eminence to visit the campus as adjunct professors? What is the impact of such efforts on the research activities of the university?**

The University facilitates researchers of eminence to visit the campus by appointing them as adjunct professors. They guide the research scholars, interact with the faculty members and the students and share their research experience. These include:

- Prof A K Rao, former Dean, IIM Bangalore and recipient of Outstanding Professor Award from the School of Business at California State University, San Diego. USA,
- Prof V Nagi Reddy, former Prof. IIM Calcutta,
- Prof Bhanoji Rao, former Professor National University of Singapore and former Visiting Professor, Lee Kuan Yew School of Public Policy,
- Prof. K. Pratap Reddy, former Director, Institute of Rural Management, Anand and
- Prof. Syed Obed. HR Consultant

Besides, the University also facilitates interaction with researchers of eminence by arranging guest lectures and discussions. (Refer item 2.3.5)

**3.1.7 What percentage of the total budget is earmarked for research? Give details of heads of expenditure, financial allocation and actual utilization.**

About 15 percent of the total budget earmarked for research is spent on items like purchase of software required for analyzing data, stipends to research scholars, travel expenses of faculty members participating in

national/international seminars/workshops/conferences; hosting of conferences by the University and for library development. The details are presented below:

### Funding for Research

(Rs. In Lakhs)

Particulars	2009-10	2010-11	2011-12	2012-13	2013-14
Stipend & Contingency grants for research scholars including those under VSP	123.70	185.86	313.91	301.69	296.63
Purchase of software to improve the research and teaching requirement	163.49	172.38	178.81	389.49	322.47
Travel grants for faculty for attending the conferences, workshops, Seminars and symphias in India and abroad	72.39	81.02	89.85	64.07	67.74
Organizing national and International conferences and workshops	23.27	21.43	45.22	22.09	40.40
Library development	130.80	167.68	218.19	125.55	200.01
<b>% age on total expenditure</b>	<b>13.96%</b>	<b>12.51%</b>	<b>16.58%</b>	<b>16.82%</b>	<b>35.88%</b>

**3.1.8 In its budget, does the university earmark funds for promoting research in its affiliated colleges? If yes, provide details.**

Not applicable as the University does not have any affiliated colleges.

**3.1.9 Does the university encourage research by awarding Post Doctoral Fellowships/Research Associateships? If yes, provide details like number of students registered, funding by the university and other sources.**

There are about 8 Research Associates in the Case Research Center, who take up case research. They have developed a large number of cases under the guidance of Dean, Case Research Center. The entire expenditure involved in developing cases such as collecting relevant industry/company data; analysis of data, procuring databases, salaries of research associates, expenses involved in running the Case Research Center is being met by the University.

**3.1.10 What percentage of faculty have utilized the sabbatical leave for pursuit of higher research in premier institutions within the country and abroad? How does the university monitor the output of these scholars?**

One of our faculty members, Dr. Vighneswara Swamy was selected for the Post Doctoral Fellowship of University Grants Commission, in the area of finance. He was on lien for two years (2012-14).

Dr.Vighneswara Swamy was also selected as a Senior Research Fellow at the Institute of Economic Growth (IEG), Delhi, an autonomous, multidisciplinary centre for advanced research and training. He was given lien for the period June 2014-May 2015.

The output of the research by the faculty member is monitored by their publications in peer reviewed national / international journals.

### 3.1.11 Provide details of national and international conferences organized by the university highlighting the names of eminent scientists/scholars who participated in these events.

During the last five years the University hosted 24 international conferences. The number of participants in all the conferences was 1706. The number of papers presented during the conferences was 1239. The details of the conferences including the names of scholars/academicians/eminent professors who participated in these conferences are given below:

#### CONFERENCES HOSTED

##### A. Period: 01 Jun 2013 - 30 June 2014

Sl. No.	Title	Eminent Visitor	Collaborating Institution/s
1.	3 <sup>rd</sup> International Conference on Business Intelligence and Knowledge Management (BIKM-2014)	Mr. Ganes Kesari, VP Delivery, Gramener, Hyderabad	–
2.	7 <sup>th</sup> Doctoral Theses Conference May 2-3, 2014	1. Prof. M R Rao, Emeritus Professor, ISB 2. Prof.Devendra Tirupathi, Dean Academics, IIM Bangalore 3. Prof. B Kamaiah, University of Hyderabad	–
3.	4 <sup>th</sup> International Conference on Applied Econometrics (ICAE-IV), March 20-21, 2014	1. Prof. R. Radhakrishna Chairman and Hon. Professor at the Centre for Economic and Social Studies, Hyderabad and a former Chairman of the National Statistical Commission.	The Indian Econometric Society, New Delhi
4.	10 <sup>th</sup> International Conference on Business and Finance – ICBF 2014, January 9-10, 2014	1. Prof. I M Pandey, IIM Lucknow (Noida Campus), Chief Guest, Inaugural Session 2. Prof. David Reeb, National University of Singapore 3. Prof. Lorne Switzer, Concordia University, Canada 4. Prof. Madhu Veeraraghavan, Monash University, Australia and TAPMI, India Invited Plenary Speaker 5. Prof. Rajendra P. Srivastava, University of Kansas Invited Plenary Speaker	The Finance Department, Oklahoma State University, USA

Sl. No.	Title	Eminent Visitor	Collaborating Institution/s
5	5 <sup>th</sup> ICOMBS 2013 (International Conference on Marketing and Business Strategy), August 8-9, 2013	<ol style="list-style-type: none"> <li>1. Mr. Milind Chalisgoankar, Country Advisor (India), AXA Group</li> <li>2. Mr. S. Shivram, Director, Human Capital Consulting at Deloitte Touche Tohmatsu India Pvt Ltd</li> <li>3. Mr. Vinod Achanta, DGM, Sales &amp; Marketing, PBEL Property Developers</li> <li>4. Mr. Subba Raju Pericherla, Founder &amp; Director, Cross Borders.</li> <li>5. Dr. Narendranath Menon, Professor of Management, Institute of Public Enterprise,</li> <li>6. Mr. Abhirama Krishna, Director, South State Business School,</li> <li>7. Mr. Gaurav and Mr. Saurav of Sparsh Nephrocare.</li> <li>8. Mr. Vishwanand, CEO - Zebra Cross,</li> <li>9. Mr. Sai Kishore, Strategic Consultant,</li> <li>10. Mr. Subhash Ainnapurapu, RM-South, SSK LED,</li> <li>11. Mr. Chinta Ravi Kiran, Strategic Consultant,</li> <li>12. Mr. Gajanand Bochara, Project Manager, Mott McDonald,</li> <li>13. Mr. K R Panda, VP &amp; CLO, Share Asmita Micro-Finance Ltd.</li> </ol>	–

**B. Period: 01 Jun 2012 - 31 May 2013**

Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
6	6 <sup>th</sup> Doctoral Theses Conference 2013, Apr 26-27, 2013	<ol style="list-style-type: none"> <li>1. Prof. Sanjay Kallapur, ISB, Hyderabad</li> <li>2. Dr. Santosh madiraju, The Group Manager (HR), Microsoft India</li> </ol>	Michigan State University, East Lansing, USA
7	2nd International Conference on Business Intelligence, Analytics and Knowledge Management, Apr 17-19, 2013	<ol style="list-style-type: none"> <li>1. Mr. Choudur K. Lakshminarayan Principal Research Scientist at HP Labs, USA (from global industry).</li> <li>2. Dr. Gorla Narasimhaiah, Professor, American University of Dubai (International).</li> <li>3. Mr. Srinivasan Govindaraj, Sr. Vice-President, Lister Technologies, Chennai (from industry).</li> </ol>	Hongkong Polytechnic University (Poly U), Hongkong)
8	2nd International Conference on Human Resource Management, Apr 11 & 12, 2013	<ol style="list-style-type: none"> <li>1. Mr. Rajorshi Ganguly, Vice-President-HR-Global Generics, Dr.Reddy's Laboratories Limited</li> <li>2. Mr. K.J.A.Swaroop, General Manager — HR, ITC Papers</li> </ol>	NMDC has provided financial sponsorship for the HR conference
Contd...			



4<sup>th</sup> International Conference on Applied Econometrics at IBS Hyderabad, held on March 20&21, 2014



Participants of the Conference in a Session



International Case Study Conference & Workshop on Case Study Methodology at IBS Hyderabad, held on December 14&15, 2012



Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
<i>Contd...</i>			
9	6th International Conference on Decision Sciences for Performance Excellence, Dec, 27, 28 & 29, 2012	1. Prof. Sanjay Kallapur, ISB Hyderabad 2. Dr. Santosh Madiraju, the Group Manager-HR of Microsoft India	Decision Sciences Institute, Atlanta, USA
10	International Case Study Conference 2012, Dec 14 & 15, 2012	1. Prof. Thillai Rajan, IIT Madras 2. Dr. Uday Damodaran and Dr. Suma Damodaran	The Case Centre (ecch) and Universiti Utara, Malaysia.
11	Right to Education: Constitutional Dynamics, Aug 18-19 2012	Prof. K V S Sarma, Professor & Registrar, NALSAR, Hyderabad–	National Commission for Protection of Child Rights. Partial financial assistance was provided by ICSSR, New Delhi

**C. Period: 01 Jun 2011 - 31 May 2012**

Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
12	4th International Conference on Marketing & Business Strategy, May 10 & 11, 2012	1. Dr. S. Raghunath, Dean (Admin) and Professor of Corporate Strategy and Policy IIM Bangalore 2. Mr. Arvind Rajagopalan, VP-Planning, Lowe Lintas, Chennai	–
13	International Conference on Business Intelligence, Analytics and Knowledge Management (BIAKM), Apr, 19 & 20 , 2012	1. Mr. Choudur K. Lakshminarayan, Principal Research Scientist HP Labs, USA Dr. Gorla Narasimhaiah, Professor, American University of Dubai (International). 2. Mr. Srinivasan Govindaraj, Sr. Vice-President, Lister Technologies, Chennai.	–
14	5th Doctoral Thesis Conference, Apr 2 & 3, 2012	1. Prof. R Vaidyanathan, Professor, Finance & Control, IIM Bangalore & UTI Chair Professor in Capital Markets Studies, Mumbai 2. Prof. B Kamaiah, Professor in Economics University of Hyderabad 3. Prof. Kinnera Murthy, Centre for Management Studies, Administrative Staff College of India, Hyderabad	–
<i>Contd...</i>			



6<sup>th</sup> Doctoral Theses Conference on April 26&27, 2013



Participants of the Conference in a Session



2<sup>nd</sup> International Conference on BIAKM, April 17-19, 2013



Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
Contd...			
15	International Conference on HR & OB, Mar 29-30, 2012	<ol style="list-style-type: none"> <li>1. Dr Monica L Forret, Director of DBA Program, St Ambrose University, IOWA, USA</li> <li>2. Dr Sita Vanka, Dean- Management, University of Hyderabad</li> <li>3. Mr Rabindra Singh, Director(Personnel), NMDC Ltd.</li> <li>4. Mr Suresh Anubolu, Director HR, CA Technologies</li> </ol>	–
16	9th International Conference on Business and Finance (ICBF) 2012, Jan 6 –7, 2012	<ol style="list-style-type: none"> <li>1. Prof. Ajai K Singh, Finance, Weatherhead School of Management, Case Western Reserve University, USA,</li> <li>2. Rakesh Sharma, Chief General Manager, SBI</li> <li>3. Prof. Tarun K Mukherjee, Proferssor, Moffet Chair Financial Economics, University of New Orleans</li> <li>4. Prof. Shantaram P. Hegde, Department of Finance, School of Business, University of Connecticut</li> <li>5. Mr. Pashupati Kumar, Director, Enterprise Risk Services, Deloitte &amp; Touche Assurance and Enterprise Risk Services India Pvt. Ltd.</li> </ol>	Philadelphia University US
17	3rd International Conference on Applied Econometrics, Dec 16-17, 2011	<ol style="list-style-type: none"> <li>1. Dr. K L Krishna, Former professor, Delhi School of Economics</li> <li>2. Dr. R. Radha Krishna, Chairman, National Statistical Commission</li> <li>3. Dr. Prof. B Kamaiah, University of Hyderabad</li> </ol>	The Indian Econometrics Society (TIES) and sponsored by NABARD, Mumbai.

**D. Period: 01 Jun 2010 - 31 May 2011**

Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
18	National Seminar on Solid Waste Management Legal Facies, Feb 5 - 6, 2011	<ol style="list-style-type: none"> <li>1. Hon'ble Sri Justice Nooty Ramamohana Rao</li> </ol>	–
19	3 <sup>rd</sup> International Conference on Marketing and Business Strategy (ICOMBS) - 2010, Dec 3 - 4, 2010	<ol style="list-style-type: none"> <li>1. Prof. Abraham Koshy, Professor, Marketing Area, IIM Ahmedabad</li> <li>2. Mr. Lanka Srinivas, Vice Chairman, Ramky Group, Hyderabad</li> </ol>	–
20	4 <sup>th</sup> International Doctoral Theses , Sep 24 - 25, 2010	<ol style="list-style-type: none"> <li>1. Prof. M R Rao, Dean , ISB, Hyderabad</li> </ol>	–

**E. Period: 01 Jan 2010 - 31 May 2010**

Sl. No.	Title	Eminent Visitors	Collaborating Institution/s
21.	2 <sup>nd</sup> International Conference on Applied Economics and Time Series Econometrics, Apr 16-17, 2010	<ol style="list-style-type: none"> <li>1. Prof. B.B. Bhattachary, Vice-Chancellor, JNU,</li> <li>2. Prof. Luis A Gil-Alana, University of Navarra, Spain,</li> <li>3. Dr. B Kamaiah, Professor, University of Hyderabad,</li> <li>4. Prof. Manoj Panda, Director, CESS, Hyderabad, India</li> <li>5. Prof. Bimal K. Mohanty,</li> <li>6. Prof. K.V Bhanumurthy, Delhi School of Economics</li> <li>7. Prof. Indrakant &amp;</li> <li>8. Prof. Yerram Raju,</li> <li>9. Prof. Duraiswamy, Madras University</li> <li>10. Dr DVS Sastry, Director General, Research and Development, IRDA,</li> <li>11. Prof. BSR Rao, Director &amp; Dean, International Institute for Insurance and Finance, Osmania University, Hyderabad</li> </ol>	The Indian Econometric Society
22.	International Conference on Quantitative Methods in money, Banking, Finance, and Insurance (ICQMBFI), Mar 19-20, 2010	<ol style="list-style-type: none"> <li>1. Prof. Y K Alagh, Chairman, IRMA, former Union Minister for Science and Technology, former Member Planning Commission</li> <li>2. Dr. D.V.S. Sastry, D-G, R&amp;D, IRDA</li> <li>3. Prof. G. Sethu, NISM, Mumbai</li> <li>4. Prof. Suresh Tendulkar, former Chairman, Economic Advisory Council to Prime Minister</li> <li>5. Dr. Indira Rajaraman, Member, 13th Finance Commission</li> <li>6. Dr. B Kamaiah, Professor, University of Hyderabad</li> </ol>	IGIDR Mumbai
23.	8 <sup>th</sup> International Conference on Business & Finance (ICBF), Mar 12-13, 2010	<ol style="list-style-type: none"> <li>1. Dr.M T Raju</li> </ol>	Indian Institute of Capital Markets (IICM), Mumbai
24.	International Conference on Applied Economics and Time Series Econometrics (ICAETE-I), April 17-18, 2009	<ol style="list-style-type: none"> <li>1. Dr. V R Panchamukhi, Former Chairman, ICSSR</li> <li>2. Dr. B Kamaiah, Professor, University of Hyderabad</li> <li>3. Dr. N R Bhanumurthy, Secretary, The Indian Econometric Society</li> <li>4. Dr. G Mythili, Professor, IGIDR</li> </ol>	IGIDR Mumbai

### 3.2 Resource Mobilization for Research

#### 3.2.1 What are the financial provisions made in the university budget for supporting students' research projects?

The university allocates 15% of its budget for supporting research proposals submitted by students. Allocation of the budget is made for the purchase of online database, statistical software applications, statistical tools, sponsoring to visiting scholar programs etc.

#### 3.2.2 Has the university taken any special efforts to encourage its faculty to file for patents? If so, how many have been registered and accepted?

Our Faculty of Science and Technology is just 4 years old. Efforts towards encouraging the faculty members for filing patents are initiated.

#### 3.2.3 Provide the following details of ongoing research projects of faculty:

Year Wise	Number	Name of the Project	Name of the Funding Agency	Total Grant Received
A. University Awarded Projects				
Minor Projects	-Not Applicable-			
Major Projects				
B. Other Agencies – National / International (Specify)				
Minor Projects	1. Dr.Vighneswara Swamy was selected as a Senior Research Fellow at the Institute of Economic Growth (IEG) at an autonomous, multi-disciplinary Centre for advanced research and training.(June 2014- May 2015) Department of Science and Technology Project: 2. 'Analytic and numerical Problems on L-Series of Quadratic Fields' (Dr.S.Sreenivas Rau), Department of Science and Technology, New Delhi, Rs. 4,50,000			
Major Projects				

#### 3.2.4 Does the university have any projects sponsored by the industry / corporate houses? If yes, give details such as the name of the project, funding agency and grants received.

**Yes.**

The details are presented below:

Sl. No.	Title of the Collaborative Research Project	Objective/s	Name/s of the Investigator/s	Period	Funding Agency	Out Lay in Rs.	Status
1.	Analytic and numerical Problems on L-Series of Quadratic Fields'	To contribute new results on numerical values of L- functions	Dr.S.Sreenivas Rau	2014 (In Process)	Department of Science and Technology, New Delhi	4,50,000	On going

Sl. No.	Title of the Collaborative Research Project	Objective/s	Name/s of the Investigator/s	Period	Funding Agency	Out Lay in Rs.	Status
2.	IFFCO – Paradeep	To investigate the reasons behind the success story post acquisition of Paradeep unit by IFFCO	Dr. YLN Kumar and Mr. Diganta Chakraborty	6 months (Financial year 2013-14)	Study of Turnaround strategy implementation at Paradeep plant (From HR perspective)	2,00,000	Completed
3.	A study of various training methods and performance management systems; Name of the Principal Investigator	To develop a roadmap for Training and Performance Management System;	Dr. Manas Ranjan Tripathi, IBS Hyderabad, India	Jul 2012- Nov 2012	Power Grid Corporation of India.	78,000	Completed
4.	Performance Evaluation	To facilitate promotion decision – Senior Management	Dr. Y L N Kumar, IBS Hyderabad, India	Apr, 2011	Hansen Transmissions , Coimbatore, India	40,000	Completed
5.	Gender Dimension in Financial Inclusion: A Study on the Impact of Women Participation on the Economic Upliftment of Poor Households.	To examine the significance of gender dimension in financial inclusion through microfinance in the economic upliftment of poor households in the Indian economy	Dr. Vighneswara Swamy, IBS Hyderabad, India	Jul 24, 2010 - Oct 25, 2012	Sri Ratan Tata Trust- Project administered by Institute of Social Economic Change (ISEC)	75,000	Completed
6.	KAP Survey on HIV & AIDS, WVI Kotdwar, Uttaranchal, India	Survey on HIV & AIDS, with objective of knowing how many know about the HIV and AIDS epidemic.	Dr. Trilochan Tripathy	2011-12	World Vision, India,	3,00,000	Completed

Sl. No.	Title of the Collaborative Research Project	Objective/s	Name/s of the Investigator/s	Period	Funding Agency	Out Lay in Rs.	Status
7.	Informal sector Livelihood strategies,	To examine the problems and prospects of the informal sector towards livelihood commotion	Dr. Trilochan Tripathy	2011-12	ADP Anugraha	2,50,000	Completed
8.	Tribal women livelihood strategies	To examine the livelihood support systems and bottle necks of tribal women in Orissa.	Dr. Trilochan Tripathy	2011-12	UGC funded project,	35,000	Completed
9.	Social Sustainability of CBOs	To examine the sustainability of community based organizations in Uttarakhand	Dr. Trilochan Tripathy	2010-11	World Vision, India	45,000	Completed
10.	Commercial Paper Market: Problems and Prospects	Development and Growth of Commercial Paper in the Indian Money Market; Factors determining the issuance of CP in the manufacturing Sector in India; Intra industry differences of the factors in the issuance of CP for working capital	Dr. Vunyal Narender	Jun, 2010 - May 2011	Reserve Bank of India, Mumbai, India	1,00,000	Completed
11.	Customer Satisfaction in Micro Finance Institutions: A comparative study of Andhra Pradesh and Orissa	To find out the state of customers in Micro Finance Institutions	Prof. S.C. Bihari	Feb 2010 - Nov 2010	Indian Institute of Banking and Finance, Mumbai, India	1,50,000	Completed

**3.2.5 How many departments of the university have been recognized for their research activities by national / international agencies (UGC-SAP, CAS; Department with Potential for Excellence; DST-FIST; DBT, ICSSR, ICHR, ICPR, etc.) and what is the quantum of assistance received? Mention any two significant outcomes or breakthroughs achieved by this recognition.**

The University received assistance from the following agencies for research activities:

1. DST
2. UGC
3. Reserve Bank of India
4. World Vision
5. Friedrich Ebert Stiftung, Germany
6. IFMR
7. MICA MICORE

The following faculty members of the faculty of management and faculty of science received recognition for their research activities. The details of the research projects are presented below:

Sl.No.	Title of the Collaborative Research Project	Funding Agency	Objective/s	Name / s of the Investigator/s	Period	Out Lay In Rs.	Status
1.	Analytic and numerical Problems on L-Series of Quadratic Fields	Department of Science and Technology, New Delhi	To contribute new results on numerical values of $L$ -functions	Dr.S.Sreenivas Rau	2014-	4,50,000	On going
2	BIG GREEN (BG) - Framework for Bringing Scale to Green Livelihood Initiatives	Friedrich Ebert Stiftung, Germany	Climate Change Project: To study the climate change across five physiographic regions in India	Prof. Shailendra Singh Bisht	Apr – Oct 2014	10,000 euros (Approx. Rs. 7, 77, 850)	On going
3.	Euro Zone Sovereign Debt Crisis – Macroeconomic Implications and Policy Options for India	South Asian Network for Economic Research Institutes SANEI under their World Bank funded Global Development Network's Regional Research Competition	To assess the vulnerability of Indian economy, by conducting scenario analysis and by simulating the potential effects of trade shocks and effects on the financial	Dr. Vighneswara Swamy	August 2013 to June 2014	USD 9997.00 (Approx. Rs. 6,08,000)	Completed

Sl.No.	Title of the Collaborative Research Project	Funding Agency	Objective/s	Name / s of the Investigator/s	Period	Out Lay In Rs.	Status
		program	sector and establish a set of stylized facts on the actual impacts of the European debt crisis.				
4.	IFFCO	Paradeep	Study of Turnaround strategy implementtion at paradeep plant ( From HR perspective)	Dr. Y L N Kumar and Mr. Diganta Chakraborty	6 months (Finan cial year 2013-14)	2,00,000	Completed
5.	CBM Fellow for Social Research-2012- Preparation of Corporate Social Responsibility (CSR) approach paper	CBM	Preparation of Corporate Social Responsibility (CSR) approach paper including development of Disability Index to measure the standard of living of people suffering from disability based on Community Based Rehabilitation (CBR) MATRIX Guidelines	Prof. Shailendra Singh Bisht, IBS Hyderabad, India	Jan-May 2013	5,00,000	Completed
6.	Country of Origin and Brand Familiarity in Celebrity Endorsements; Name of the Principal Investigator	Institute on Asian Consumer Insight (ACI), Singapore/	To investigate the relative effectiveness of a global vs national celebrity for a global vs. national brand incorporating the moderating effect of brand familiarity. The proposed study would be conducted in a cross country framework.	Dr. Subhadip Roy, IBS Hyderabad, India		USD 10,000	Completed

Sl.No.	Title of the Collaborative Research Project	Funding Agency	Objective/s	Name / s of the Investigator/s	Period	Out Lay In Rs.	Status
7.	Gender Dimension in Financial Inclusion – A study on the impact of women participation on the economic conditions of poor households	Institute of Social and Economic Change	To conduct impact evaluation and quantify the economic impact of women participation on the economic conditions of poor households in India	Dr. Vighneswara Swamy	August 2012 to December 2013	75,000	Completed
8.	A study of various training methods and performance management systems; Name of the Principal Investigator	Power Grid Corporation of India.	To develop a roadmap for Training and Performance Management System; Funding Agency	Dr. Manas Ranjan Tripathi	Jul 2012- Nov 2012	78,000	Completed
9.	Microfinance Intermediaries and Transaction Costs in India–An Empirical Analysis; Name of the Principal Investigator	University Grants Commission (UGC), New Delhi	The principal objective of this research project is to bring more focus on the aspects of transaction costs in borrowing for the poor as well as transaction costs of lending for the institutions in the provision of finance to the poor	Dr. Vighneswara Swamy	Feb 20, 2012- Feb 19, 2014	24,39,478	Completed
10.	KAP Survey on HIV & AIDS, WVI Kotdwar, Uttaranchal, India	World Vision, India,	Survey on HIV & AIDS, with objective of knowing how many know about the HIV and AIDS epidemic.	Dr. Trilochan Tripathy	2011-12	3,00,000	Completed
11.	Informal sector Livelihood strategies,	ADP Anugraha	To examine the problems and prospects of the informal sector towards livelihood commotion	Dr. Trilochan Tripathy	2011-12	2,50,000	Completed



Sl.No.	Title of the Collaborative Research Project	Funding Agency	Objective/s	Name / s of the Investigator/s	Period	Out Lay In Rs.	Status
12.	Tribal women livelihood strategies	UGC funded project,	To examine the livelihood support systems and bottle necks of tribal women in Orissa.	Dr. Trilochan Tripathy	2011-12	35,000	Completed
13.	Social Media and Business Plan consulting	Domestic Workforce Services (Hyderabad)	Develop Business Plan for initial funding of the start-up and put together a social media marketing agenda	Prof. Srividya Raghavan,	Jul 2011 – Sep 2011	60,000	Completed
14.	Performance Evaluation	Hansen Transmissions, Coimbatore, India	To facilitate promotion decision – Senior Management	Dr. Y.L.N. Kumar	Apr, 2011	40,000	Completed
15	Social Sustainability of CBOs	World Vision, India	To examine the sustainability of community based organizations in Uttarakhand	Dr. Trilochan Tripathy	2010-11	45,000	Completed
16	Gender Dimension in Financial Inclusion: A Study on the Impact of Women Participation on the Economic Upliftment of Poor Households.	Sri Ratan Tata Trust- Project administered by Institute of Social Economic Change (ISEC)	To examine the significance of gender dimension in financial inclusion through microfinance in the economic upliftment of poor households in the Indian economy	Dr. Vighneswara Swamy	Jul 24, 2010 - Oct 25, 2012	75,000	Completed
17	Commercial Paper Market: Problems and Prospects	Reserve Bank of India, Mumbai, India	Development and Growth of Commercial Paper in the Indian Money Market; Factors determining the issuance of CP in the manufacturing Sector in India; Intra	Dr.Vunyale Narender,	Jun, 2010 - May 2011	1,00,000	Completed

Sl.No.	Title of the Collaborative Research Project	Funding Agency	Objective/s	Name / s of the Investigator/s	Period	Out Lay In Rs.	Status
			industry differences of the factors in the issuance of CP for working capital				
18	The Economics and Psychology of Long-term Savings and Pensions	International Initiative for Impact Evaluation (3ie), New Delhi	To understand how certain features associated with the design and presentation of a pension product affect rates of participation and patterns of saving	Karna Basu, Hunter College, CUNY, USA, and Prof. Shailendra Singh Bisht, IBS Hyderabad, India	Apr 1, 2010- Feb 1, 2014	USD 4,50,000	Completed
19	Customer Satisfaction in Micro Finance Institutions: A comparative study of Andhra Pradesh and Orissa	Indian Institute of Banking and Finance, Mumbai, India	To find out the state of customers in Micro Finance Institutions	Prof. S.C. Bihari	Feb 2010 - Nov 2010	1,50,000	Completed
20	State of micro-insurance in Uttarakhand and Orissa	Centre for Microfinance, IFMR, Chennai	To determine the factors affecting acceptance of micro-insurance	Prof. Shailendra Singh Bisht, IBS Hyderabad, and Debashis Acharya, UoH, Hyderabad, India	Jan 1, 2010- Feb 15, 2012	3,00,000	Completed
21	Role of tactile inputs and visual aesthetics in product evaluation	MICA-MICORE, Ahmedabad, India	To examine the effect of tactile inputs and visual aesthetics on product evaluation	Dr. Subhash Jha	December 2009 to November 2010	52,000	Completed

### 3.2.6 List details of

- a. Research projects completed and grants received during the last four years (funded by National/International agencies).

**Please refer 3.2.5 above.**

- b. Inter-institutional collaborative projects and grants received

i. All India collaboration

ii. International

**Please refer 3.2.4 above.**

### 3.3 Research Facilities

#### 3.3.1 What efforts have been made by the university to improve its infrastructure requirements to facilitate research? What strategies have been evolved to meet the needs of researchers in emerging disciplines?

##### **Infrastructure:**

The infrastructure details are presented under Criterion IV.

The Instrumentation laboratory facilities installed at Faculty of Science and Technology are presented below:

Instrumental Methods of Analysis (IMA) Lab existing in the faculty is equipped with sophisticated equipment meant for conducting experiments pertaining to the fields of Environmental Sciences, Environmental Engineering and Mechanical Engineering at the under graduate level. This lab facility caters to the needs of students and faculty members who undertake project work in the inter-disciplinary areas of science & technology. Equipment suitable for physicochemical analysis, chromatographic analysis & micro-analytical analysis of biological, industrial and metallurgical samples is installed in this lab.

Following are the details of equipment that is being currently put to use at the Faculty of Science and Technology:

- UV-Vis Spectrophotometer. (Perkin-Elmer make, Lambda-25, EZ210): Double beam, 0.001% optical density threshold units, coupled with Peltier set-up for temperature control, fully automated and interfaced to PC, on line data collection and interpretation etc.
- FT-IR Spectrophotometer. (Thermo-Electron make, RX-1, 960M0030): Diversified sampling facilities, fully automated, User friendly software with a Library of wave numbers for representative compounds, coupled with high resolution FT interferometer.
- Atomic Absorption Spectrophotometer (Perkin-Elmer make, AAS200): Provision for analyzing as many as 28 samples in their various forms and formulations, workable concentration range < 1 ppm for all elements.
- High Performance Liquid Chromatography: (Agilent Make, PU 1580, UV 1575): High specification for component separation, temperature control, Varieties of column, isocratic set up, fully automated user friendly soft ware to interpret chromatograms.
- Gas Chromatography: (Agilent Make): Provision for using different carrier gases, a combined TCD-FID detector set up, fully automated.
- High voltage Electrophoresis: (Biorad make, power pack-16455057, Mini Sub cell X2 Gels-1704486), Mini protean-1653301: Flexibilities to use varieties of gels, interfaced with trans-illuminator and imaging techniques.

- Fluorescent Microscope: (Olympus Make, B×51, Camera model C5060): High resolution power, sleuth vision technique, fully automated, phase contrast techniques for efficient monitoring of karyotyping online.
- Autoclave Fermenter set up: (Applikon make): Accurate parametric optimization facilities for pH, temperature, O<sub>2</sub> level, agitation rate etc.

### Strategies

The University encourages faculty members to apply for research grants from government and non-government agencies. Besides, the University also encourages faculty members to share their knowledge with colleagues participating in faculty seminars conducted regularly. The comments from participating members are taken into account while modifying research proposals. The suggestions from the experts screening research proposals from time to time would help the faculty members to come forward with ideas and proposals that find favour with funding agencies.

The details of the research work already carried out in the emerging disciplines are covered in item 3.2.4 and 3.2.5.

#### 3.3.2 Does the university have an Information Resource Centre to cater to the needs of researchers? If yes, provide details of the facility.

**Yes.**

The University library caters to the needs of researchers. This enables promoting quality research. A few of the initiatives are presented below:

The library subscribes to several online databases such as

- EBSCO Databases,
- Emerald,
- Marketline,
- JSTOR,
- Capitaline Plus,
- Science Direct, Proquest,
- CMIE (Prowess, Economic Outlook, Capex, IAS),
- Cabell directories,
- World Development Indicators,
- Prime Database,
- J-Gate (Engineering),

- EPWRF data sets and
- Scopus Directories.

The Library has a rich collection of books, journals, magazines, leading newspapers in various functional areas of management, science and technology and law. Every attempt is made to gain access to rich content, data bases, web links, and make them available to students, faculty and research scholars in order to promote research at the campus. Users gain access to databases through the campus intranet.

Research Scholars and Faculty Members are also given access to research related software such as SPSS, SAS and R. The library has statistical/simulation software tools like Prowess, ARENA, Rational Rose and LISREL which help students and faculty in data collection, analysis and interpretation. Besides, the library has a good collection of monographs, dissertations/theses—positioned in the reference section.

The reference section has earmarked space to house latest editions of popular texts used by students, researchers as well as faculty members. Photocopying facilities are available within the library premises. The library is kept open throughout the year for 15 hours a day. The entire Campus is wi-fi enabled

**3.3.3 Does the university have a University Science Instrumentation Centre (USIC)? If yes, have the facilities been made available to research scholars? What is the funding allotted to USIC?**

**– No –**

**3.3.4 Does the university provide residential facilities (with computer and internet facilities) for research scholars, post-doctoral fellows, research associates, summer fellows of various academies and visiting scientists (national/international)?**

**Yes.**

- Residential facilities, in the form of studio apartments are available to research scholars (for both male and female).
- 24 x 7 wi-fi facility is provided.
- Accommodation to visiting scholars from India and abroad is provided at the University guest house. The University also offers boarding facilities.
- Internet and the tools necessary for research can be accessed from hostels and guest houses.

**3.3.5 Does the university have a specialized research centre/ workstation on-campus and off-campus to address the special challenges of research programmes?**

**Yes.**

- A. Case Research Center
- B. Center for Women Development.
- C. Center for Entrepreneurship Development
- D. Center for Environmental Studies
- E. Center for Cyber law

**A. Case Research Center:**

Case studies constitute an important pedagogic tool in management education. Eminent faculty members across the world agree that case studies are very effective in bridging the gap between theory and practice, and familiarizing students with actual situations in their field of study. This is especially so in fields like management, medicine and law, where practical exposure is considered as important as an understanding of the theory.

Case studies expose students to a variety of situations and encourage them to use their analytical abilities in understanding them. Business Schools all over the world make extensive use of case studies in their curriculum. However, in India the case study method is still not so popular, with regular use of case studies being restricted to a few top notch management schools. IBS Hyderabad is one of the business schools that stresses on the value of case studies and uses them extensively.

IBS Hyderabad initially used case studies published by prominent international producers like the Harvard Business School. While the Harvard case studies were excellent in themselves, they had some inherent shortcomings in that they dealt exclusively with international companies and business situations, and hence, were not appropriate for Indian business students who could not identify with them. Besides, they were written for users for whom English was the first language, and did not do very well for Indian students, some of whom were not fluent in English. Because the language, situations and companies in these case studies were not familiar to Indian students, it was felt that the students were not able to derive the maximum benefit from the use of the case methodology.

The case development activity, started in 2000 to fill this gap, has over the years developed into a globally renowned center for case research and case development. Today case studies developed by IBS Case Research Center are used by management institutions around the world.

Case studies are licensed for use by individuals and institutions through different channels. Marketed under two brands – IBS Center for Management Research (ICMR) and IBS Case Development Center

(IBSCDC) these case studies are made available through several channels. These are available through our exclusive websites – [www.icmrindia.org](http://www.icmrindia.org) and [www.ibscdc.org](http://www.ibscdc.org) and also through The Case Centre, U.K., (formerly the ecch) – the world’s largest repository of case studies. The Case Research Center is one of the major contributors to this repository.

### International Users

Top institutions in India including the IIMs and top international institutions regularly use our case studies in their management programs. Following is a select list of institutions that use our case studies:

<ul style="list-style-type: none"> <li>University of Cambridge - UK</li> <li>University of Oxford - UK</li> <li>London Business School - UK</li> <li>Hitotsubashi University - Japan</li> <li>University of Warwick - UK</li> <li>University of Southampton - UK</li> <li>University of Strathclyde - UK</li> <li>University of Edinburgh - UK</li> <li>Nottingham University Business School - UK</li> <li>University of Cape Town - RSA</li> <li>TiasNimbas Business School</li> <li>Kingston University - UK</li> <li>Chartered Institute of Marketing – UK</li> <li>Maastricht School of Management - Netherlands</li> <li>Groupe ESC Rennes - France</li> <li>HEC - Montreal</li> <li>University of Birmingham - UK</li> <li>Glasgow Caledonian University - UK</li> <li>University of Liverpool - UK</li> <li>University College Dublin - Ireland</li> <li>Universitat Bern - Switzerland</li> <li>ESIC - Spain</li> <li>Cardiff Business School – UK</li> <li>Helsinki School of Economics – Finland</li> <li>Universite de Geneve - Switzerland</li> <li>RSM Erasmus Graduate School - Netherlands</li> <li>University of Wales - UK</li> <li>Stockholm University - Sweden</li> <li>European Business School - UK</li> <li>European University - Switzerland</li> <li>Napier University of Edinburgh - UK</li> <li>HEC - Paris</li> <li>Ritsumeikan Asia Pacific University – Japan</li> <li>Manchester Business School - UK</li> <li>Moscow State University – Russia</li> </ul>	<ul style="list-style-type: none"> <li>University of Virginia - USA</li> <li>Boston University - USA</li> <li>York University - USA</li> <li>University of North Carolina - USA</li> <li>Arizona State University - USA</li> <li>University of Pittsburgh - USA</li> <li>University of Michigan - USA</li> <li>University of British Columbia - USA</li> <li>European University La Salle - USA</li> <li>Leeds Metropolitan University - UK</li> <li>University of Amsterdam - Netherlands</li> <li>University of Melbourne - Australia</li> <li>University of Navarra - Spain</li> <li>University of Notre Dame - USA</li> <li>University of Oulu – Finland</li> <li>University of Wollongong - Australia</li> <li>University of Surrey – UK</li> <li>Westminster - Kingsway College - UK</li> <li>Asia Pacific Management Institute - Hong Kong</li> <li>SDA Bocconi School of Management - Italy</li> <li>Sheffield Hallam University - UK</li> <li>Stockholm School of Economics - Sweden</li> <li>Universidade Nova De Lisboa - Portugal</li> <li>University of St.Gallen - Switzerland</li> <li>ESCP - EAP - European School of Business</li> <li>Universidad Pan Americana - Spain</li> <li>International Professional Managers - UK</li> <li>Cornell University - USA</li> <li>California State University - USA</li> <li>Groupe Essec - Cergy Pontoise - France</li> <li>Oxford Brookes University - UK</li> <li>Wirtschaftsuniversität Wien - Germany</li> <li>EDHEC Graduate School of Management - France</li> <li>Copenhagen Business School</li> <li>Lund University - Sweden</li> </ul>
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Prof.G.V.Muralidhara, Dean, Case Research Center at ICFAI Business School Hyderabad was presented the 2013 EFMD Case Writing Award for the Best Case in “Emerging Global Chinese Competitors” category for the case “LENOVO:CHALLENGER TO LEADER” by Dr.Eric Cornuel, Director General & CEO of EFMD at the EFMD Conference in Vienna on June 16.



Prof. Debapratim Purkayastha (right) and Adapa Srinivasa Rao receive the Knowledge, Information and Communication Systems Award, at our Anniversary Conference 2014, held at IIMB, Bangalore, India. The Case Centre's Director, Richard McCracken, congratulated both writers for their winning case, Digital Marketing at Nike: From Communication to Dialogue, published by IBS Center for Management Research.



The 2012 Case Awards were presented to Ms. Indu Perepu in the Knowledge, Information & Systems category and to Mr.Seshagiri Rao Chaganty in the Finance, Accounting & Control Category.



### Top International Awards

Our case studies have won several awards in international competitions. During the period under review our case studies won 34 awards in national and international competitions. Given below is a list of the awards received during the period under review:

#### Awards won in Global Case Writing Competitions

S. No.	Award
<b>2014</b>	
1.	<b>Lenovo: From Challenger to Leader'</b> Prof. G V Muralidhara and Ms. Hadiya Faheem First Prize in the 2013 EFMD Case Writing Competition ('Emerging Chinese Competitors' Category), organized by European Foundation for Management Development, Brussels
2.	<b>Corporate Entrepreneurship and Innovation at Google, Inc</b> Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao First Prize in the 2013 AESE Case Writing Competition organized by AESE Business School, Portugal.
3.	<b>Digital Marketing at Nike: From Communication to Dialogue</b> Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao First Prize in the 2014 The Case Award ('Knowledge, Information and Communication System' Category), organized by The Case Centre, United Kingdom.
4.	<b>Customer Retention at Hyundai Motors India Ltd:</b> CEEMAN/ Emerald Case Writing Competition, organized by The Central and East European Management Development Association (CEEMAN) in cooperation with Emerald Publishing (United Kingdom).
<b>2013</b>	
5.	<b>Labor Unrest at Maruti Suzuki India Limited:</b> "Finalist in the Dark Side Case Writing Competition" organized by the Critical Management Studies Interest Group of the Academy of Management (AOM), USA, Mr. Vijay Kumar Tangirala and Prof. Debapratim Purkayastha.
6.	<b>Husk Powers Systems: Lighting up the Indian Rural Lives:</b> "Second Prize in oikos Global Case Writing Competition, (Social Entrepreneurship Track)" organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Mr. Manish Agarwal and Prof. D Satish
7.	<b>Tesco: Losing Ground in the UK?:</b> "Finalist John Molson MBA Case Writing Competition 2012", organized by the John Molson School of Business, Concordia University, Montreal, Canada. Ms. Indu Perepu.
8.	<b>Embedding Sustainability at Novo Nordisk: The Compassion Vs Competitiveness Dilemma:</b> "Runner-Up in oikos Global Case Writing Competition, 2013 (Corporate Sustainability Track)" organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao.
<b>2012</b>	
9.	<b>WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers:</b> "Winner in the 2012 EFMD Case Writing Competition: 'Best of the Best' (Overall Winner) category" organized by the European Foundation for Management Development, Brussels, Belgium. Ms. Hadiya Faheem and Prof. Debapratim Purkayastha.

S. No.	Award
10.	<b>WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers:</b> “Winner in the 2012 EFMD Case Writing Competition: ‘Inclusive Business Models’ category” organized by the European Foundation for Management Development, Brussels, Belgium. Hadiya Faheem and Debapratim Purkayastha.
11.	<b>Sony Corporation – Future Tense?</b> “winner in the ‘Human Resource Management / Organizational Behavior’ category in the ecch Case Awards 2012” organized by ecch, UK. Ms. Indu Perepu and Prof. Vivek Gupta.
12.	<b>Meltdown in Iceland: Biggest Casualty of the 2008 Global Financial Crisis:</b> “winner in the ‘Finance, Accounting and Control’ category in the ecch Case Awards 2012”, organized by ecch, UK. Ms. Vandana Guttal and Mr. Seshagiri Rao Chaganty.
13.	<b>Sustainable Development at PepsiCo:</b> “Runner-Up in oikos Global Case Writing Competition 2012 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao.
14.	<b>Dr Reddy’s Laboratories: Growing Pains:</b> “Finalist in the John Molson Case Writing Competition 2012, organized by the John Molson School of Business, Concordia University”, Ms. Syeda Maseeha Qumer and Prof. Debapratim Purkayastha.
15.	<b>Ethical Breaches at News of the World:</b> “Finalist in the Dark Side Case Writing Competition” organized by the Critical Management Studies Interest Group of the Academy of Management (AOM), USA”, Ms. A J Swapna and Prof. Debapratim Purkayastha.
16.	<b>Ethical Leadership: Ratan Tata and India’s Tata Group:</b> “Third prize in the BLR Case Study Competition” organized by Business Leadership Review, Association of MBAs (AMBA), UK. Prof. Debapratim Purkayastha.
17.	<b>Feeding The Hungry Surfers: www.Justeat.in:</b> “Winner in the ‘Marketing & Strategy’ category in the ICSC2012 organized by IBS Hyderabad in collaboration with ecch and Universiti Utara Malaysia”, Prof. Debapratim Purkayastha and Mr. Rik Paul.
18.	<b>Feeding The Hungry Surfers: www.Justeat.in:</b> “Winner of Emerald – IBS Best Emerging Case Study award”, Prof. Debapratim Purkayastha and Rik Paul.
19.	<b>The Social Business Journey at IBM:</b> “Winner in the Social Media and Business Category in the ICSC2012” organized by IBS Hyderabad in collaboration with ecch and Universiti Utara Malaysia. Ms. Hadiya Faheem and Prof. G V Muralidhara.
<b>2011</b>	
20.	<b>Apple Board’s ‘Steve Jobs Dilemma’:</b> “Outstanding Case”, USA/ North America, Certified Management Accountants at Alberta and North American Case Research Association’s (NACRA) October 2011 Conference in San Antonio, Texas.” Prof. Debapratim Purkayastha.
21.	<b>Knowledge Management Initiatives at IBM:</b> “winner in the ‘Knowledge, Information and Communication Systems Management’ category in the ecch Case Awards 2011” organized by ecch, UK. Ms. Indu Perepu, Mr. Sachin Govind and Prof. Vivek Gupta.
22.	<b>SKS Microfinance: Managing Growth and Continuity of a Social Enterprise:</b> “Second Prize in Baylor-USASBE Student Case Research Competition” organized by The Baylor University Entrepreneurship Program and United States Association for Small Business and Entrepreneurship (USASBE). Mr. Somaditya Das, Mr. Wasim Harunbhai Kalwa and Prof. Debapratim Purkayastha.

S. No.	Award
	<b>2010</b>
23.	<b>Fabio Rosa - Bridging the Electricity Divide in Brazil:</b> “Winner in the 'Inclusive Business Models' category in the 2010 EFMD Case Writing Competition” organized by the European Foundation for Management Development, Brussels, Belgium. Mr. A Harish and Prof. Vivek Gupta.
24.	<b>Bhopal Gas Tragedy: Revisited after Twenty-five Years:</b> “Finalist in the 2010 Dark Side Case Writing Competition” organized by Critical Management Studies Interest Group of the Academy of Management. Ms. Hadiya Faheem and Prof. Debapratim Purkayastha.
25.	<b>WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers:</b> “Third prize in the oikos Global Case Writing Competition 2010 (Social Entrepreneurship Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Ms. Hadiya Faheem and Prof. Debapratim Purkayastha.
26.	<b>Business Model Innovation by Better Place: A Green Ecosystem for the Mass Adoption of Electric Cars:</b> “Third prize in oikos Global Case Writing Competition 2010 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Mr. Besta Shankar and Mr. Ramalingam Meenakshisundaram.
27.	<b>International Development Enterprise India's (IDEI) Affordable Irrigation Technology: Making a Big Social Impact?</b> “Third Prize in the 2010 NextBillion Case Writing Competition.”, Mr. Syed Abdul Samad, Ms. P Girija and Dr. Nagendra V Chowdary.
	<b>2009</b>
28.	<b>Sony Corporation - Future Tense?:</b> “First prize in the John Molson Case Writing Competition 2009” organized by the John Molson School of Business, Concordia University, Montreal, Canada. Indu Perepu and Vivek Gupta.
29.	<b>Trevor Field and the PlayPumps of Africa:</b> “First prize in the oikos Global Case Writing Competition 2009 (Social Entrepreneurship Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Prof. Debapratim Purkayastha.
30.	<b>Toyota: The Once-in-a-Century Challenge:</b> “Finalist in the John Molson Case Writing Competition 2009” organized by the John Molson School of Business, Concordia University, Canada. Ms. Syeda Maseeha Qumer and Prof. Debapratim Purkayastha.
31.	<b>Coca-Cola India's Corporate Social Responsibility Strategy:</b> “Finalist in the oikos Global Case Writing Competition 2009 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Ms. Hadiya Faheem and Prof. Debapratim Purkayastha.
32.	<b>Azaad Bazaar, India's First LGBT Online Store: When Will Its Bazaar Have 'Azaad':</b> “Finalist in the Reaching Out MBA Case Writing Competition.” Mr. Syed Abdul Samad, Mr. Prashanth Vidya Sagar Thalluri and Dr. Nagendra V Chowdary.
33.	<b>Contemporary Capitalism: Darkness at High Noon?:</b> “‘Dark Side VIII’ Case Writing Competition, organized by Critical Management Studies Interest Group of the Academy of Management. Mr. Akshaya Kumar Jena.
34.	<b>Bank Bailouts and Bonuses: From Financial Bankruptcy to Moral Bankruptcy?:</b> “Finalist in the ‘Dark Side VIII’ Case Writing Competition”, organized by Critical Management Studies Interest Group of the Academy of Management. Mr. Muthukumar R and Mr. Saradhi Kumar Gonedla.

### Reprinted in International Text Books

Our case studies are reprinted in text books authored by reputed authors and published by reputed international publishers. During the period under review our case studies were reprinted in 95 international text books as listed below:

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
1	Tata Groups Growth Strategies	Hadiya Faheem, G V Muralidhara	Strategy: Process, Content, Context, 5th Edition	B De Wit.	Cengage Learning EMEA, 2014
2	Nokia-Microsoft Alliance: Joining Forces in the Smartphone	Adapa Srinivasa Rao, Debapratim Purkayastha	Strategy: Process, Content, Context, 5th Edition	B De Wit.	Cengage Learning EMEA, 2014
3	The South African Economy: Coping with the Legacy of Apartheid	Sachin Govind, Barnali Chakraborty, S S George	The African Diaspora	Godfrey T Vincent	Cognella, San Diego in January 2014.
4	CNN, The World's First 24-hour News Channel's 25th Year: The Challenging Times	Sujatha Pampana, T Phani Madhav	What's the Story?' forthcoming book	Beth Jannery & Daniel Walsch	Cognella, Inc, July 2014
5	BlackBerry in International Markets: Balancing Business Interests and Host Nation's Security Concerns	Hepsi Swarna, Saradhi Kumar Gonela, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
6	Google's Orkut in Brazil: What's so Social about it?	Shanul, R Muthukumar	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
7	MTV Networks: The Arabian Challenge	Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
8	Alibaba in 2011: Competing in China & Beyond	Hadiya Faheem, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
9	Carrefour's Misadventures in Russia	Indu Perepu, Vivek Gupta	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
10	Foreign Investment in Chinese Banking Sector	Snehasis Chaudhuri	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
11	Indra Nooyi: A Transcultural Leader	Amrit Chaudhari, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
12	Mahindra & Mahindra (B): An Emerging Global Giant?"	Vandana Jayakumar, Vara Vasanthi	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
13	After the Breakup: The Troubled Alliance between Volkswagen and Suzuki	Syed Abdul Samad, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
14	Expatriate Management at AstraZeneca	Debapratim Purkayastha	International Management: Managing Across Borders and Cultures , 8e	Helen Deresky	Pearson, 2014, USA
15	Cisco's Organizational Structure and its Collaborative Approach to Decision Making	Debapratim Purkayastha	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
16	Treading On That Fine Line?: Caselets In Marketing Ethics	Debapratim Purkayastha, Syeda Ikrama	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
17	Decision Making Under Uncertainty and Risk	Amarnath Mitra, Debapratim Purkayastha	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
18	Social Responsibility Of Multi-National Corporations: Tackling E-Waste In Emerging Markets	Debapratim Purkayastha	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
19	Tackling Workplace Obesity: An Ethical Dilemma For The Us Employers	V Dadhwal, Joel Sarosh Thadamalla, K Suresh	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
20	Gap Inc's Ethical Procurement Practices	Indu Perepu, Vivek Gupta	Ethical Decision Making, (ed), Preliminary edition	Carolyn Ashe	Cognella, Inc., 2013, USA
21	Tata Steel: In Quest of Globalisation	Abhijit Sinha, P Agarwal	UK Custom book Introduction to Business	Lesley Le Meunier-FitzHugh	Pearson, 2013, Fifth edition
22	Tata Group's Growth Strategies	Hadiya Faheem, G V Muralidhara	Strategic Management: An Integrated Approach Theory & Cases	Hill/Jones	Cengage Learning textbook, 2013, 11e/ 9781285184487

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
23	Harley – Davidson's Focus Strategy	Syeda Maseeha Qumer, Debapratim Purkayastha	Strategic Management: An Integrated Approach Theory & Cases	Hill/Jones	Cengage Learning textbook, 2013, 11e/9781285184487
24	Tata Groups Growth Strategies	Hadiya Faheem, G V Muralidhara	Strategy: Process, Content, Context	B De Wit	Cengage Learning EMEA, 5th Edition, 2013
25	Nokia-Microsoft Alliance: Joining Forces in the Smartphone Wars	Adapa Srinivasa Rao, Debapratim Purkayastha	Strategy: Process, Content, Context	B De Wit	Cengage Learning EMEA, 5th Edition, 2013
26	The South African Economy: Coping with the Legacy of Apartheid	Sachin Govind, Barnali Chakraborty, S S George	The African Diaspora	Godfrey T Vincent	Cognella, 2013
27	Husk Power Systems: Lighting up the Indian Rural Lives	Manish Agarwal, D Satish	Case Studies in Social Entrepreneurship and Sustainability	The Oikos Collection	The Oikos Collection Volume III, 2013
28	Embedding Sustainability at Novo Nordisk: The Compassion Vs Competitiveness Dilemma	Adapa Srinivasa Rao, Debapratim Purkayastha	Case Studies in Social Entrepreneurship and Sustainability	The Oikos Collection	The Oikos Collection Volume III, 2013
29	Sustainable Development at PepsiCo	Adapa Srinivasa Rao, Debapratim Purkayastha	Case Studies in Social Entrepreneurship and Sustainability	The Oikos Collection	The Oikos Collection Volume III, 2013
30	Tata Steel: In Quest of Globalisation	Abhijit Sinha, P Agarwal	Introduction to Business, Fifth edition	Lesley Le Meunier-FitzHugh	Pearson UK Custom book, 2013
31	Facebook Messages: Changing the Face of Online Communication?	Saradhi Kumar Gonela, Debapratim Purkayastha	'What's the Story?' forthcoming book	Beth Jannery & Daniel Walsch	Cognella, Inc, July 2014.
32	Trevor Fields and the PlayPumps of Africa	Debapratim Purkayastha	Social Entrepreneurship and Sustainability	Hamschmidt and Pirson (ed.), Greenleaf, UK	The oikos Volume 2, 2011
33	WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers	Hadiya Faheem, Debapratim Purkayastha	Social Entrepreneurship and Sustainability	Hamschmidt and Pirson (ed.), Greenleaf, UK	The oikos Volume 2, 2011
34	KickStart: A Business Model to Tackle Poverty	Namratha V Prasad, S S George	Social Entrepreneurship and Sustainability	Hamschmidt and Pirson (ed.), Greenleaf, UK	The oikos Volume 2, 2011
35	Fabio Rosa - Bridging the Electricity Divide in Brazil	A Harish, Vivek Gupta	Social Entrepreneurship and Sustainability	Hamschmidt and Pirson (ed.), Greenleaf, UK	The oikos Volume 2, 2011



Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
36	Business Model Innovation by Better Place: A Green Ecosystem for the Mass Adoption of Electric Cars	Besta Shankar, Ramalingam Meenakshisundaram	Social Entrepreneurship and Sustainability	Hamschmidt and Pirson (ed.), Greenleaf, UK	The oikos Volume 2, 2011
37	Toyota: The Once-in-a-Century Challenge	Syeda Maseeha Qumer, Debapratim Purkayastha	Strategic Management: Competitiveness and Globalization -Concepts and Cases	Hitt, Ireland, Hoskisson, Volberda, Morgan and Reinmoeller	Cengage Learning EMEA, 1 edition, 2011
38	PSA Peugeot Citroën – Strategic Alliances for Competitive Advantage	Sachin Govind, S S George	Strategic Management: Competitiveness and Globalization -Concepts and Cases	Hitt, Ireland, Hoskisson, Volberda, Morgan and Reinmoeller	Cengage Learning EMEA, 1 edition, 2011
39	Coco-Cola India's Social Responsibility Strategy	Hadiya Faheem, Debapratim Purkayastha	Crafting and Executing Strategy: Concepts and Cases	Thompson, Peteraf, Gamble and Strickland	McGraw-Hill/Irwin, 18 edition, 2011
40	Afrigator: A Killer Start-up in Africa	Syeda Maseeha Qumer, Debapratim Purkayastha	Crafting and Executing Strategy: Concepts and Cases	Thompson, Peteraf, Gamble and Strickland	McGraw-Hill/Irwin, 18 edition, 2011
41	Toyota Motor Company: Losing its Quality Edge?	Syeda Maseeha Qumer, Debapratim Purkayastha	Crafting and Executing Strategy: Concepts and Cases	Thompson, Peteraf, Gamble and Strickland,	McGraw-Hill/Irwin, 18 edition, 2011
42	Problems at China Airlines	Monjori Samanta, Hadiya Faheem, Debapratim Purkayastha	Crafting and Executing Strategy: Concepts and Cases	Thompson, Peteraf, Gamble and Strickland	McGraw-Hill/Irwin, 18 edition, 2011
43	Cemex's Cost of 'Globalised' Growth – The Cash Crunch?	Vivek M V, Saradhi Kumar Gonela, Nagendra V Chowdary	Crafting and Executing Strategy: Concepts and Cases	Thompson, Peteraf, Gamble and Strickland	McGraw-Hill/Irwin, 18 edition, 2011
44	Improving Sales Force Effectiveness: Bayer's Experiment with New Technology	Debapratim Purkayastha,	Brand Management	Klobber and North	Pearson, 1 edition, 2011
45	The Bribery Scandal at Siemens AG	Bharath Krishna, Rajiv Fernando	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
46	MTV Networks: The Arabian Challenge	Debapratim Purkayastha,	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
47	eBay in Japan	Indu Perepu, Sachin Govind	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
48	Alibaba: Competing in China & Beyond	Hadiya Faheem, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
49	Ratan Tata: Leading the Tata Group into the 21st Century	T Sessa Sai, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
50	Indian BPOs Waking Up to the Philippines Opportunity?	Barkha Modi, Debapratim Purkayastha	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
51	YouTube LLC's Strategy in India	Debapratim Purkayastha	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
52	Acer's Growth Strategies	Case Team	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
53	Aditya Birla Group's Growth Strategy	Debapratim Purkayastha, T Seshasai	International Management: Managing Across Borders and Cultures	Helen Deresky	Prentice Hall, 7 edition, 2011
54	Starbucks Coffee Company: The Indian Dilemma	Ruchi Mankad, Joel Sarosh Thadamalla	Strategic Management and Business Policy: Toward Global Sustainability	Thomas L. Wheelen and J. David Hunger	Prentice Hall; 13 edition, 2011
55	Reorganizing Yahoo!	Indu Perepu, Vivek Gupta	Strategic Management and Business Policy: Toward Global Sustainability	Thomas L. Wheelen and J. David Hunger	Prentice Hall; 13 edition, 2011
56	JetBlue Airways: Growing Pains?	Shirisha Regani, S S George	Strategic Management and Business Policy: Toward Global Sustainability	Thomas L. Wheelen and J. David Hunger	Prentice Hall; 13 edition, 2011
57	The Future of Gap Inc	Mridu Verma,	Strategic Management and Business Policy: Toward Global Sustainability	Thomas L. Wheelen and J. David Hunger	Prentice Hall; 13 edition, 2011
58	Knowledge Sharing Initiatives at the World Bank - Creating a Knowledge Bank	Shirisha Regani, Sanjib Dutta	Strategic Information Systems Management	Kevin Grant, Ray Hackney and David Edgar	Cengage Learning EMEA, 2010
59	FedEx Vs. UPS- Competing with Contrasting Strategies in China	Vivek Gupta,	International Marketing	Pervez Ghauri and Philip Cateora	McGraw- Hill Education, 3 edition, Europe, Middle East, & Africa, 2010
60	L'Oreal: Building a Global Cosmetic Brand	V Sarvani, A Mukund	International Marketing	Pervez Ghauri and Philip Cateora	McGraw- Hill Education, 3 edition, Europe, Middle East, & Africa, 2010



Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
61	Tetra Pak's Packaging Innovations	V Sarvani, A Mukund	International Marketing	Pervez Ghauri and Philip Cateora	McGraw- Hill Education, 3 edition, Europe,Middle East, & Africa, 2010
62	Apple's Inc's iPhone Maintain its initial Momentum	Hadiya Faheem, Debapratim Purkayastha	International Marketing	Pervez Ghauri and Philip Cateora	McGraw- Hill Education, 3 edition, Europe,Middle East, & Africa, 2010
63	UGG Boots: Australian Generic Product to Global Luxury Brand	Syeda Maseeha Qumer, Indu Perepu, Debapratim Purkayastha	International Marketing	Pervez Ghauri and Philip Cateora	McGraw- Hill Education, 3 edition, Europe,Middle East, & Africa, 2010
64	Lifebuoy 'Swasthya Chetna': Unilever's Social Marketing Campaign	Debapratim Purkayastha, Rajiv Fernando	Business Ethics and Corporate Social Responsibility	Paul Griseri and Nina Seppala	Cengage Learning EMEA, 2010
65	IKEA's Social and Environmental Responsibility Initiatives	Komal Chary, Vivek Gupta	Business Ethics and Corporate Social Responsibility	Paul Griseri and Nina Seppala	Cengage Learning EMEA, 2010
66	Tata Motors and Fiat Auto: Joining Forces	Namratha V Prasad, Sachin Govind, S S George	Multinational Management	Cullen/Parboteeah	Cengage Learning, Inc./Nelson Education Ltd., 5 edition, 2010
67	MTV Networks: The Arabian Challenge	Debapratim Purkayastha	Strategic Management Formulation, Implementation, & Control	Pearce & Robinson	McGraw-Hill / Irwin, 12 edition, 2010
68	From KaZaa to Skype	Kalyani Vemuri, T Phani Madhav	Strategic Management	John Pearce & Richard Robinson	McGraw-Hill's Publication, 10 edition, 2010
69	HP's Strategy and Operations under Carly Fiorina and Mark Hurd	Smitha Moganty, Shirisha Regani, S S George	Strategy: Process, Content, Context: : An International Perspective	Bob de Wit and Meyer	Cengage Learning EMEA, 4 edition, 2010
70	Starbucks in US: Too Much Coffee Spilling All Over?	Shanul Jain, R Muthukumar	Strategy: Process, Content, Context: An International Perspective	Bob de Wit and Meyer	Cengage Learning EMEA, 4 edition, 2010
71	Designer Exports	Case Team	The Psychology of Work and Organizations	Stephen Woods and Michael West	Cengage Lrng Business Press; 1st edition, 2010
72	Need For Training Sales Personnel In Insurance	D G Prasad, H K Singhal	The Psychology of Work and Organizations	Stephen Woods and Michael West	Cengage Lrng Business Press; 1st edition, 2010
73	FedEx Vs. UPS- Competing with Contrasting Strategies in China	Vivek Gupta,	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K
74	L'Oreal: Buildin g a Global Cosmetic Brand	V Sarvani, A Mukund	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
75	Tetra Pak's Packaging Innovations	V Sarvani, A Mukund	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K
76	Tetra Pak's Packaging Innovations	V Sarvani, A Mukund	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K
77	Apple's Inc's iPhone Maintain its initial Momentum	Hadiya Faheem, Debapratim Purkayastha	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K
78	UGG Boots: Australian Generic Product to Global Luxury Brand	Syeda Maseeha Qumer, Indu Perepum Debapratim Purkayastha	International Marketing, 3rd edition	Pervez Ghauri and Philip Cateora	1st March, 2010, McGraw- Hill Education, U.K
79	Lifebuoy 'Swasthya Chetna': Unilever's Social Marketing Campaign	Debapratim Purkayastha, Rajiv Fernando	Business Ethics and Corporate Social Responsibility	Paul Griseri and Nina Seppala.	March, 2010, Cengage Learning EMEA
80	IKEA's Social and Environmental Responsibility Initiatives	Komal Chary, Vivek Gupta	Business Ethics and Corporate Social Responsibility	Paul Griseri and Nina Seppala.	March, 2010, Cengage Learning EMEA
81	Tata Motors and Fiat Auto: Joining Forces	Namratha V Prasad, Sachin Govind, S S George	Multinational Management, Edition 5	Cullen/Parboteeah	19 <sup>th</sup> January 2010, Cengage Learning, Inc./Nelson Education Ltd.
82	MTV Networks: The Arabian Challenge	Debapratim Purkayastha,	Strategic Management Formulation, Implementation, & Control, 12e	Pearce & Robinson	12 <sup>th</sup> January 2010, McGraw-Hill / Irwin
83	From KaZaa to Skype	Kalyani Vemuri, T Phani Madhav	Strategic Management 10th edition	John Pearce & Richard Robinson	January 12, 2010, McGraw-Hill's publication
84	The Johnson & Johnson Tylenol Controversies	D Sirisha, Vivek Gupta	The Global Corporation: Effective and Ethical Practices, A Case Book	Laura P. Hartman, Patricia H. Werhane	Routledge / Taylor & Francis Book Group 2009
85	Tata Motors' Acquisition of Jaguar and Land Rover	Indu Perepu, Vivek Gupta	Strategic Management: An Integrated Approach	Charles W. L. Hill, Gareth R. Jones	Cengage Learning, South-Western College Pub; 9 edition, 2009
86	Globalization Strategy of McDonald's Corporation	Pummy Chatterjee, Indu Perepu, Debapratim Purkayastha	Strategic Management: An Integrated Approach	Charles W. L. Hill, Gareth R. Jones	Cengage Learning, South-Western College Pub; 9 edition, 2009
87	Starbucks: Back to Basics?	Sachin Govind, S S George	Strategic Management: An Integrated Approach	Charles W. L. Hill, Gareth R. Jones	Cengage Learning, South-Western College Pub; 9 edition, 2009
88	JetBlue Airways: Growing Pains?	Shirisha Regani, S S George	Strategic Management and Competitive Advantage	Barney-Hesterly	Prentice Hall, 3 edition, 2009

Sl. No.	Name of the Case	Author of the Case	Name of the Book	Name of the Author / s	Publisher/ Volume or Edition / Year
89	Toyota's Globalization Strategies	Neela Radhika A, A Mukund	The Dynamics of International Strategy	Susan Segal-Horn and David Faulkner	Cengage Learning EMEA, 1 edition, 2009
90	Sunsilk Gang of Girls': Hindustan Lever Limited's Online Social Networking Initiative in India	Debapratim Purkayastha, Rajiv Fernando	Marketing Management	Rajan Saxena	McGraw- Hill Education (India) Pvt Ltd, 4 edition, 2009
91	The Johnson & Johnson Tylenol Controversies	D Sirisha, Vivek Gupta	The Global Corporation: Effective and Ethical Practices, A Case Book	Laura P. Hartman, Patricia H. Werhane	London: Routledge/Taylor & Francis, 2009
92	Ecomagination at Work: GE's Sustainability Initiative	Shirisha Regani, S S George	Managing the Sustainable Enterprise, a Custom Book	Prof. Craig Smith (INSEAD) and Prof. Gilbert Lenssen ABIS	The Academy of Business in Society.
93	Body Shop Brand: Repositioning to Target the 'Masstige' Segment and Impact of its Acquisition L'Oréal'	Debapratim Purkayastha, Rajiv Fernando	Course Material: ENBUS 630.CEL (Enterprise Marketing)	Workbook	University of Waterloo, Ontario, Canada.
94	'JetBlue Airways' Customer Service Fiasco'	Shirisha Regani	Effective Case Analysis: Techniques for Success in Case-based Learning and Examinations, a custom book	Alan J. Richardson	Captus Press Inc., Concord, ON Canada.
95	Wal-Mart's German misadventure	K Subhadra, Sanjib Dutta	Course Material of International Master in Business Administration	Workbook	IE Business School, Madrid, Spain

## B. Center for Women Development (CWD)

The Center for Women Development (CWD) was set up at IFHE in January 2014 in order to improve the awareness level and also confront challenges head on and find a solution to issues such as poverty alleviation, removal of illiteracy, dispelling ignorance, ensuring equal pay for equal work, relief from debt, exploitation of labor, violence, harassment at workplaces and intimidation.

### Objectives

The Center for Women Development operates through three verticals focusing on issues faced by Rural Women, Students, and Women at the workplace. To improve awareness levels and to

address the problems faced by women the CWD conducts the following activities at various points of time:

- a. Conducting research in areas such as economic, occupational, education, health and survival inequities and legal reforms required to ensure justice to women at workplace.
- b. Conducting workshops / training programs such as Sensitization Awareness and Motivation (SAM), Gender Sensitization of Management Education.
- c. Educating and empowering women through teaching.
- d. Networking with Women's Cells operating in other Universities and Institutions within India and abroad.
- e. Holding awareness camps.



Prof. Susheela Kaushik with core members of Center for Women Development

#### **Activities of the Center:**

The CWD was inaugurated in January, 2014 by the Chief Guest Dr. Suvarna, Special Commissioner (watersheds) Government of Andhra Pradesh. The Guest of Honor at the colorful program was Ms Vanitha Datla, CFO & Executive Director, Elico Ltd. It was presided over by Dr. J. Mahender Reddy, Vice-Chancellor, IFHE.

The activities of the Center are facilitated through the participation of various other committees such as the Event Management Committee,

Editorial Committee, Workshops' Committee, Program Committee and Research Committee. They are presented below:

### International Women's Day

The Center celebrated the International Women's Day on March 7, 2014. The ladies of honour for the occasion were Ms. Karuna Gopal, President, Foundation for Futuristic Cities, Ms. Sundari Pisupati, Partner, Tempus Law Associates and Mrs. Vasantha, the Sarpanch of Janwada Village.

### Health, Nutrition and other Awareness Programs:

The Center for Women Development conducted a health and nutrition awareness program on September 12, 2014, along with students from Team Sankalp. They visited one of the neighboring villages, Maharajapet, to create consciousness on these vital issues among women. The team also distributed fruits to the women.

The Center along with a few members of club Aaina and Sankalp visited Kasturba Gandhi National Memorial trust, an orphanage-cum-human trafficking-cum-asylum center for girls & women, on September 19, 2014. The Center has donated clothes, groceries and sanitary items to the Trust.

A few other events conducted are presented in the table below:

1.	CAREER WOMEN- The Potential, The Progress & The Future of Emerging Economies (A Conference) (January 24th, 2014)	CWD nominated a few members to attend a Conference 'CAREER WOMEN- The Potential, The Progress & The Future of Emerging Economies', conducted by CII- Indian Women Network. The Conference provided opportunity for networking with members of IWN and other women development centers.
2.	Money Smart Women: Ms. Deepali Nithali & Mr. Muralidhar Menon. (19th of March, 2014, Wednesday)	With an objective of creating awareness on Economic Empowerment of Women, Ms. Deepa Nittala (A veteran banker and leading Financial Planner) Mr. Muralidhar Menon (Regional Director, Principal Retirement Advisors, AP.) interacted and delivered a lecture with the faculty and students at IFHE.
3.	Constitution of sub-committees at CWD (April 2, 2014)	CWD constituted five committees to focus on each vertical of its activities for better management and effectiveness of outcome. A Editorial committee entrusted with magazine activities; a Workshop Committee entrusted with conducting workshops; An events committee for organizing events at IFHE, a Project Committee to undertake social and rural visits; and a Research Committee to undertake research on issues facing women.

The Center for Women Development launched its quarterly e-Magazine '**Prayukti**', in November 2014. The quarterly e-magazine focuses on issues and challenges relating women in general and corporate women in particular.

The Center for Women Development also organized the following lectures:

- Prof. Susheela Kaushik delivered a lecture on ‘Gender Mainstreaming Higher Education, with special reference to Management Education’ on December 19, 2014. She also interacted with the members of Center for Women Development on varied research areas/ projects that can be undertaken, and also emphasized the need to create sustainable livelihood for women in rural areas. She is a member and chairperson on many committees of UGC and NAAC.
- Prof. Vindhya, Professor of Psychology and Chairperson, Academic Programs at Tata Institute of Social Sciences, delivered a lecture on ‘Sexual Harassment of Women at the Workplace: Why should we bother about it?’ on December 29, 2014.

### **Plans for the Future:**

The University has launched a unique and innovative program under the title “Gender Sensitization of Management Education”. As a part of the same it plans to initiate short term diploma / certificate courses for women candidates to prepare them for future roles.

In the meanwhile, the University is shortly conducting a detailed 5-day workshop on Gender Sensitization of Management Education in which well known women experts who are enrolled in UGC Panel as Resource Persons will be faculty and visiting / guest professors. The details of the initiative are presented below:

## **Gender Sensitization of Management Education**

### **The Problem:**

More and more women are joining professional education, particularly management education, with the hope of pursuing a career and their own development and empowerment. With their entering jobs and professional career and management, various types of gender based issues have emerged requiring the attention of the executives and managers. The conventional (traditional and often patriarchal) training and experience have not equipped them to deal with these issues. New types of gender relations, within and outside the offices are calling for attention and resolution.

These in turn make it imperative that both the training and educational programs grapple with them, and help the graduates and managers identify, understand, and deal with these issues. Towards this a gender based and gender sensitized educational and training curriculum needs to be introduced in the training courses.

### **Relevance of such a course / workshop:**

In the above back drop the absence of such an understanding by the management and the consequent working environment has disabled women employees considerably. It has led to a steep drop out of



women in midstream, both by way of educational career as well in jobs resulting in a huge wastage of women's human resources, apart from the economic loss and productivity to the organization, industry and educational institutions. The nation and the industry lose out on their managerial talents, skills and experience. Women themselves pay a price by way of their career, experience, seniority, and promotional chances.

While one can find a lot of women at the lower levels, women are scarcely visible at the senior, decision making and managerial levels. The phenomenon called “glass ceiling” has become common and widely prevalent leading to frustration and de-motivation among women and is being resented. Only a few women, hardly one percent of the CEOs, are women. Even in the public sector like universities and government departments, where promotions are easier, in positions like Vice chancellors/Registrars, and heads of government departments, the women do not constitute more than six percent.

This gives rise to phenomenon like lack of gender balance, gender parity and gender equity. The managers have to deal with issues of gender relations; issues like sexual harassment are cropping up frequently in recent times. Equipping the managers with the laws of the land, women's rights, women's professional aspirations, and the capacity to face challenges before them of balancing the personal and professional lives, etc. become imperative. More importantly, there is the urgent need to change the patriarchal mindset of men and women in authoritative positions.

### **Methodology:**

The management training programs / workshops, hence, need to focus on these issues and bring about a gender sensitization among the managers and aspirants, by way of content and approach.

This can be achieved by two different approaches:

- a) By adding to the course content as components or by an add on (optional) certificate course, of 3 month's duration, called **"Gender Perspectives and Sensitization in Management"**. It can be a self financed course, outside office/education time and open to MBA students and participants from other institutions and industry.

Resource persons from teaching faculty, women's studies experts, experienced administrators, management persons and women lawyers will be invited as guest and visiting lecturers, with a suitable honorarium, board and lodge facilities.

The course can be conducted once or twice a year.

The Course details at a glance:

Duration: 3 / 6 months

Medium: English

Eligibility: Graduate

No. of days and hours - 3 days a week and 3 hours each day; or the week ends - 2 days a week and 4 & 1/2 hours each day, a total of 9 hours a week. A total of 216 hours (or 108 hours if it is of 3 months duration).

Attendance: At least 90%

Methodology: Participatory, interactive, and lecture mode with practical exercises.

- b) The other method will be one of holding a workshop, of 5 days duration, at suitable intervals on the same theme. The workshop should be open to the managers and senior level executives of 5 to 6 years experience, (both men and women, but more women than men- say in the proportion of 60-40) from industries and corporate sector as well as faculty of management of educational institutes, in and around. The University is planning to conduct a workshop in March/April 2015.

Medium: English.

No. of participants - 30 maximum

Resource persons: 3 or 4 specialized on different themes.

Training Materials will be prepared and supporting documents worked out. The material prepared for the UGC project on "Capacity Building of Women Managers in Higher education" will be a model and some of their trained resource persons will be invited to hold the sessions.

### **Pedagogy:**

Participatory methodology and various types of training like experiential training, case studies, interaction, group reading, role plays, etc. will be part of both the semester teaching courses as well as the workshop.

Face to face interaction with successful women managers and women achievers will also be included.

Coordinator(s) for the pilot workshop(s): Two. One from an expert in the field and another from within the faculty preferably trained before to be identified by the Vice Chancellor.

A Program Committee for monitoring the course and progress of the participants.

Themes for the workshop:

1. A Bird's Eye view of the present situation; women's entry in jobs and their placement; issues of gender balance and parity. Social roles and status of women, patriarchal mindset and re-socialization of men and women



2. Legal Rights: Constitution, Fundamental Rights and Directive Principles of State Policy. Personal Laws and Rights of women; Laws against atrocities against women; laws and policies concerning parity in wages, leave rules, etc. UN and Women-CEDAW; Beijing Document and participation in Decision Making; Engaging men for women project of UN
3. Human Resource Management; women's perspectives. Recruitment, promotion, drop out and break in service, refresher courses / in service training, motivation / de-motivation, incentives
4. Managing personal and professional roles; internalization of patriarchal values and practices. Possible support systems, flexible timings, re-entry after a gap, etc. Role models.
5. Infrastructural facilities and available services; (crèche', counseling, transport, safety and security, board and lodge, hostel, housing, transit facility, etc.); Best practices.
6. Issue of Sexual Harassment: I-definition, magnitude, manifestation and consequences to women and the organization

### **The Outcome / Takeaway**

A set of Gender Sensitized Managers and Faculty members will evolve in the corporate and academic spheres.

Management education and corporates will become gender conscious and gender trained, thereby making them socially relevant, updated and capable of and skilled enough to deal with gender related issues in their personal and professional lives. It will make them more human.

A group of management trainers and faculty members that can train further sets will evolve.

The workshops with their experiential training will bring in more cases (of different types) to the Case Research Center of IBS and strengthen its library and documentation on women managers.

### **C. Center for Entrepreneurship Development**

The Center for Entrepreneurship Development (CED) has been set up to encourage, promote and facilitate entrepreneurship development in the University as well as in its immediate neighbourhood. Maçon, the student entrepreneurship cell of the University has been in existence since 2008 and has been a part of the National Entrepreneurship Network (NEN). With the establishment of the Center, there is now greater synchronization of the academic activities of the University in the field of entrepreneurship and the extension activities, which were earlier solely led by the student entrepreneurship cell. The Center works hand-in-hand with Maçon and the Coordinator of the Center is also the Faculty Mentor of the student entrepreneurship cell.

**Major initiatives of the Center are:**

**IFHE Celebrated Entrepreneurship India 2014, December 15-20, 2014**

**Entrepreneurship Week:** To promote entrepreneurship among the students of the University, the second week of November is being celebrated as Entrepreneurship Week. The first E-week celebrations were in 2012. During the week, Maçon organized a week-long program called ‘Entrepreneurship India’ which included a series of lectures by well-known public luminaries, entrepreneurs, and intellectuals. It also conducted a series of workshops for aspiring entrepreneurs.

**E-week celebrations:** Till date the center had organized three E-week celebrations. The first E-week celebration in 2012 had Dr Farooq Abdullah, the then Union Minister for Renewable Energy as the Chief Guest for the valedictory session. The second E-week celebration in 2013 had two international speakers and a global Venture Capitalist for the meet.

The third E-week ‘Entrepreneurship India 2014,’ was celebrated during December 15-20, 2014. During the week, there were several lectures from special invitees including one on ‘Finance for Value Creation’ by Prasanna Chandra, the Director for Center for Financial Management. There was also a panel discussion on the use of technology in the health sector, which saw Mansi Gandhi, the co-founder of DoctorC and Dev Raj, the CMO of Bumpdocs discuss the evolution of the health care sector in India. The valedictory address was delivered by Abhaey Singh, the Chairman of Kauzala Group and the President of the Indian Debating Union and Lohit Sahu, the Director and co-founder of Phyzok Learning Solutions. Mr. Singh addressed the students on value-based leadership and its relevance for Indian entrepreneurs and advised aspiring entrepreneurs to look at the

larger interests of society while trying to realize their personal dreams and aspirations. Mr. Sahu spoke about the importance of bootstrapping and advised the young start-ups to stay ahead of the evolution if they have to do well.

Three workshops – one each on news-media, HR issues and B-plan drafting – were also held in the campus during the week. In addition, twelve competitive events were organised for students by Start-Up Hyderabad, the IBS Case Research Center and the various student clubs of the ICFAI Business School.

**INCUBE:** The INCUBE is a mentoring programme for budding entrepreneurs. It started as a simple two-stage process run by the student E-cell. With the Center for Entrepreneurship Development associating with it, now INCUBE has seven stages and runs throughout the year. In its first stage, basic workshops are held for all who are interested in entrepreneurship. These workshops help in ideation as well as in providing an understanding of business plan development. In its second stage, business plans prepared by students are evaluated by a panel of in-house experts. In the third stage, short-listed students whose business plans meet the basic criteria are mentored by faculty members from the center. Each student is assigned one faculty mentor and this stage lasts between two to four months. In the fourth stage, these business plans which have gone through the process are submitted for an Intra-University B-plan competition, evaluated by outside experts. They are also encouraged to be part of a showcase programme during the E-week. In the fifth stage, the top Business Plans from the Intra-University competition goes to Inter-University competitions. In the sixth stage, these business plans are introduced to outside incubators and accelerator programmes. In the seventh stage, the start-ups which have been incubated are connected to angel investors and others. Since the design is that of a funnel process, at each stage the numbers drop.

The third batch of INCUBE programme was launched on September 15, 2014. This is the first INCUBE programme with the Center and CED intends to certify the participants who go through the program. Thirty students have joined the stage I and for the first time INCUBE program has been opened to students of the Faculty of Science and Technology as well as the Faculty of Law. The Center is currently exploring the possibility of extending the reach of INCUBE program to the community outside the University campus, especially in its neighbourhood, in the coming years.

**Maçon Alumni Network:** The Center has taken the initiative to organize the members of the alumni of IBS Hyderabad who were part of the entrepreneurship cell while they were students. The Center formally announced the launch of the Maçon Alumni Network during the E-week celebration in November 2013. The Network currently has over hundred members. On the one hand, members of the Network provide mentoring support to current students, while on the other, they benefit from

continued support by the Center's resources as well as its external associations.

**E-Cell Network:** Under the guidance of the Center, the student entrepreneurship cell of the University has now taken the lead to form a network of entrepreneurship cells across the country. This network currently includes the E-cells of IMT, Hyderabad, NMIMS, Hyderabad, NIT, Trichy and IBS, Pune. Talks are on with e-cells of IIT Hyderabad, IBS Gurgaon, IBS Mumbai, IBS Bangalore, etc. The e-cell of IIT, Kharagpur has confirmed that it is joining the network. A student of IBS Hyderabad is the Secretary General of this Network of E-cells. The Center intends to extend its mentoring services and support to the members of this E-cell Network. The students of the University, in turn, benefit from access to domain expertise of resources in these institutes.

### **Plans ahead**

The Center would like to start an Incubation Center making use of existing infrastructural facilities available within the campus. It also plans to start a certificate program shortly.

### **D. Center for Environmental Studies**

In order to usher in sustainability, merger of both economy and ecology has become inevitable resulting in amplified concern for environment. The Center for Environmental Studies (CES) was thus started.

#### **The main objectives of the center are:**

- Undertake projects minor/major in environmental aspects and carrying out awareness and sensitization programs.
- Conduct research seminars in environmental protection, laws and other related fields.
- Encourage summer internships with an environment related institute, research Center or organization to widen their perspective on environmental issues.
- Serve as a knowledge Center on key sustainable issues.
- Offer diploma / certificate courses in environmental studies.

#### **The following activities were conducted by the Center:**

- On September 12, 2014 the Center conducted a debate on "Emerging New States in India and Environmental Degradation".
- The student volunteers of the Center took the initiative in creating awareness for pollution free celebration of Diwali on and off-campus on October 17, 2014.
- Institutional repository of Cases: The Center with the coordinated effort of faculty members and students consolidated a data bank of landmark National Environmental law case decisions pronounced by Supreme Court of India and various High courts since 1956 on various issues related to corporate and environmental pollution.

- The Institution conducted a survey on campus at different levels relating to awareness on ‘Impact of Environment pollution on human health’.

#### **E. Center for Cyber Law**

The main purpose of the Center is to understand the new arena of growth, problems and critical issues that are emerging with the growth of information technology.

The objectives of the Center are:

- To promote research through updating of existing laws, policies, cases and materials.
- To develop technically skilled manpower in cyber law.
- To conduct seminars and workshops.

The above will be attained through signing MOU's with Government agencies, NGO's, Cyber Security Agencies, and Investigation Agencies etc for spreading awareness about cyber threats.

#### **The following events / activities were conducted by the Center:**

- The Center has conducted Cyber Smart Program, on November 17, 2014, chaired by Mr. Sushant Samudrala, the CEO of Cyber Law Knowledge Center and Sushant IT Law Associates, Hyderabad.
- Abhinav Krishna Uppaluri wrote an article on “Privacy in Cyber Space: Constitution Perspective in light of Information Technology Act” in The Student Online Magazine, Vol.VIII, June 2014.
- Sindhu Gurram wrote an article on “Interception and Privacy in India” in The Student Online Magazine, Vol.IX, July 2014.
- Priyanka Gunturi wrote an article on “Right to Privacy in E-Commerce” in The Student Online Magazine, Vol.XIII, November 2014.

Apart from these a few debating sessions were conducted on “Cyber Crimes” on November 2014.

Further the Center plans:

- To create awareness among the public about various cyber crimes and suggest measures to combat such crimes.
- To study the existing methods of investigating cyber crimes and to ensure new strategies for effective investigation.
- To study and evaluate the nature and scope of Information Technology Act 2000 and IT Amendment Act 2008 and suggest parameters to be taken for effective implementation.
- To plan and work with concerned groups like CERT-In Cyber and Hi-Tech Crime Investigation and Training (CHCIT) Centre of India (CHCIT), Cyber Security Research and Development Centre of India

(CSRDCI), National Cyber Coordination Center (NCCC), Other Nodal Agencies established under the Information Technology Act, 2000 and Amendment to the Act in 2008.

- To understand the problems, difficulties and challenges relating to cyber crimes including victimology and consumer rights & interests and train the concerned authorities.
- To understand methods of commission of cyber warfare and techniques of cyber terrorism and the development of international law and legal framework.
- To understand the work of UN, EU and Asia Pacific Countries in the cyber space and law.
- To understand various reports developed annually by the FTC, W3C, IFW, NCRB etc. on cyber crimes.
- To provide assistance in making efforts towards data protection and privacy, including e-surveillance of individual and corporate world.
- To launch Certification Course/ Diploma Course/UG-PG and High End Research in Cyber Law and related issues

**3.3.6 Does the university have centres of national and international recognition/repute? Give a brief description of how these facilities are made use of by researchers from other laboratories.**

**Yes.**

The University has a Case Research Center of international repute. The details are presented in Section B of 3.3.5

### **3.4 Research Publications and Awards**

**3.4.1 Does the university publish any research journal(s)? If yes, indicate the composition of the editorial board, editorial policies and state whether it/they is/are listed in any international database.**

The faculty members of the University are associated with the following nine in-house journals as consulting editors:

Sl. No.	Name of the Journal/ Year of establishment	Name of the Consulting Editor	Periodicity	Acceptance Rate
<b>Faculty of Management</b>				
1.	IUP Journal of Accounting Research and Audit Practice / 2002	Dr. V Narender, Department of Finance	Quarterly	30%
2.	IUP Journal of Applied Economics / 2002	Dr. T Koti Reddy, Department of Economics	Quarterly	20%
3.	IUP Journal of Knowledge Management / 2003	Dr. N Jigeesh, Department of Operations and IT	Quarterly	30%



Sl. No.	Name of the Journal/ Year of establishment	Name of the Consulting Editor	Periodicity	Acceptance Rate
4.	IUP journal of Management Research / 2002	Prof. Radhamohan C, Department of HRM and Soft Skills	Quarterly	30%
5.	IUP journal of Business Strategy / 2002	Dr. Venu Gopal Rao, Department of Marketing and Strategy	Quarterly	25%
6.	Case Folio/ IUP journal of Management case studies / 2001	Prof. Debapratim Purkayastha, Department of Marketing and Strategy	Quarterly	25%
7.	IUP journal of Soft Skills / 2009	Prof. Mendemu Showry, Department of HRM and Soft Skills	Quarterly	50%
8.	IUP Journal of Banking / 2012	Prof. S C Bihari, Department of Finance	Quarterly	20%
<b>Faculty of Law</b>				
9.	IUP Law Review / 2010	Prof. V Hemalatha Devi, Dean, Faculty of Law	Quarterly	50%

The manuscripts received by the journals are double blind refereed. The average review time is three to six months. The acceptance rate of these journals varies from 20% to 50%.

All these journals are listed in the **Cabell directory and SSRN** (Social Science Research Network). In addition, the **IUP Journal of Applied Economics** is listed in **SOSIG** (Social Science Information Gateway) and **RePEc** (Research Papers in Economics). The **IUP Journal of Accounting Research and Audit Practice** is listed in **RePEc**. The journals attract articles from abroad (about 25%), from different parts of the country (about 68%), and from internal faculty (about 7%).

The composition of the eminent editorial board of a few journals is furnished below:

Sl. No.	Name of the Journal	Editorial Board Members
1.	IUP Journal of Accounting Research and Audit Practice	<b>Dr. M Jayadev</b> Associate Professor (Finance and Control), Indian Institute of Management, Bangalore <b>Dr. Bala Shanmugam</b> Director, Banking and Finance Unit, School of Business, Monash University, Australia <b>Dr. M T Thiripalraju</b> Professor and Director, Indian Institute of Capital Markets, Mumbai <b>Dr. D V Ramana</b> Professor (Accounting and Finance), Xavier Institute of Management, Bhubaneswar

Sl. No.	Name of the Journal	Editorial Board Members
		<b>Dr. S Sundararajan</b> Professor of Finance, Indian Institute of Management, Bangalore <b>Dr. R Vaidyanathan</b> Professor, Finance & Control, IIM Bangalore & UTI Chair Professor in Capital Markets Studies, Mumbai
2.	IUP Journal of Applied Economics	<b>Dr. B Kamaiah</b> Professor, School of Economics, University of Hyderabad, Hyderabad <b>Dr. J Mahender Reddy</b> Vice-Chancellor, IFHE, Hyderabad <b>Dr. K L Krishna</b> Chair Person Madras Institute of Development Studies, Chennai Former Director Delhi School of Economics, Delhi <b>Dr. R Radhakrishna</b> Chairman, Centre for Economic and Social Studies, Hyderabad Former Chairman National Statistical Commission, New Delhi <b>Dr. S Mahendra Dev</b> Director and Vice-Chancellor, IGIDR, Mumbai
3.	IUP journal of Management Research	<b>Dr. A K Rao</b> Professor in Management, IBS, IFHE, Hyderabad, India Former Dean, IIM Bangalore <b>Dr. Delphine Lacaze</b> IAE Aix Graduate School of Management Aix-Marseille University, France <b>Dr. Jay Mitra</b> Director, Centre for Entrepreneurship & Innovation Associate Director (International Development) Essex Business School University of Essex, UK <b>Monica Forret</b> Director, DBA Program, St. Ambrose University, Iowa, USA <b>Dr. Sita Vanka</b> Dean, School of Management Studies, University of Hyderabad Hyderabad, India <b>Dr. Thomas W (Tom) Dougherty</b> Hobbs/Brown Chair of Business & Economics and Professor of Management, University of Missouri Columbia Missouri, USA



Sl. No.	Name of the Journal	Editorial Board Members
4.	IUP Joijournal of Banking	<p><b>Dr. Jayant R Kale</b> Philip R McDonald Chair and Professor of Finance D'Amore-McKim School of Business Northeastern University, Boston, MA, USA</p> <p><b>Dr. D K Malhotra</b> Professor of Finance, School of Business Administration Philadelphia University, USA</p> <p><b>Dr. Ganti Subrahmanyam</b> Currently, Chair Professor, GITAM Institute of Foreign Trade, Visakhapatnam, India Former Director, National Institute of Bank Management Pune, India</p> <p><b>Dr. Biswajit Chatterjee</b> Professor of Economics and Dean, Faculty of Arts Jadavpur University, Kolkata</p>

### 3.4.2 Give details of publications by the faculty:

The University has a healthy research culture. Faculty members have been publishing regularly in peer reviewed journals. They also have a good number of publications in journals listed with **Scopus** and **Australian Business Deans Council (ABDC)**.

The following information gives a consolidated picture about the publication of research papers, authored / edited books, and chapters in books, cases published in international text books, papers presented at international/national conferences, hosting of international conferences, faculty seminars and management development programs/workshops/faculty development programs:

- During the review period the University had **612** publications to its credit.
- **Hundred and five** publications are in journals listed with Scopus.
- **Eleven** are in the A\*/A category of Australian Business Deans Council (ABDC) listed journals.
- **Seventy five** are in all the categories of **ABDC listed journals**.
- **Nineteen** are in journals listed in **Web of Science**.
- Forty seven of the publications are in EBSCO host listed journals and two hundred and seventeen in other popular listed journals.
- The impact factor is in the range of 0.101 – 5.057.
- The Faculty Members have presented **84 papers in International Conferences** and **393 papers in National Conferences**.
- One monograph.
- **Twenty** authored /edited books.
- Sixteen chapters in **text books**.

The publication of the faculty members in scopus listed journals and ABDC A\*/A category journals are presented in the appendix.

The Impact factor range of the Research Papers Published in Journals listed in Scopus and ABDC is presented below department wise:

Department	Jan 2010-May 2010	Jun 2010 – May 2011	Jun 2011- May 2012	Jun 2012- May 2013	Jun 2013- Jun 2014
Economics	0.665	-	0.947	0.498	0.498 – 0.567
Finance and Accounting	3.096	-	0.422 – 1.728	0.249 – 1.015	0.222 – 2.098
HRM & Soft Skills	0.907 – 2.603	0.973	-	-	1.052
Marketing	-	0.300 – 1.601	0.378 – 0.679	0.759 – 5.057	1.660 – 2.666
Operations and IT	0.998-1.616	0.178-1.059	1.001	0.912-1.701	0.310 – 2.546
FST	-	0.102 -1.241	0.101-1.657	0.101 – 0.865	0.101 –1.941
FoL	-	-	-	-	1.015

### 3.4.3 Give details of

\* Faculty serving on the editorial boards of national and international journals

SL. No.	Name	Details
1.	Prof. S Venkata Seshiah	1. Scientific Advisory Board Member for (i) Regional and Sectoral Economic Studies (Journal published by the Euro-American Association of Economic Development Studies), 2001 – till date (ii) International Journal of quantitative techniques and econometrics 2008 – till date 2. Reviewer for (i) International Journal of business finance and economics (New York), 2008 – till date (ii) International Journal of Management (New York), 2008 – till date (iii) Labuan bulletin in Management (Malaysia), 2011 3. Consulting Editor for IUP Journal of Applied Economics (2002-2011)
2.	Dr. Nasina Jigeesh	Technical Editor for the following Journals: (i) Information Technology Journal (Scopus listed) (ii) Research Journal of Information Technology (Scopus listed) (iii) Research Journal of Business Management (Scopus listed) (iv) Journal of Software Engineering (Scopus listed) (v) Asian Journal of Information management (vi) Asian Journal of Scientific Research.
3.	Dr.C S Shylajan	1. Associate Editor, International Journal of Ecology and Development 2008 – till date 2. Consulting Editor, IUP Journal of Public Finance 2006 - 2012

SL. No.	Name	Details
4.	Dr.T Koti Reddy	1. Consulting Editor, IUP Journal of Applied Economics 2011 – till date
5.	Dr. M Aruna	1. Advisory Editor for Journal of Economic and Financial Modelling, 2011 – till date 2. Reviewer for Energy Studies Review, Canada
6.	Dr. V Padmavathi	Editorial Advisory Board Member, IJTBM (International Journal of Technology and Business Management)
7.	Dr. Aviral Kumar Tiwari	1. Editor-in-Chief for -- Journal of Economic and Financial Modelling, i. Editorial board member for ii. The Economic Research Guardian iii. Asian Journal of Empirical Research iv. International Journal of Energy Economics and Policy v. International Journal of Economics and Financial Issues vi. Energy Economics Letters 2. Member of: Euro Area Business Cycle Network (EABCN)
8.	Late Dr. Manas Ranjan Tripathy	Jury Member for (i) NIPM National Jury for HR Practices 2011-12 (ii) NIPM National Jury for HR Practices 2012-13 Reviewer for (i) International Journal for Rural Management, IRMA, Ananad, Gujarat, India (ii) Vikalpa, IIM Ahemdabad, India (iii) Vision, MDI Gurgaon, India
9.	Dr. S Senthil Kumar	Consulting Editor for IUP Journal of Entrepreneurship Development 2011-12
10.	Dr. Bhavna Jaiswal	Advisory Board Member for: Prabandhan Guru, Sree Ram Group of Colleges, Muzaffarnagar, U.P
11.	Dr. K. Venkateswara Rao	Editorial Advisory Board for International Journal of Logistics & Supply Chain Management Perspectives
12.	Dr.C. Lakshmi Devasena	Editorial Member (i) Operations Research and Applications: An International Journal (ORAJ) (ii) Economics, Commerce and Trade Management: An International Journal (ECTIJ)
13.	Dr. Guruprasad	Reviewer for (i) Analytical Chemistry Insights - A Libertas Academica Publication (ii) Spectrochimica Acta Part A: Molecular and Biomolecular Spectroscopy - An Elsevier Publication. Associate Editor for (i) Journal of Applied Sciences (ii) Asian Journal of Scientific Research (iii) Singapore Journal of Scientific Research (iv) Research Journal of Environmental Sciences (v) American Journal of Drug Discovery and Development

\* Faculty serving as members of steering committees of international conferences recognized by reputed organizations / societies

One of our faculty members, Dr. Ravi Kumar Jain, was chair of the International Indian Subcontinent Decision Sciences Institute (ISDSI) Awards committee in 2013.

#### 3.4.4 Provide details

\* National and international recognition received by the faculty from reputed professional bodies and agencies

The following faculty members have received national and international recognition from reputed professional bodies and agencies. The details are given below:

1. Dr. M.S Balaji, “AIMS International Outstanding Young Management Researcher Award (2012),” awarded **First Prize** in the Tenth AIMS International Conference on Management held at IIM Bangalore.
2. Dr. Shubadip Roy, “AIMS International Outstanding Young Management Researcher Award (2012),” awarded **Second Prize** in the Tenth AIMS International Conference on Management held at IIM Bangalore.
3. Prof. Shailendra Singh Bisht and Surajit Ghosh Dastidar, “AAGAAS: Growing Organically for a Sustainable Future (Uttarakhand),” awarded **Second Prize** in the case competition at the Livelihoods India Conference 2012, New Delhi, India.
4. Dr. Subhadip Roy, “X-plant challenging times for student entrepreneurs,” **one of the 12 best cases**, ISB, Hyderabad.
5. Dr. Surajit Ghosh Dastidar, Srividya Raghavan Saundarya and Rajesh: “Creating Flexi-Careers,” **Adjudged as the winner** in 2012, ISB, Hyderabad.
6. Dr. Surajit Ghosh Dastidar, “**Outstanding Management Teacher Award 2012**,” Flame Institute, Pune.
7. Dr. Sindhuja PN, “Impact of Information Security Initiatives on Supply Chain Operation and Performance,” **First Prize** in 2012, Flame Institute, Pune.
8. Dr. Vighneswara Swamy, “Microfinance Intermediaries and Transaction Costs in India–An Empirical Analysis,” **Research Award** in 2011, University Grant Commission (UGC).
9. Prof. Suresh Chandra Bihari, “Financial Literacy-The Key to Inclusive Growth,” **First Prize** in 2011, Indian Institute of Banking & Finance.

10. Dr. V V Gopal, “JSW Shoppe -A unique Distribution Model for Branded Steel,” 10<sup>th</sup> prize in 2011, ISB-Ivey case competition.
11. Dr. Surajit Ghosh Dastigar and Ms. Srividya Raghavan, “Pepsico India (Eastern Region): The Mountain Dew Strategy,” 5<sup>th</sup> prize in 2011, ISB-Ivey case competition.
12. Prof. Suresh Chandra Bihari, “Financial Literacy — The Key to Financial Deepening,” **Third prize**, Indian Institute of Banking & Finance in 2010.Mumbai.
13. Prof. Suresh Chandra Bihari, “Customer Satisfaction Survey in Selected Microfinance Institution,” Macro Research Award 2010, Indian Institute of Banking and Finance, Mumbai.

#### International Recognition for Case Writing:

1. Building Business from Nature: Kari W Block’s Entrepreneurial Journey, **Best Case in Entrepreneurship Category**, Case Center Anniversary Conference, 2014, the case was written by Prof. G.V Muralidhara.
2. Copenhagen on Road to a Zero Carbon City, **Best Paper Award**, ICSC 2014, Kaulalumpur, Malaysia, 2014, the case was written by Prof. G.V Muralidhara.
3. Lenovo: From Challenger to Leader’ Prof. G V Muralidhara and Ms. Hadiya Faheem **First Prize** in the 2013 EFMD Case Writing Competition (‘Emerging Chinese Competitors’ Category), organized by European Foundation for Management Development, Brussels.
4. Corporate Entrepreneurship and Innovation at Google, Inc Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao **First Prize** in the 2013 AESE Case Writing Competition organized by AESE Business School, Portugal.
5. Digital Marketing at Nike: From Communication to Dialogue Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao **First Prize** in the 2014 The Case Award (‘Knowledge, Information and Communication System’ Category), organized by The Case Centre, United Kingdom.
6. Customer Retention at Hyundai Motors India Ltd: CEEMAN/ Emerald Case Writing Competition, organized by The Central and East European Management Development Association (CEEMAN) in cooperation with Emerald Publishing (United Kingdom). Prof. Debapratim Purkayastha.
7. Labor Unrest at Maruti Suzuki India Limited: “**Finalist** in the Dark Side Case Writing Competition”organized by the Critical Management Studies Interest Group of the Academy of Management (AOM), USA, Mr.Vijay Kumar Tangirala and Prof. Debapratim Purkayastha.

8. Husk Powers Systems: Lighting up the Indian Rural Lives: “**Second Prize** in oikos Global Case Writing Competition, (Social Entrepreneurship Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Mr. Manish Agarwal and Prof. D Satish.
9. Tesco: Losing Ground in the UK?: “**Finalist** John Molson MBA Case Writing Competition 2012”, organized by the John Molson School of Business, Concordia University, Montreal, Canada. Ms.Indu Perepu.
10. Embedding Sustainability at Novo Nordisk: The Compassion Vs Competitiveness Dilemma: “**Runner-Up** in oikos Global Case Writing Competition, 2013 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Prof. Debapratim Purkayastha and Mr. Adapa Srinivasa Rao.
11. WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers: “**Winner** in the 2012 EFMD Case Writing Competition: ‘Best of the Best’ (Overall Winner) category” organized by the European Foundation for Management Development, Brussels, Belgium. Ms. Hadiya Faheem and Prof. Debapratim Purkayastha.
12. WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers: “**Winner** in the 2012 EFMD Case Writing Competition: ‘Inclusive Business Models’ category” organized by the European Foundation for Management Development, Brussels, Belgium. Ms.Hadiya Faheem and Prof. Debapratim Purkayastha.
13. Sony Corporation – Future Tense? “**Winner** in the ‘Human Resource Management / Organizational Behavior’ category in the ecch Case Awards 2012” organized by ecch, UK. Indu Perepu and Vivek Gupta.
14. Meltdown in Iceland: Biggest Casualty of the 2008 Global Financial Crisis: “**Winner** in the ‘Finance, Accounting and Control’ category in the ecch Case Awards 2012”, organized by ecch, UK. Ms. Vandana Guttal and Mr.Seshagiri Rao Chaganty.
15. Sustainable Development at PepsiCo: “**Runner-Up** in oikos Global Case Writing Competition 2012 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Prof. Debapratim Purkayastha and Mr.Adapa Srinivasa Rao.
16. Dr Reddy’s Laboratories: Growing Pains: “**Finalist** in the John Molson Case Writing Competition 2012, organized by the John Molson School of Business, Concordia University”, Ms. Syeda Maseeha Qumer and Prof. Debapratim Purkayastha.

17. Ethical Breaches at News of the World: “**Finalist** in the Dark Side Case Writing Competition” organized by the Critical Management Studies Interest Group of the Academy of Management (AOM), USA”, Ms. A J Swapna and Prof. Debapratim Purkayastha.
18. Ethical Leadership: Ratan Tata and India’s Tata Group: “**Third prize** in the BLR Case Study Competition” organized by Business Leadership Review, Association of MBAs (AMBA), UK. Debapratim Purkayastha.
19. Feeding the Hungry Surfers: www.Justeat.in: “**Winner** in the ‘Marketing & Strategy’ category in the ICSC2012 organized by IBS Hyderabad in collaboration with ecch and Universiti Utara Malaysia”, Prof. Debapratim Purkayastha and Mr. Rik Paul.
20. Feeding the Hungry Surfers: www.Justeat.in: “**Winner** of Emerald – IBS Best Emerging Case Study award”, Prof. Debapratim Purkayastha and Mr. Rik Paul.
21. The Social Business Journey at IBM: “**Winner** in the Social Media and Business Category in the ICSC2012” organized by IBS Hyderabad in collaboration with ecch and Universiti Utara Malaysia. Ms.Hadiya Faheem and Prof. G V Muralidhara.
22. Apple Board's 'Steve Jobs Dilemma': “Outstanding Case”, USA/ North America, Certified Management Accountants at Alberta and North American Case Research Association's (NACRA) October 2011 Conference in San Antonio, Texas.” Prof. Debapratim Purkayastha.
23. Knowledge Management Initiatives at IBM: “**Winner** in the 'Knowledge, Information and Communication Systems Management' category in the ecch Case Awards 2011” organized by ecch, UK. Ms. Indu Perepu, Mr. Sachin Govind and Prof. Vivek Gupta.
24. SKS Microfinance: Managing Growth and Continuity of a Social Enterprise: “**Second Prize** in Baylor-USASBE Student Case Research Competition” organized by The Baylor University Entrepreneurship Program and United States Association for Small Business and Entrepreneurship (USASBE). Mr.Somaditya Das, Mr.Wasim Harunbhai Kalwa and Prof. Debapratim Purkayastha.
25. Fabio Rosa - Bridging the Electricity Divide in Brazil: “**Winner** in the 'Inclusive Business Models' category in the 2010 EFMD Case Writing Competition” organized by the European Foundation for Management Development, Brussels, Belgium. Mr.A Harish and Prof. Vivek Gupta.



26. Bhopal Gas Tragedy: Revisited after Twenty-five Years: “**Finalist** in the 2010 Dark Side Case Writing Competition” organized by Critical Management Studies Interest Group of the Academy of Management. Ms.Hadiya Faheem and Prof. Debapratim Purkayastha.
27. WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers: “**Third** prize in the oikos Global Case Writing Competition 2010 (Social Entrepreneurship Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Ms.Hadiya Faheem and Prof. Debapratim Purkayastha.
28. Business Model Innovation by Better Place: A Green Ecosystem for the Mass Adoption of Electric Cars: “**Third** prize in oikos Global Case Writing Competition 2010 (Corporate Sustainability Track)” organized by the oikos Foundation for Economy and Ecology, University of St. Gallen, Switzerland. Mr.Besta Shankar and Mr.Ramalingam Meenakshisundaram.
29. International Development Enterprise India’s (IDEI) Affordable Irrigation Technology: Making a Big Social Impact? “**Third** Prize in the 2010 NextBillion Case Writing Competition”, Mr. Syed Abdul Samad, P Girija and Dr.Nagendra V Chowdary.

**3.4.5 Indicate the average number of successful M.Phil. and Ph.D. scholars guided per faculty during the last four years. Does the university participate in Shodhganga by depositing the Ph.D. theses with INFLIBNET for electronic dissemination through open access?**

The details of successful Ph.D scholars guided by our Faculty Members during the last four years are presented below:

S.No.	Name of the Faculty	Number of successful PhD Supervisions
1	Prof. A K Rao	IFHE – 7; IUD – 17; Other Universities - 3
2	Prof. V Nagi Reddy	IFHE – 4; IUD - 11
3	Prof. K Pratap Reddy	2
4	Prof. G Narasimhaiah	2
5	Prof. K S VenuGopal Rao	3
6	Prof. Trilochan Tripathi	2
7	Prof. Vishal Mishra	1
8	Prof. N Jigeeesh	1
9	Prof. Sesaiah	1



The details of successful Ph.D. scholars from the University are given below:

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
1.	Mr. Subhash Jha (Marketing)	Prof. A K Rao	Haptic Information Processing: The Moderating Role Of Consumer Knowledge	Sep 28, 2012	2 (2 in Scopus)
2.	Mr. Yogesh Kumar (Finance)	Dr.Chakrapani Chaturvedula	An Empirical Study On The Usefulness Of The Information Content Of The Insider Trading In India To Outsiders	May 8, 2013	4 (2 in Scopus )
3.	Mr. Aditya Mishra (Marketing)	Prof. A. K. Rao	Impact Of Congruence Of Celebrity Endorser Personality And Brand Personality On Consumers' Attitudes And Intentions	Oct 10, 2013	2
4.	Mr. Sudhakara Reddy Syamala (Finance)	Prof. V. Nagi Reddy	Commonality In Liquidity: An Empirical Examination Of Stocks And Options Listed On National Stock Exchange Of India	Dec 30, 2013	5 ( 2 in Scopus )
5.	Ms. Kavita Wadhwa (Finance)	Prof.V. Nagi Reddy	Market Timing, Pseudo Market Timing And Investment Motives Of Firms: An Empirical Study Of Public Equity Issuance In India	Jan 6, 2014	8 ( 2 in Scopus )
6.	Mr. Nemiraja (Finance)	Prof. V. Nagi Reddy	Impact Of Financial Liberalization On The Corporate Financing Decisions Of Indian Firms -An Empirical Study	Jan 9, 2014	1
7.	Mr. Jighyasu Gaur (Operations)	Prof. A. K. Rao	Closed-Loop Supply Chain Configuration: An Optimization Model For New And Reconditioned Products	Jan 23, 2014	10 ( 3 in Scopus )
8.	Ms. Nikhat Afshan (Operations)	Prof. A. K. Rao	Supply Chain Integration And Its Impact On Firm Performance	Mar 14, 2014	5 ( 1 in Scopus )
9.	Mr. Dipanjan Dey (Marketing)	Dr. Vishal Mishra	Determinants Of Public Vs. Private Healthcare Services Utilization In India	Mar 20, 2014	2
10.	Ms. Ritu Gupta (HR)	Prof. A. K. Rao	Influence Of Manager's Time Perspective On Employees' Trust	Mar 21, 2014	12 (4 in Scopus)

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
11.	Mr. Satish Kumar (Finance)	Dr. Nupur Pavan Bang	Empirical Examination Of Term Structure Of Risk Premiums In Currency Derivatives To Address The Forward Premium Anomaly	Mar 24, 2014	4 ( 2 in Scopus )
12.	Mr. Shantanu Shankar Bagchi (Operations)	Prof. A. K. Rao	Optimal Ordering Policies Under Stochastic Demand And Supply	Mar 28, 2014	3 ( 1 in Scopus )
13.	Mr. Sreejesh S (Marketing)	Prof. A K Rao	Development And Validation Of A Comprehensive Model Of Consumer-Brand Relationships	June 3, 2014	10 (4 in Scopus)
14.	Mr. Rajesh Pathak (Finance)	Prof. V. Nagi Reddy	Information Content In The Deviation Of Observed Market Prices From Theoretical Prices And In The Trading Activity Of Equity Futures And Options Contracts	June 9, 2014	3
15.	Mr. Ajay Kumar Mishra (Finance)	Dr. Trilochan Tripathy	Identification & Measurement Of Financial Market Spirals And Its Impact On Asset Valuation & Short Selling Practices Under Macroeconomic Stress	June 9, 2014	2
16.	Mr. Ankit Kesharawani (Marketing)	Prof. Gorla Narasimhaiah	Building A Three Waves Post - Adoption Use Model For Predicting Continued Use Behavior Of An Innovation: A Longitudinal Study Of Digital Natives And Digital Immigrants	June 20, 2014	(1 in Scopus)
17.	Mr. Rajdeep Chakraborty (Marketing)	Dr. K. S. Venu Gopal Rao	Integrating The Antecedents And Consequences Of Consumer Association With A Sports Team Brand	June 30, 2014	8 (1 in Scopus)
18.	Ms. Srabasti Chatterjee (HR)	Prof. K Pratap Reddy	An Empirical Investigation Of The Antecedents And Consequences Of Career Decisiveness Using Motivational Systems Theory — A Study In The Indian Context	Sep 8, 2014	5 (2 in Scopus)

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
19.	Mr. Tathagatha Ghosh (Marketing)	Dr. K S Venu Gopal Rao	Should I Win Or Should I Not Lose: Investigating The Role Of Motivation In Processing Brand Related Information In Advergaming	Oct. 9, 2014	1
20.	Prerna Chhetri (HR)	Dr. K. Pratap Reddy	The Mediating Role Of Cognitive And Affective Trust On The Relationship Between Organizational Justice, And Organizational Citizenship Behavior: An Empirical Study In The Indian Context	Dec 20, 2014	4 (2 in Scopus)
21.	Rik Paul	Dr. Gorla Narasimhaiah	Service Value Dimensions, Customer Satisfaction And Customer Loyalty: An Integrated Model For Indian Fast Food Retail	Dec 24, 2014	8 (1 in Scopus)
22.	Rishi Dwesar	K S Venu Gopal Rao	Consumer's Integration of Online Review & Print Ad: Understanding Persuasive Effects & Underlying Psychological Mechanisms	Dec 29, 2014	3
23.	Ranajee	Dr. Trilochan Tripathy	Identification, Decomposition And Dynamics Of Momentum: An Empirical Investigation In Indian Stock Market	Jan 08, 2015	5 (2 in Scopus)

The University strictly follows the UGC guidelines in this regard. The University participates in Shodhganga. After successful thesis viva voce by the candidates, all the theses are uploaded on to INFLIBNET, as recommended by UGC.

The number of successful Ph.D scholars guided from other university:

Name of the Guide	Number of Ph.D / MPhil Awarded	University	Year of Award
Prof. A K Rao	20 Ph.D	Icfai University Dehradun & Other Universities	Across the years
Prof. V Nagi Reddy	11 Ph.D	Icfai University Dehradun & Other Universities	Across the years
Prof. Venkata Sessaiah	2 M.Phil	Maduria Kamaraj University	2012
Dr. Y G Sivaram	1 Ph.D	Symbiosis, Pune	2013
Dr. Nasina Jigeesha	1 Ph.D	JNTU, Hyderabad	2011
Prof. Hemalatha Devi	2 Ph.D	Osmania University	2011 and 2012

**3.4.6 What is the official policy of the university to check malpractices and plagiarism in research? Mention the number of plagiarism cases reported and action taken.**

The University has a policy of zero tolerance for malpractices and plagiarism in research. The onus is on the faculty members / research scholars/ students to ensure originality. During the review period there are no instances of plagiarism by either faculty members or research scholars.

We have software – ‘Turnitout’. A thorough check for plagiarism (by licensed software accessed through CheckForPlagiarism.net) is also being done for the final draft of the Ph.D Thesis, before the candidate finally submits the thesis to the University. The accepted limit of plagiarism is less than seven percent. The candidates are asked to revise and resubmit the thesis if the percentage is above seven percent.

**3.4.7 Does the university promote interdisciplinary research? If yes, how many interdepartmental / interdisciplinary research projects have been undertaken and mention the number of departments involved in such endeavours?**

**Yes.**

Refer item 3.1.4.

**Interdepartmental Conferences / Seminars Conducted in the last four years:**

Interdepartmental Seminars conducted by the University:

1. One Day Seminar on Financial Sector Legislative Reforms jointly organized by Faculty of Law and Department of Finance, Faculty of Management on 19th August, 2013. Dr. Radhika Pande, Consultant NIPFP and others have participated and the discussions revolved around subjects like Law, Economics and Finance.
2. Two-Day National Seminar on Right to Education: Constitutional Dynamics was organized in collaboration with National Commission for Protection of Child Rights on 18th and 19th August, 2012, wherein all aspects of education, were covered.
3. 3rd International Conference on Business Analytics & Knowledge Management (BIAKM-2014), August 13-14, 2014.

**3.4.8 Has the university instituted any research awards? If yes, list the awards.**

**Yes.**

The University has instituted the following awards:

**1. NJ Ysaswy-Apollo Hospitals Award for Best Teacher:**

The University recognizes faculty members for their research and other activities, by awarding - NJ Ysaswy-Apollo Hospitals Award for Best Teacher. Instituted in 2012, the award is given on Convocation Day held during the month of June – July every year. Publication in a Scopus indexed journal, conduction of management development program, receiving grant from institution/other agency is a requirement for the award. The faculty members receive a certificate of appreciation and cash awards in recognition of their achievements in research.

**2. Best Teacher Award by IBSAF:**

The best teacher award is given on Teachers' Day, every year. The faculty member is selected by the Alumni and the assessment is based on students' feedback on the faculty member's delivery in the class room. The faculty members receive a certificate of appreciation and cash awards in recognition of their achievements.

**3. Institutional Builder Award by IBSAF**

The award is given to the faculty member, for his notable contribution to the institution building.

**4. Best SIP Faculty Award :**

Apart from awarding the students for best summer internship project, the faculty members are also awarded for guiding the students. The Director, Dean (Academics) and other selected members of the committee select 8-10 Faculty Members for guiding the students in their summer internship projects. The best projects are often converted into research paper and published in peer reviewed journal or presented as a paper in conferences. The faculty members receive a certificate of appreciation and cash awards in recognition of their achievements in research.

The above awards are over and above the cash incentives given to faculty members for their research publications and detailed in item 3.4.9.

**3.4.9 What are the incentives given to the faculty for receiving state, national and international recognition for research contributions?**

The University has incentivized research, as it believes that research is one of the most important academic activities and a complement for good teaching and helps the faculty members to conduct themselves more effectively in the class room and therefore will increase the student learning outcome.

Most academicians naturally take to the pursuit of the intellectual capital contribution through the scientific investigative process. However, there are a plethora of journals and periodicals, which are published across the globe. Hence it is essential to assess the standards followed by a journal before it is accepted as part of the list for the University purpose. The University expects the Faculty Members to contribute their work in quality journals and provides a transparent and a consistent set of guidelines on incentives schemes for encouraging quality research publications. The details of the cash incentive scheme are presented below:

S. No.	Journal Category in ABDC Classification / Scopus List	Incentive Amount per Article Published (Rs.)
1.	A*	1,00,000
2.	A	75,000
3.	B	60,000
4.	C/Scopus	50,000

For joint publications, the amount will be distributed as per the UGC norms. In addition the University liberally funds faculty participation in national and international conferences.

### 3.5 Consultancy

#### 3.5.1 What is the official policy of the University for Structured Consultancy? List a few important consultancies undertaken by the university during the last four years

Faculty Members, having a flair for consultancy, are given freedom to take consulting assignments. The fee earned is shared between the faculty and the university in 2:1 ratio. The details of the assignments are already referred in Item 3.2.5

#### 3.5.2 Does the university have a university-industry cell? If yes, what is its scope and range of activities?

**Yes.**

We have the following:

- Corporate Relations Cell
- Center for Management Development

The details of their activities are presented below:

### **A. Corporate Relations Cell:**

The Corporate Relations Cell is headed by a Director. There are 13 senior executives working in the cell. They develop contacts with a number of companies and play a crucial role in the placement of students graduating from this University. We place about 90 percent of our students. This helps in developing close relationship with the industry. It also helps in conducting management development programs required by the industry / company.

### **B. Center for Management Development:**

The Center delivers quality services to industry/ company. The programs conducted by this center are tailor made and open ended. The activities of the center include conducting management development programs for both private and public sectors.

The MDPs/FDPs are offered as open programs or in-company/institute-specific. Open programs are for participants from any organization. In-company/Institute-specific programs are tailor-made to suit the requirements of specific organizations.

Our Programs are conducted as residential or non-residential, at the IBS campus or at a chosen location by the client. We have a strong team of around 150 faculty members with skills in many contemporary areas of management.

### **Our Clients**

Programs were conducted for participants of the following organizations either as in-company or open programs

<ul style="list-style-type: none"> <li>Indian Railways (C-TARA)</li> <li>IFFCO</li> <li>Tehri</li> <li>Powergrid</li> <li>Intelligroup</li> <li>LG Polymers</li> <li>Hindalco</li> <li>Water Health International</li> <li>Progress Software</li> <li>Alliance India</li> <li>Canara Bank</li> <li>Singareni Collieries</li> </ul>	<ul style="list-style-type: none"> <li>J K Paper Mills</li> <li>M M Rubber</li> <li>Sangam Healthcare</li> <li>BHEL</li> <li>Wipro</li> <li>Hyderabad Metro Water Board</li> <li>Astra Microwave</li> <li>Air Liquide India</li> <li>IIM, Ranchi</li> <li>TAPMI</li> <li>many Universities and Academic Institutions</li> </ul>
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**The Calendar for the current year is presented below:**

Sl. No.	Program Title	Dates	Course Director
1.	Transportation Management for Indian Railways – Phase -1	7-11 April, 2014	Dr. Y L N Kumar
2.	HR – A Strategic Business Partner – For Indian Railways – Phase 1	14-18 April, 2014	Dr. Y L N Kumar
3.	SME Banking	23-25 April, 2014	Dr. S C Bihari
4.	SMART (Stress Management And Relaxation Techniques)	28 April, 2014	Prof. S Mahesh Kumar
5.	Leadership Excellence for Better Customer Relationship Management	12-14, May2014	Prof. S C Bihari
6.	Environmental Economics and Policy	15-16 May, 2014	Dr. C S Shylajan
7.	HR – A Strategic Business Partner – For Indian Railways – Phase 1	19-23 May, 2014	Dr. Y L N Kumar
8.	HR – A Strategic Business Partner – For Indian Railways – Phase 2	19-23 May, 2014	Dr. Y L N Kumar
9.	Writing Effective Audit Reports	5-6 June, 2014	Prof. S C Bihari
10.	Master Class on Business Leadership for Chief Executives (Sponsored by Vodafone)	6 June, 2014	Prof. B K Malleswari
11.	Workshop on Basic Research Methods for Social Sciences and Management Researchers	9-10 June, 2014	Dr. Laila Memdani
12.	Competency Mapping and Assessment	20-21 June, 2014	Dr.Praveen Srivatsav
13.	Communication Skills for High Impact Presentations	11-13 June, 2014	Prof. S Mahesh Kumar
14.	Structural Equation Modeling – Basics and Applications	26-27 June, 2014	Dr. Shirshendu Ganguli and Dr, Abhilash Ponnamm
15.	Business Data Analytics using R and SAS	4-7 July, 2014	Dr. Dipanjan Kumar Dey & Dr. Yogesh Kumar Chawhan
16.	Risk management in Banks	10-12 July, 2014	Prof. D S Chary & Prof. C Anita Raman
17.	Banking Orientation for Specialist Officers in Banks	14-16 July, 2014	Prof. S C Bihari
18.	Interpersonal Relationship and Role Effectiveness	18-19, July, 2014	Dr. Parveen Srivatsav & Dr. Bhavna Jaiswal
19.	Team Building and Conflict Management Workshop	4-6 August, 2014	Prof. O B Sayeed



Sl. No.	Program Title	Dates	Course Director
20.	Working Capital Management and Finance	7-8 August, 2014	Prof. Suryanarayan Mohapatra & Dr. Biraj Kumar Mohanty
21.	Personal Effectiveness for Corporate Success	20-22 August, 2014	Prof. S Mahesh Kumar
22.	Business Data Analytics Using R and SAS	22-24 Aug, 2014	Dr. Dipanjan Kumar Dey & Dr. Yogesh Kumar Chowhan
23.	Professionalizing Family Businesses	23-24 Aug, 2014	Dr. Ch Hyma
24.	3 <sup>rd</sup> Program on SME Banking	25-27 August, 2014	Prof. S C Bihari
25.	International Finance & Trade	11-13 September, 2014	Prof. D S Chary & Prof. C Anita Raman
26.	Personality Development for Managerial Effectiveness	13-15 October, 2014	Prof. O B Sayeed
27.	Fundamentals of Business Finance	6-7 November, 2014	Prof. Suryanarayan Mohapatra & Dr. Biraj Kumar Mohanty
28.	Project Management	7-8 November, 2014	Prof. B K Malleswari
29.	2 <sup>nd</sup> Program on Stressed Asset Management in Banks	10-12 November, 2014	Prof. S C Bihari
30.	Corporate Treasury Management	13-15 November, 2014	Prof. D S Chary & Prof. C Anita Raman
31.	Statistical Skills for Managers	8-10 December, 2014	Prof. O B Sayeed
32.	Logistics Management for Army Officers	8-20 December, 2014	Dr. Y L N Kumar, Dr. Nasina Jigeeesh & Others
33.	Refresher course on Banking policies procedures & products	11-13 December, 2014	Prof. D S Chary & Prof. C Anita Raman
34.	MDP for Marketing Professionals of Panna Cement Limited	19-20 December, 2014	Dr. Venugopal Rao & Dr. Y L N Kumar
35.	Strategic HR for Railway Officers	29 December, 2014 – 01 January, 2015	Dr. Y L N Kumar, & others
36.	Retail Credit Challenges and Initiatives	21-23 Jan, 2014	Prof. S C Bihari
37.	Faculty Development Program	16-18 February, 2015	Prof. O B Sayeed
38.	Teaching Quantitative Methods through Cases	7-8 March, 2015	Prof. L Shridharan
39.	Digital Marketing	14-15 March, 2015	Prof. B K Malleswari

### In-company Programs

We offer in-company programs to clients upon specific requests. Following are some of the areas where we have already offered in-company programs:

#### In-Company Programs offered to Clients during the Period under Consideration

S.No	In Company	Title	Coordinating Faculty	Period	No. of Participants
1.	Railways	Alternate Finance with Focus on Public and Private Participation - Phase - 2	Y L N Kumar/ D Satish	November 25-29, 2013	10
2.	Singareni	Finance for non-Finance Executives	YLN Kumar/ V Narender	Oct 28 – Nov 1, 2013	9
3.	Railways	Alternate Finance with Focus on Public and Private Participation - Phase - 1	Y L N Kumar	October 21-25, 2013	10
4.	Railways	Transport Management - Phase 2	Y L N Kumar / Satish D	October 14-18, 2013	12
5.	J K Paper Mills	Communication and Presentation Skills	Mahesh Kumar	October 8-9, 2013	77
6.	IIM, Ranchi	Workshop on Case Writing	Debapratim Purkayastha	Oct 1, 2013	58
7.	IIM, Ranchi	Workshop on Case Writing	Debapratim Purkayastha	September 30, 2013	58
8.	Canara Bank	Employee Relationship Management	S C Bihari	September 10-12, 2013	33
9.	Railways	Transport Management - Phase 1	Y L N Kumar / Satish D	September 10-13, 2013	12
10.	Railways	Project Management - Phase 2	Y L N Kumar/ Satish D	September 2-6, 2013	12
11.	Railways	Project Management - Phase 1	Y L N Kumar/ Satish D	July 29 - Aug 1, 2013	12
12.	Singareni	Fundamentals of Finance	Y L N Kumar/ Narendar V	July 1-6, 2013	18
13.	Railways	Alternate Finance with Focus on Public and Private Participation	Y L N Kumar/ D Satish	April, 2013 15-18 and May 20-23, 2013	6
14.	Railways	Business Economics	Y L N Kumar/ Koti Reddy	March 12-15, 2013	8

S.No	In Company	Title	Coordinating Faculty	Period	No. of Participants
15.	M M Rubber Co. Ltd.	Workshop on Motivation	Praveen Srivatsav	March 12, 2013	18
16.	Powergrid	Experiential Personality Development for Role Effectiveness	Manas Ranjan Tripathy	December 6-8, 2012	23
17.	Railways	Managerial Economics	Dr Koti Reddy & Prof. D Satish	September 10, 2012	5
18.	TAPMI	Case writing	Prof. Debapritam Purkayastha	July 20 - 21, 2012	21
19.	Needa Software Solutions	Language Skills	Mahesh Kumar	July 11 – October 12, 2012	13
20.	IFFCO	Foundation Program in Management for GETs	Manas Ranjan Tripathy	June 13 - 15 ,2012	28
21.	Progress Softwre	Program on Fore Ex for Progress Software	Prof. D Satish	February 9, 2012	14
22.	Railways	Alternate Financing of Projects with emphasis on PPP for the Indian Railways	Prof D S Satish/YLN Kumar	January 9-13, 2012	12
23.	Tehri Dam	Team Building & role effectiveness for employees of Tehri Hydro Development corporation Ltd	Prof. Manas Ranjan Tripathy	December 20-22, 2011	22
24.	Railways	HRM-A Strategic Partner in Operational Excellence, for the Indian railways	Prof. Y L N Kumar	December 5-9, 2011	17
25.	Railways	Advanced Finance for Decision Making for the Indian Railways	Prof D Satish/YLN Kumar	November 22-24, 2011	10
26.	Intelli Group	Business Leadership Program for Intelligroup	Dr. Venugopal Rao & Prof. G Suresh	Nov 19, 2011 - Dec 18, 2011 (For 10 days on week-ends)	21
27.	Progress Software	Financial markets for members of Progress Software	D Satish and Narendar	October 21-22, 2011	15
28.	Railways	HRM-A Strategic Partner in Operational Excellence, for the Indian railways	Prof. Y L N Kumar	October 17-21, 2011	7

S.No	In Company	Title	Coordinating Faculty	Period	No. of Participants
29.	Tehri Dam	Interpersonal relationship & role effectiveness for employees of Tehri Hydro Development corporation Ltd	Prof. Manas Ranjan Tripathy	September 5-7, 2011	24
30.	Railways	Alternate Financing of Projects with emphasis on PPP for the Indian Railways	Prof. D S Chari/YLN Kumar	August 4-12, 2011	10
31.	Railways	Advanced Finance for Decision Making for the Indian Railways	Prof. SPR Vittal/ YLN Kumar	June 27-29, 2011	11
32.	Power Grid	Communication skills for personal effectiveness For Power Grid Corporation	Dr. Manas Ranjan Tripathy	May 16-18, 2011	20
33.	Intelli Group	Business Leadership Program for Intelligroup	Prof SPRVittal, Dr. Venugopal Rao & Prof. G Suresh	May 14, 2011- June 26, 2011 (For 12 days on week-ends)	23
34.	Railways	Advanced Finance for Decision Making for the Indian Railways	Prof. SPR Vittal/YLN Kumar	April 25-27, 2011	12
35.	Railways	Finance for Non-Finance Managers for the officers of the Indian Railways	Prof. SPR Vittal/YLN Kumar	April 5-8, 2011	13
36.	LG Polymers	Leadership Development-Succession Planning for LG Polymers	Dr. YLN Kumar/G.K. Srikanth	March 18, 2011	20
37.	Intelli Group	Business Leadership Program for Intelligroup	Dr.Allen Roy, Prof SPRVittal & Prof. G Suresh	January 22- March 6, 2011 For 12 days on week-ends)	19
38.	Hindalco	Operational Excellence for Superior financial Performance	Dr. Saptarshi & Dr S S Bisht	February 19-20, 2010	19
39.	Water Health International	Project Management: Concepts & Practices	Dr. Sunil Bharadwaj	November 3-7, 2009	16

S.No	In Company	Title	Coordinating Faculty	Period	No. of Participants
40.	Progress Softwre	Financial Markets for members of Progress Software	Prof D Satish & Prof. Narender	October 21-22, 2009	11
41.	Alliance India	OD Intervention – Phase I	Dr. Venugopal & Dr. Ravikiran	March 23-25, 2009	16
42.	Alliance India	Leadership & Team Building	Dr. Prageetha	January 20-24, 2009	20

#### Proposals in the pipeline:

1. We have submitted a proposal for MDP on ‘Business Leadership Program’ for Siva Shakti Agro, based on enquiry received from their end. The program will be of 10 days duration for 50 participants (sales team) spread over a year (2 or 3 days in a quarter).
2. We have submitted a proposal for MDP on ‘Achieving excellence in R& D function’ for Coramandel Fertilisers, based on enquiry received from their end. The program will be of 4 days duration for 15 participants.

#### 3.5.3 What is the mode of publicizing the expertise of the University for Consultancy Services? Which are the departments from whom consultancy has been sought?

The Conusltancy services are publicized through the Center for Management Development and through other industry interfaces.

The Faculty Members of the University are allowed to spend time on consultancy assignments/applied research projects. They have conducted consultancy assignments for Industry and Government in different areas of management. Some of the areas where they have already delivered or have capabilities to deliver are:

<ul style="list-style-type: none"> <li>• Valuations - Fundamental analysis</li> <li>• Corporate Finance - Financial statement analysis</li> <li>• Valuation of entities, projects</li> <li>• Insurance industry Bancassurance, Software companies, Domain training, Subject Matter Expert (SME) services</li> <li>• Financial appraisal and feasibility study of projects</li> <li>• Management audit</li> <li>• Banking Services</li> </ul>	<ul style="list-style-type: none"> <li>• Microfinance</li> <li>• Project Management</li> <li>• Business Strategy</li> <li>• Sales and Advertising</li> <li>• Branding and Repositioning</li> <li>• Promotional Campaign</li> <li>• B2B Marketing</li> <li>• Services Marketing – Ambience and Delivery</li> <li>• Customer Satisfaction levels in Microfinance Institutions</li> </ul>
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<ul style="list-style-type: none"> <li>Accounting</li> <li>Fundamental analysis</li> <li>Strategic Analysis &amp; Planning</li> <li>Corporate Strategic Studies</li> <li>Cluster Development</li> <li>Development of Management Control &amp; Reporting System.</li> <li>Project Viability Analysis</li> <li>Bank Financing (both for Long Term and Short term)</li> </ul>	<ul style="list-style-type: none"> <li>Marketing in NGOs</li> <li>Competency Mapping</li> <li>Employer Branding</li> <li>Organizational Citizenship Behavior</li> <li>Stress at Work Place</li> <li>Performance Management</li> <li>Supply Chain Management: Cost Reduction, IT Integration, Synergy</li> <li>Evaluation of Socio-Economic Programmes</li> <li>Non-Market Valuation of Environment</li> </ul>
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To give a fillip to this activity the University has also started a center for consultancy. The details are presented below:

### **Cygnus Business Consultancy and Research**

The main objective of Cygnus Business Consulting and Research is to produce global knowledge products and services, focused on economies, industries and companies, with a specific focus on Indian markets. The Center plans to publish reports providing business and competitive intelligence, which will be made available on a subscription basis. In addition services will be made available on a project basis, as per the specific requirements of our customers. The expertise of the faculty members will be used for this purpose.

#### **3.5.4 How does the university utilize the expertise of its faculty with regard to consultancy services?**

Faculty Members, having a flair for consultancy, are given freedom to take consulting assignments. The fee earned is shared between the faculty and the university in 2:1 ratio. The University provides full freedom to the investigator/coordinator for utilizing the overhead charges. We also provide consultancy leave for 52 days. This policy encourages the Faculty Members to get consultancy projects.

#### **3.5.5 List the broad areas of consultancy services provided by the university and the revenue generated during the last four years.**

Faculty members have been involved in projects that have relevance to problems in business and society. They relate to financial inclusion, savings and pensions, performance evaluation, training & development, financial instruments, social media marketing, marketing communication, women and society, mobile banking, inclusive development and disaster management. The details of objectives of the projects, funding, duration and status are given in Item no 3.2.5

The above apart the Faculty Members are involved in conducting executive development programs as a part of industry interface. The details are given below:

### Management Development Programs for the Period 2013-14

Sl. No.	Dates	Title	Faculty	In-Company	No. of Participants	No. of Days	No. of Participant Days
1.	Dec, 29 2014 - Jan 2, 2015-	HR – A Strategic Business Partner	Dr. YLN Kumar	Railways	13	4	52
2.	Dec, 18-19, 2014	MDP for Marketing Professionals	Dr. Venugopal/ Dr. YLN Kumar	Penna Cements	24	2	48
3.	Dec 18, 2014	Competency Mapping workshop	Dr. Praveen Srivastava/ Dr. S C Bihari	JNIBF (IDBI)	28	1	28
4.	Dec 8-20, 2014	Logistics Management	Dr. Nasina J/ Dr. YLN Kumar	Indian Army	25	12	300
5.	Dec 4, 2014	Competency Mapping workshop	Dr. Praveen Srivastava/ Dr. S C Bihari	JNIBF (IDBI)	25	1	25
6.	June 30-July 4, 2014	Alternate Finance – PPP module	Dr. YLN Kumar & Dr. V Narender	Railways	6	4	24
7.	May 26-30, 2014	Alternate Finance – PPP module	Dr. Y L N Kumar & Dr. V Narender	Railways	6	4	24
8.	May 19-23, 2014	HR – A strategic business partner – Phase 2	Dr. Y L N Kumar	Railways	15	3	45
9.	April – 14-18, 2014	HR – A strategic business partner – Phase 1	Dr. Y L N Kumar	Railways	15	3	45
10.	April 7-11, 2014	Transportation Management - Phase 2	Dr. Y L N Kumar, & Prof. D Satish	Railways	13	4	52
11.	Mar 3 -7, 2014	Transportation Management – Phase -1	Dr. Y L N Kumar/ Prof. D Satish	Indian Railways	8	5	40
12.	Feb 24-28, 2014	Project Management Phase 2	Dr. Y L N Kumar/ Prof. D Satish	Indian Railways	8	4	32
13.	Jan 20-23, 2014	Project Management – Phase 1	Dr. Y L N Kumar/ Prof. D Satish	Indian Railways	8	4	32



## Management Development Programs



Participants from Power Grid Corporation of India





**Management Development Programs for the Period 2010 - 13**

Sl. No.	Dates	Title	Faculty	In-Company	No. of Participants	No. of Days	No. of Participant Days
1.	November, 2013	Alternate Finance for Railway executives II	Prof. D. Satish	Senior Indian railways Executives	14	5 Days	70
2.	October, 2013	Transportation Management - II	Prof.D. Satish	Senior Indian railways Executives	14	4 Days	56
3.	October. 2013	Alternate Finance for Railway executives - I	Prof. D. Satish	Senior Indian railways Executives	14	5 Days	70
4.	October, 2013	Finance for Non finance Managers	Dr. V. Narender	Senior Singereni Colliries executive	15	5 days	75
5.	September, 2013	Project Management - II	Prof. D. Satish	Senior Indian railways Executives	10	5 Days	50
6.	September, 2013	Transportation Management - I	Prof. D. Satish	Senior Indian railways Executives	14	4 Days	56
7.	July, 2013	Revisiting Finance	Dr. V. Narender	Senior Singereni Colliries executive	9	5 Days	45
8.	July, 2013	Project Management	Prof. D. Satish	Senior Indian railways Executives	10	5 days	50
9.	May, 2013	Alternate Finance for Railway executives	Prof. D.Satish	Senior Indian railways Executives	5	4 Days	20
10.	April, 2013	Alternate Finance for Railway executives	Prof D. Datish	Senior Indian railways Executives	5	4 Days	20
11.	March, 2013	Business Economics	Prof. D. Satish	Senior Indian railways Executives	8	4 days	32
12.	September, 2012	Business Economics	Prof. D. Satish	Senior Indian railways Executives	5	4 days	20
13.	February, 2012	FX Dynamics for IT Professionals	Prof. D. Satish	IT Professionals	14	1 day	14

Sl. No.	Dates	Title	Faculty	In-Company	No. of Participants	No. of Days	No. of Participant Days
14.	January, 2012	Alternate Finance	Prof. D. Satish	IRAS Officials of Indian railways	3	9 days	27
15.	November, 2011	Participant Centered Learning	Dr. Suresh	Faculty Members - IBS Mumbai	45	2 Days	90
16.	November, 2011	Business Leadership Program	Dr. Venugopal, Prof. D Satish	Middle and senior Executives - Intelligroup	21	5 Weeekends	525
17.	November, 2011	Participant Centered Teaching	Prof. Suresh	Faculty Members - IBS ahmedabad	15	2 days	30
18.	November, 2011	Advanced Finance for Decision Making	Prof. D Satish	Middle and senior Executives-Indian railways	9	3 days	27
19.	October, 2011	Financial Markets	Prof. D Satish, Dr. V. Narender	Middle and senior Executives-Progress Software	9	2 days	18
20.	August, 2011	Alternative Finance	Prof. Sreenivasa Chary	IRAS-Indian railways	10	8 days	80
21.	August, 2011	Finance for Non-Finance Managers for the officers of the Indian Railways	Prof. Vittal	CTARA	12	2 days	24
22.	July, 2001	Advanced Finance for Decision Making	Prof. Vittal	Middle and senior Executives - Indian railways	10	3 days	30
23.	June, 2011	Business Leadership Program	Prof. Vittal	Middle and senior Executives – Intelligroup	20	6 weeks	600
24.	May, 2011	Finance for Non Finance	Prof. Vittal	Middle and senior Executives-Indian Railways	10	3 days	30
25.	May, 2011	Advanced Finance for Decision Making	Prof. Vittal	Middle and senior Executives-Indian railways	10	3 days	30

Sl. No.	Dates	Title	Faculty	In-Company	No. of Participants	No. of Days	No. of Participant Days
26.	March, 2011	Communication skills for personal effectiveness For Power Grid Corporation	Dr.Manas Ranjan Tripathy	Power Grid	60	5 days	300
27.	January - March, 2011	Business Leadership Program for Intelligroup	Prof. Vittal, Dr.Venugopal Rao & Dr. Suresh	Intelli Group	23	6 weeks	690
28.	January,2011	Alternate Finance	Prof. D Satish	IRAS Officials of Indian railways	3	9 days	27
29.	December, 2010	Managerial Effectiveness	Dr. Y L N Kumar	Mid-Level Executives of Intelli Group	27	4 days	108
30.	December, 2010	Advanced Finance for Decision Making for the Indian Railways	Prof. Vittal	CTARA	48	1 day	48
31.	March,2010	Marketing Analytics Research & Development	Dr. Saptarshi Purkayastha and Dr. Subhadip Roy	Executives from several Corporate houses	30	1days	30
32.	March,2010	Managerial Effectiveness	Dr. Y L N Kumar	Mid-Level Executives of Intelli Group	15	5 days	75
33.	March,2010	Leadership Development-Succession Planning for LG Polymers	Dr. YLN Kumar/ G.K. Srikanth	Executives from LG Polymers	20	1 day	20
34.	January,2010	Business Leadership Programme	Dr. G.Suresh, Prof. Vittal and Dr. Allen Roy	Executives from several Corporate houses	19	15 days	285

Besides the executive development programs the faculty members have conducted specialized workshops on Case Methodology / Writing at IBS Mumbai, Bangalore, Jaipur, Delhi, IIM Ranchi and TAPMI, Manipal. The details are presented below:

Case Methodology Workshop	
1.	Case Methodology Workshop Delhi (Gurgaon) May 31, 2013
2.	Case Methodology Workshop Mumbai May 28, 2013
3.	Case Methodology Workshop Bangalore May 20, 2013
4.	Case Methodology Workshop – Chennai May 21, 2013
5.	Case Methodology Workshop Jaipur May 06, 2013
6.	Two-day Case Writing workshop at TAPMI : July 20 -21, 2012
7.	Two One-day Case Writing workshops at IIM-Ranchi: September 30 and October 1, 2013

The faculty members are also involved in conducting open programs as a part of faculty development initiative. The details are presented below:

### Faculty Development Program

#### Period 01 June 2013 – 30 June 2014

Sl. No.	Period of Conduct	Title of the Program	Coordinating Faculty Member	Institute Details (If Any)	No. of Days	No. of Participants	No. of Participant Days
1.	27-29 June, 2013	Multivariate Techniques: Basics and Applications using SPSS	Dr. Kartikeya Bolar, Dr. Shrishendu Ganguli and Dr. Abhilash Ponnannam	Open	3	8	24
2.	24 Aug, 2013	Modern Pedagogic Methods in Undergraduate Programs (for IBSAT launch participants)	Prof. Malleswari B K	Open	1	30	30
3.	23-24 Sept, 2013	Structural Equation Modelling - Basics and Advances	Dr. Kartikeya Bolar	Open	2	12	24
4.	26-27 Sept, 2013	Case Study as a Pedagogic Tool for Management Teachers – Marketing, Strategy & Finance	Dr. Radha Krishna G, Dr. Vunyale Narendar	Open	2	9	18
5.	30 Sept, 2013	Workshop on Case Writing	Prof. Debapratim Purkayastha	IIM, Ranchi	1	58	58
6.	1 Oct, 2013	Workshop on Case Writing	Prof. Debapratim Purkayastha	IIM, Ranchi	1	58	58

Sl. No.	Period of Conduct	Title of the Program	Coordinating Faculty Member	Institute Details (If Any)	No. of Days	No. of Participants	No. of Participant Days
7.	17-18 Oct, 2013	SAS Workshop	Finance Area Faculty	For IBSH Faculty	2	12	24
8.	9-10 Jan, 2014	Structural Equation Modelling	Dr. Shrishendu Ganguli and Dr. Abhilash Ponnamp	Open	2	10	20
9.	8-9 June, 2014	Workshop on basic research methods for social sciences and management researchers	Dr. Laila Memdani	Open	21	2	42
10.	26-27 June, 2014	Structural equation modeling	Dr. Ganguli and Dr. Abhilash Ponnamp	Open	12	2	24

### Period: 01 Jun 2012 - 31 May 2013

Faculty of Management (IBS Hyderabad)					
Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
11.	Dr. Sridhar Vaithianathan and Dr. Shrishendu Ganguli	Basics & Applications of SEM	Jun 28-29, 2012	26	Faculty Members of IBS Hyderabad
12.	Prof. Mahesh Kumar and Dr. Kalyana Chakravarthy	Empowering the Trainers	Jun 28-29, 2012	12	Faculty Members of IBS Hyderabad
13.	Dr. Sridhar Vaithianathan and Dr. Shrishendu Ganguli	SEM-Basics & Applications	Oct 11 -12, 2012	28	Faculty Members of IBS Hyderabad
14.	Dr. Balaji and Mr. Subhash Jha	Quantitative Research Methods for publications	Nov 9 – 10, 2012	21	Faculty Members of IBS Hyderabad
15.	Prof. S C Bihari	CRM In Banking	Nov 22 – 23, 2012	13	Faculty Members of IBS Hyderabad
16.	Dr. Sridhar Vaithianathan	Advanced Structural Equation Modelling	Dec 6-7, 2012	23	Faculty Members of IBS Hyderabad
17.	Dr. Sridhar Vaidyanathan and Dr. Shrishendu Ganguly	SEM-Basics & Applications	Jan 24- 25, 2012	8	Faculty Members of IBS Hyderabad
18.	Dr. Sridhar Vaidyanathan	Univariate & Multivariate Techniques	Mar 6 – 8 , 2012	5	Faculty Members of IBS Hyderabad
19.	Dr. Sridhar Vaithianathan	Advanced Structural Equation Modelling	Mar 28- 29, 2013	5	Faculty Members of IBS Hyderabad

**Period: 01 Jun 2011 - 31 May 2012**

Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
<b>Faculty of Management (IBS Hyderabad)</b>					
20.	Prof. Shankar Narayanan	Managing the Value Chain	Jul 19-23, 2011	17	Faculty Members of IBS Hyderabad
21.	Prof. D Satish & Dr. Narender	Financial Markets for members of Progress Software	Oct 21- 22, 2011	11	Faculty Members of IBS Hyderabad

**Period: 01 Jun 2010 - 31 May 2011**

Sl. No.	Coordinator	Title of the Program	Workshop Date	No. of Participants	Company Details (If Any)
<b>Faculty of Management (IBS Hyderabad)</b>					
22.	Dr. Saptarshi Purkayastha and Dr. Subhadip Roy	Marketing Analytics Research & Development	Aug 13 -14, 2010	30	Faculty Members of IBS Hyderabad & Executives from several Corporate houses
23.	Dr. Trilochan Tripathy	Managerial economics & Business Environment	Oct 5 - 9, 2010	16	Faculty Members of IBS Hyderabad
24.	Dr. M. Kanchan and Prof. Vittal	Financial Insights	Nov 23 - 27, 2010	14	Faculty Members of IBS Hyderabad
25.	Dr. M.S.Balaji and Prof. Srividya Raghavan	Structure Equation Modeling using AMOS – Fundamentals and Applications	Dec 1 - 2, 2010	25	Faculty Members of IBS Hyderabad
26.	Dr. G. Radha Krishna and Dr. Subhadip Roy	Case Study as Pedagogy Tool in Marketing and Business Strategy	Dec 10 - 11, 2010	12	Faculty Members of IBS Hyderabad
27.	Dr. Sanjay Fuloria	SAS Workshop	Dec 17 - 18, 2010	27	Faculty Members of IBS Hyderabad
28.	Dr. G. Radha Krishna	Strategic Marketing	Mar 22 - 26, 2011	13	Faculty Members of IBS Hyderabad

On an average the University has earned revenue of Rs. 201 lakh from consultancy and other assignments.

### **3.6 Extension Activities and Institutional Social Responsibility (ISR)**

#### **3.6.1 How does the university sensitize its faculty and students on its Institutional Social Responsibilities? List the social outreach programmes which have created an impact on students' campus experience during the last four years.**

The University is aware of its responsibilities to the country at large and to its neighbourhood specifically. The University encourages its faculty members and students to take up social causes and contribute to the wider community through courses, lectures by eminent scholars from India and abroad. Our student clubs also help the students to involve in social causes. The details faculty-wise are detailed below:

#### **Faculty of Management**

During the period under consideration our faculty members have taken research projects on social related causes, such as:

1. Gender Dimension in Financial Inclusion: A Study on the Impact of Women Participation on the Economic Upliftment of Poor Households.
2. KAP Survey on HIV & AIDS, WVI Kotdwar, Uttaranchal, India.
3. Informal sector Livelihood strategies.
4. Tribal women livelihood.
5. Social Sustainability of CBOs.
6. BIG GREEN (BG) - Framework for Bringing Scale to Green Livelihood Initiatives.
7. The Economics and Psychology of Long-term Savings and Pensions.

YES Club, one of the several student clubs in the University, organizes a blood donation camp twice a year, during which all members of the campus community are encouraged to donate blood. YES Club also organizes free dental camps and eye camps for non-teaching staff and their families, many of whom hail from the immediate neighbourhood of the University.

Infinity Studios, the Film Club of the University, organizes a programme for the mentally challenged children every year. During the event held in 2013, over 200 such children and their caretakers from PAWMENCAP (Parents Association for the Welfare of Mentally and Physically Handicapped) spent a day in the University campus, had lunch with the campus community and were entertained with special cultural programs in which they and university students participated.

The students of the University took part in 'Run for Unity' on October 30, 2014, the birth anniversary of Sardar Vallabhai Patel. The event was organized by VAPS, the sports club of IBS Hyderabad. The

students took the 'Unity Pledge'. The pledge was administered by the Vice Chancellor. It was attended by the members of the Board of Management and Faculty Members.

Sankalp, the leadership club of IBS Hyderabad, works with several partner organizations like Indian Development Foundation and conducts outreach programmes on traffic awareness, hygiene and sanitation, girl education and computer literacy.

The students of the University took part in 'Swachh Bharat Abhiyaan' on October 23, 2014. Organized by Team Sankalp, the leadership club of IBS Hyderabad, the students partnered with local population of Gopalaram village, Shankarapalli Mandal and cleaned large part of the village. The Vice Chancellor also participated in the event.

On July 23, 2012 the students of the University performed a street play promoting the need to protect national heritage sites.

On July 23, 2012, a group of students created traffic awareness and through a street play addressed the issues of drunken driving, using mobile while driving, jay walking and riding without helmet.

On July 23, 2012, a group of students enacted a play that dealt with child labour.

On July 23, 2012, a team of students ran a marathon at KBR Park and played a skit on issues like evil effects of plastic, global warming, pollution and how humans, animals and plants are being affected because of our ignorance. They made the visitors sign a pledge 'To Go Green' and also that they will take steps for protecting the mother earth.

Maçon, the entrepreneurship cell and the Center for Entrepreneurship Development works with start-ups, especially in the field of social entrepreneurship and provides free consulting to them. In January 2012, the MBA student members of Maçon Club have jointly designed a Social Marketing Plan with a team from Portland State University for problems faced by people in villages near IBS.

The University has also developed several case studies on issues related to societal concerns. (Refer 3.6.4)

The Center for Women Development organized events for the empowerment of women, in Maharajapet a neighbouring village.

The University is proud of the student diversity on its campus. The fact that we have students from almost all parts of the country also means that most festivals are celebrated on the University campus. Since 2012, the students of the University have taken the initiative to celebrate major festivals like Diwali, Dussehra and Christmas along with the farmers and children of the neighbouring villages, Donthanapally, Gopalaram, Janawada, Kollur, etc.



### The Faculty of Science and Technology

Forty students of Faculty of Science and Technology participated in Live Web casting of General Elections 2014 poll event from Polling stations on April 30, 2014. The participation of students in the democratic process is being encouraged by involving them in the elections.

### Faculty of Law

The Faculty of Law has conducted the following social outreach programs during the last four years:

Sl. No.	Date	Topic
1.	April 2011	Participated in discussion forum on Justice delivery system and impediments, zeal, an inter faculty festival and winners quiz, in Cultural Festival and Cricket Tournament and stood winners.
2.	20-08-2011	LokPal Bill – Legal Implications
3.	06-01-2012	A debate on “Walmart in India – Socio-economic and Legal Implications” by II and IV Semester students. Dr. Aruna, IBS Faculty and Dr. V.G. Ranganath, Faculty Member, FOL acted as Judges.
4.	08-03-2012	Celebrated International Women’s Day.
5.	14-08-2012	Independence Day Run by all the BBA.LLB. Students by paying tributes to freedom fighters.
6.	06-09-2012	BBA.LLB. students have participated in Blood Donation Camp.
7.	10-12-2012	International Human Rights Day has been observed by conducting Essay Writing Competition on “Different Dimensions of Human Rights”.
8.	21-12-2012	Students of Legal Club have organized and all the students have participated in a debate on “Should Rape be punished with Capital Sentence?”
9.	19-03-2013	Social Engineering Day was celebrated at the Auditorium, IFHE Campus, Hyderabad.
10.	25-03-2013	Legal Awareness Camp was conducted at Janawada Higher Secondary School, Higher Secondary School, Proddutur.
11.	19-07-2013	Inaugural Session – Semester
12.	26-10-2013	Legal Awareness Camp conducted in Janawada Village, along with Semester VII students. Free Legal aid was also provided.
13.	01-11-2013	An Activity on Noise Pollution conducted by Mr. Prajeet Daniel and Ms. L. Jayasree at Prince Public School and SSSVP

### 3.6.2 How does the university promote university-neighbourhood network and student engagement, contributing to the holistic development of students and sustained community development?

The University actively promotes University-Neighbourhood network and student engagement through the activities of Sankalp, YES Club, Legal Aid Cell, the Center for Entrepreneurship Development and the Center for Women Development. This not only creates awareness among the students, but also makes them better citizens of the country. More than everything, since a majority of the resident students on campus are students of the Faculty of Management, students are encouraged to look for opportunities which can result in sustainable solutions. Students are encouraged to work on social problems, investigate the reasons and find out innovative solutions.

Faculty Members and students, especially through the Center for Entrepreneurship Development and the Center for Women Development, focus on training socially disadvantaged groups besides other activities. The University community itself has provided several business opportunities to people in the neighbourhood by providing a market for people who run small businesses, laundry, supply farm produce such as milk, vegetables and fruits.

The Center for Women Development conducted a health and nutrition awareness program on September 12, 2014, along with students from Team Sankalp. They visited one of the neighbouring villages, Maharajapet, to create consciousness on these vital issues among women. The team also distributed fruits to the women.

The Center along with a few members of club Aaina and Sankalp visited Kasturba Gandhi National Memorial trust, an orphanage-cum-human trafficking-cum-asylum center for girls & women, on September 19, 2014. The Center has donated clothes, groceries and sanitary items to the Trust.

One hundred and eighty seven students of Faculty of Science and Technology underwent internship of 5 weeks' duration at the following NGOs:

- LSN Foundation,
- Aashayein Foundation,
- Lepra India,
- SWEEKAAR,
- CRY,
- Aapsa,
- Afro (Action for food production),
- Sapid,
- MV Foundation,
- Sannihita India,

- Helpage India and
- Spurti.

These NGOs work on a wide spectrum of areas:

- Care for elderly disabled,
- Programs for homeless,
- Empower weaker children ,
- Education,
- Health care areas like leprosy, tuberculosis, malaria, HIV/AIDS, blindness and other health conditions,
- Street children and communities,
- Rehabilitation program for people in slums,
- Development work for poor and
- Residential support and environment for young women at risk and development of rural poor.

Forty students of Faculty of Science and Technology participated in Live Web casting of General Elections 2014 poll event from Polling stations on April 30, 2014. The participation of students in the democratic process is being encouraged by involving them in the elections. They also participated in Internship Program at NGOs and significantly contributed in the social work and earned praise from the respective NGOs.

The students of the University took part in ‘Swachh Bharat Abhiyaan’ on October 23, 2014. Organized by Team Sankalp, the leadership club of IBS Hyderabad, the students partnered with local population of Gopalaram village, Shankarapalli Mandal and cleaned large part of the village. The Vice Chancellor also participated in the event.

### 3.6.3 How does the university promote the participation of the students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International programmes?

The University promotes the participation of the students and Faculty Members in extension activities through institutionalized mechanisms in the forms of Center for Women Development, Center for Entrepreneurship Development, Legal Aid Cell, Maçon - the Student Entrepreneurship Cell, Sankalp – the Leadership Club, Prakriti Club – the Nature, Environment and Adventure club, YES Club – the Social Action initiative of the University.

Many of these units work in partnership with national organizations and Non-Governmental Organizations. For instance, Maçon has partnered with CII for Mission 2022 - India@75, Maçon has also partnered with National Entrepreneurship Network as well as with The Indus Entrepreneurs (TiE).

Sankalp works with Indian Development Foundation, ADmire has worked with the ADclub of Hyderabad, YES Club has worked with SOS Children's Villages and Infinity Studios has worked with PAWMENCAP, an association working with mentally-challenged students. While Sankalp, the Leadership Club, works almost on the lines of a National Service Scheme unit, its members are not officially NSS volunteers.

On July 23, 2012 the students of the University performed a street play promoting the need to protect national heritage sites.

On July 23, 2012, a group of students created traffic awareness and through a street play addressed the issues of drunken driving, using mobile while driving, jay walking and riding without helmet.

On July 23, 2012, a group of students enacted a play that dealt with child labour.

On July 23, 2012, a team of students ran a marathon at KBR Park and played a skit on issues like ill harms of plastic, global warming, pollution and how humans, animals and plants are being affected because of our ignorance. They made the visitors sign a pledge 'To Go Green' and that they will take steps for protecting the mother earth.

### 3.6.4 Give details of social surveys, research or extension work, if any, undertaken by the university to ensure social justice and empower the underprivileged and the most vulnerable sections of society?

The University has funded student initiatives which involved adult literacy campaigns, rural health awareness programmes and rural entrepreneurship. These were specifically targeted at the underprivileged and vulnerable sections of society in the University's neighbourhood. The students of the Business School also volunteer along with corporates like Deloitte for outreach efforts in the neighbourhood as part of their CSR. The University has also, through its students, supported Aashayin Foundation, an NGO which works for the upliftment of underprivileged children.

The University has also developed several case studies on issues relating to societal concerns. The details are presented below:

Women in the Workplace	
1.	Insight into Women Professionals: How Accenture Smashed the Glass Ceiling
2.	Saudi Aramco: Blazing a New Trail in Women Empowerment in Saudi Arabia?
3.	Ursula Burns at Xerox Corporation: Breaking the Glass Ceiling
4.	Indra Nooyi: A Transcultural Leader
5.	Irene Rosenfeld: Setting New Directions for Kraft Foods
6.	Chanda Kochhar as the CEO of ICICI Bank: Can She Manage the Mandate?
7.	Indian Women in Banking Industry Breaking Glass Ceilings
8.	Women Leaders in Fashion Business Yves Saint Laurent's (YSL) Valerie Hermann
9.	Katrina Markoff & Vosges Haut-Chocolat
10.	Leadership: The Indra Nooyi Way

Inclusive growth
11. BISWA: Fostering Inclusive Growth through Microfinance (Abridged) 12. Gramin Suvidha Kendra: MCX's Corporate Social Opportunity Approach to Inclusive Growth 13. Coca-Cola's Manual Distribution Centers in Africa: An Inclusive Business Model 14. Collective Action in Indian Dairy Industry: A Unique Model 15. SABMiller's Nile Breweries: Creating Value with the Base of the Pyramid in Uganda 16. SKS Microfinance IPO: What Went Wrong? 17. SKS Microfinance, India's Fastest Growing Microfinance Institution's Growth Strategies 18. An Industry Note Microfinance Institutions Promoting Market Linkages in India
Ethics
19. Ethical Breaches at News of the World 20. For-Profit Colleges in the US: A Morally Bankrupt Sector? 21. Indian 2G Spectrum Scam: Crony Capitalism on Display? 22. 'NIMBY' vs. 'BANANA' Is There a Way Out? 23. WorldCom and Satyam: Accounting Scams in the US and India 24. Allen Stanford Financial Scandal 25. A Matter of Trust: Johnson & Johnson Product Recalls 26. Foxconn's Labor Practices 27. AIG's Bonus Payments Controversy and its Decision to Adopt the 'Forced Ranking' System 28. China's Genetically Modified Food Strategy Boon or Blight? 29. Online Junk Food Marketing and US Kids: Need for Healthy Regulations 30. BP's Continuing Safety Problems: The Gulf of Mexico Crisis 31. US' Foreign Corrupt Practices Act, 1977: Governance Musings on US-Listed Companies 32. Satyam Computers Corporate Governance Fiasco (G): Maytas Satyam? 33. The Bribery Scandal at Siemens AG 34. Apple's Mystique: The Dark Side 35. Bhopal Gas Tragedy: Revisited after Twenty-five Years 36. Eli Lilly's Pre-clinical Research Practices: A Controversial Issue? 37. Ethical Chocolates- A "BitterSweet" Dilemma 38. Pfizer's "Trovan" Experiment in Nigeria: CSR under Trial? 39. Flour Corp's Business Ethics Practices: Creating Six Sigma Standards in Staying Corruption-Free 40. Satyam Computers' Corporate Governance Fiasco (H): One Year After 41. Baby Milk Powder Contamination at China's Sanlu: Violation of Business Ethics 42. CEOs in the US: Are they Overpaid? 43. Legal Process Outsourcing - Privacy Outsourced? 44. Madoff Scandal: A Blow to Investor Confidence 45. Sovereign Wealth Funds: Need for Code of Best Practices? 46. Stem Cell Research: The Battle between Business and Ethics 47. Tata Nano Project in Singur: Plight of the Displaced 48. Social Marketing: Times of India's 'Teach India' Campaign 49. Alcohol Advisory Council of New Zealand: Social Marketing to Change Binge Drinking Culture 50. Complan Vs Horlicks: Comparative Advertising and the Question of Ethics 51. Catch-22 for Kellogg's? 52. IBM Corporation: Targeting the LGBT Segment

53. American Airlines' Rainbow TeAam and its Strategy to Target the LGBT Segment
54. Aman ki Asha: A Concept Marketing Initiative to Promote Peace between India and Pakistan
55. The Chinese Tainted Milk Scandal
56. Corporate Governance Issues at Satyam Computers
57. Facebook's Data Privacy Controversies
58. Gap Inc.'s Ethical Procurement Practices
59. Corporate Frauds: India Inc.'s Response
60. Satyam Computers Corporate Governance Fiasco (A): Siblings are Dearer than Shareholders?
61. Satyam Corporate Fiasco (B): The Role of Independent Directors
62. Satyam Corporate Fiasco (C): CEO Confesses, Company Collapses
63. Satyam Computers Corporate Governance Fiasco (D): Government Intervenes, Perplexity Prevails
64. Satyam Computers Corporate Governance Fiasco (E): New CEO's Known Problems, Unknown Solutions
65. Satyam Computers' Corporate Governance Fiasco (F): Tech Mahindra Logs into Satyam
66. Bank Bailouts and Bonuses: From Financial Bankruptcy to Moral Bankruptcy?
67. Amazon Kindle: DRM Issues
68. Coca-Cola Faces another University Ban
69. The "Le Clemenceau" Controversy
70. Exxon's Problem of Riches
71. Cadburys Hit by Salmonella Scare in the UK
72. Corporate Social Responsibility (CSR) in HIV/AIDS: An Emerging Area in CSR
73. Google & the Issue of Internet Privacy
74. Klaus Kleinfeld Quits Siemens AG: The Debate over Bribery Scandal
75. India and China Targeted to Curb GHG Emissions
76. KeyBank: Firing a Hero?
77. Bank of America: It's Bank Policy!
78. First Commonwealth Bank Vs Starbirds
79. Contemporary Capitalism: Darkness at High Noon?

#### **Sustainability and Responsible Leadership**

80. Sustainable Development at PepsiCo
81. Compulsory Corporate Social Responsibility Looms on India Inc.: Can it be Sustained?
82. Jeffrey Immelt: Making GE Sustainable
83. Greenpeace, Nestlé and the Palm Oil Controversy: Social Media Driving Change?
84. REVA's Transformation: From Neighborhood Electric Vehicles to Next Generation Electric Cars for the Global Market
85. Business Model Innovation by Better Place: A Green Ecosystem for the Mass Adoption of Electric Cars
86. Carbon Credits Bazaar: Opportunities and Challenges for India
87. Carbon Trading: A Global Effort to Reduce Pollution
88. Green Trade: Can India Afford to Ignore the Opportunity?
89. Carbon Credit Trading: Selling the Right to Pollute
90. BRAC's Microfinance and Social Responsibility Initiatives
91. Think Global AS: In Search of the Triple Bottomline
92. Nike "Considered" - An Environmental Sustainability Initiative
93. The Coca-Cola - Honest Tea Deal: Promoting Sustainability or Corporate Greenwashing?

94. Environmental Sustainability Initiatives at Ford Motor Company
95. BP: The Cost of Going Green
96. Corporate Environmental Responsibility: A Case on ITC Limited
97. Corporate Social Responsibility: A Global Perspective
98. COSCO Busan Oil Spill: Need for Benchmarking CSR Practices
99. Costa Rica's Reputation as Ecotourism Destination at Stake?
100. e-Waste Management: A Call for an Environmental Protection
101. Global Ship Breaking Industry: An Environmental Threat?
102. Royal Philips Electronics' CSR Drive: Turning Social Innovation into a Sustainable Business Opportunity!
103. The Tata Nano: A Successful CSR Strategy?
104. Steve Ells: Promoting "Food with Integrity"
105. Alcohol Fuel: The Threshold to a Sustainable Future?
106. Alternative Fuels: A Boon to the Aviation Industry?
107. Coca-Cola's Water Sustainability Initiatives
108. Kimberly-Clark Corporation: The Environmental Sustainability Challenge
109. Coca-Cola India's Corporate Social Responsibility Strategy
110. Carbon Credits: Promoting Sustainable Development or Trading in Pollution?
111. Intel Corporation's "World Ahead Program" in Brazil
112. Wal-Mart's Sustainability Initiative - The Packaging Scorecard
113. Intel's World Ahead Program: The Baramati Project in India
114. Dell's Carbon Neutral Claim
115. Environmental Sustainability Initiatives at HCL Infosystems
116. Corporate Social Responsibility Initiatives at ExxonMobil - The Good, The Bad and The Ugly
117. Living Goods: Developing a Sustainable Business Model to Provide Healthcare Services in Uganda
118. Better World Books' Socially Responsible Business Model
119. Who Says there is No Money in CSR?
120. Tesco's Corporate Social Responsibility Initiatives
121. Sustainability Development Index: India Inc., Joins
122. Nokia Launches Take-back in India
123. Hewlett-Packard's Initiatives to Tackle e-Waste in South Africa
124. The Rise and Fall of Ramalinga Raju
125. Environmental Sustainability at Wipro: "Green IT" and "IT for Green"
126. Environmental Sustainability Initiatives at Hewlett-Packard Company (A): Addressing Climate Change Concerns
127. Environmental Sustainability Initiatives at International Business Machines Corporation (IBM)

#### **Social entrepreneurship**

128. WaterHealth International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers
129. Trevor Field and the PlayPumps of Africa
130. Roundabout Outdoor and PlayPumps International: A Hybrid Business Model to Tackle the Water Scarcity Problem
131. SKS Microfinance: Managing Growth and Continuity of a Social Enterprise



- 132. BISWA: Fostering Inclusive Growth through Microfinance
- 133. Elephant Pumps: Pump Aid's Business Solution to a Social Problem
- 134. Fabio Rosa - Bridging the Electricity Divide in Brazil
- 135. KickStart: A Business Model to Tackle Poverty
- 136. Social Entrepreneurship: 20/20 Vision by Year 2020 for the Base of the Pyramid Population

**3.6.5 Does the university have a mechanism to track the students' involvement in various social movements / activities which promote citizenship roles?**

**Yes.**

The University tracks the students' involvement in various social movements / activities which promote citizenship roles. This is done with the help of the student bodies mentioned under item 5.3.1.

The Student Activities team also uses social media to keep track of the involvement. Some of the prominent activities are captured under item 3.6.1.

**3.6.6 Bearing in mind the objectives and expected outcomes of the extension activities organized by the university, how did they complement students' academic learning experience? Specify the values inculcated and skills learnt.**

The University focuses on student leadership and initiative in all fields. The University wants its students to be doers who can make a difference wherever they go. The extension activities of the University as well as the academic experience of the students are both focused on this objective. In the class rooms, the emphasis is on participative learning and co-creation of knowledge and outside the class rooms, through students activities, students learn to put in practice what they learned in the class rooms. Contextual and situational learning is seamless between class rooms, campus activities and outreach activities in the University's neighbourhood. Individual and group accountability is a critical aspect of our students' learning. Honesty, integrity and taking responsibility for own actions are the values that are positioned in the brains of young students. Skills acquired include soft skills, interpersonal, leadership and management skills.

**3.6.7 How does the university ensure the involvement of the community in its outreach activities and contribute to community development? Give details of the initiatives of the university which have encouraged community participation in its activities.**

The University makes sure that its outreach activities involve all its stakeholders, including the community at large. Whether it is literacy campaigns or awareness drives, representatives of the community, especially someone who is a part of the University community as well, are involved in the design and execution of the project.



The University has employees drawn from many of the villages in its neighbourhood. The conception and execution of the University's outreach activities are with the help of these employees. With their help, many of the events are planned taking the convenience of the stakeholders into account.

Women-related events are conducted at times when women are likely to be relatively free. Similarly, programs conducted to enhance awareness among farmers are always planned during off-season. In the adult literacy programs, students have taken the help of previous beneficiaries for reaching out and teaching new learners. A few specific instances are given below:

### **Faculty of Management**

- The students of the University took part in 'Run for Unity' on October 30, 2014, the birth anniversary of Sardar Vallabhai Patel. The event was organized by VAPS, the sports club of IBS Hyderabad. The students took the 'Unity Pledge'. The pledge was administered by the Vice Chancellor. It was attended by the members of the Board of Management and Faculty Members.
- The students of the University took part in 'Swachh Bharat Abhiyaan' on October 23, 2014. Organized by Team Sankalp, the leadership club of IBS Hyderabad, the students partnered with local population of Gopalaram village, Shankarapalli Mandal and cleaned large part of the village. The Vice Chancellor also participated in the event.
- On July 23, 2012 the students of the University performed a street play promoting the need to protect national heritage sites.
- On July 23, 2012, a group of students created traffic awareness and through a street play addressed the issues of drunken driving, using mobile while driving, jay walking and riding without helmet.
- On July 23, 2012, a group of students enacted a play that dealt with child labour.
- On July 23, 2012, a team of students ran a marathon at KBR Park and played a skit on issues like ill harms of plastic, global warming, pollution and how humans, animals and plants are being affected because of our ignorance. They made the visitors sign a pledge 'To Go Green' and also that they will take steps for protecting the mother earth.
- In January 2012, the MBA student members of Maçon Club have jointly designed a Social Marketing Plan with a team from Portland State University for problems faced by people in villages near IBS.
- The University is proud of the student diversity on its campus. The fact that we have students from almost all parts of the country also means that most festivals are celebrated on the University campus.

Since 2012, the students of the University have taken the initiative to celebrate major festivals like Diwali, Dussehra and Christmas along with the farmers and children of the neighbouring villages, Donthanapally, Gopalaram, Janawada, Kollur, etc.

### **Faculty of Science and Technology**

Refer 3.6.1

### **Faculty of Law**

The Legal Aid Cell of the Faculty of Law provides free legal aid to the neighbourhood and the community at large. The following are a few programs conducted by the Legal Aid Cell:

- Para legal service-AP Women's Commission-Lok Adalat on March 22, 2013.
- Legal Volunteer Green Corps-Hyderabad on March 22, 2013.
- Legal Awareness on RTE-Janawada & Shankerpally Mandal Schools on March 25, 2013.
- Para legal volunteers-AP Women's Commission Week on August 12, 2013.
- Legal Awareness on women issues-National women Sarpanch Week on October 26, 2013. Free Legal aid was also provided.
- Legal Awareness on Environmental issues –Noise Pollution-Diwali Crackers-Government School Bolarum on November 28, 2014.

### **The Center for Women Development**

The Center for Women Development conducted a health and nutrition awareness program on September 12, 2014, along with students from Team Sankalp. They visited one of the neighbouring villages, Maharajapet, to create consciousness on these vital issues among women. The team also distributed fruits to the women.

The Center along with a few members of club Aaina and Sankalp visited Kasturba Gandhi National Memorial trust, an orphanage-cum-human trafficking-cum-asylum center for girls & women, on September 19, 2014. The Center has donated clothes, groceries and sanitary items to the Trust.

The Center also arranged the following expert interactions:

- Prof.Susheela Kaushik delivered a lecture on 'Gender Mainstreaming Higher Education, with special reference to Management Education' on December 19, 2014. She also interacted with the members of Center for Women Development

on varied research areas/ projects that can be undertaken, and also emphasized the need to create sustainable livelihood for women in rural areas. She is a former Member and Co- Chairperson of the Committee on UGC scheme on Capacity Building for Women Managers in Higher Education in India and a member and Chairperson on many Committees of UGC and NAAC, former Joint Secretary and General Secretary of Indian Association of Women's Studies.

- Prof.Vindhya, Professor of Psychology and Chairperson, Academic Programmes at Tata Institute of Social Sciences, delivered a lecture on ‘Sexual Harassment of Women at the Workplace: Why should we bother about it?’, on December 29, 2014.

### 3.6.8 Give details of awards received by the institution for extension activities and/contributions to social/community development during the last four years.

Two notable achievements of the University are:

1. Our annual blood donation camp by the students and Faculty Members through the student club - Yes Club, has won us the distinction of being the highest blood donor in Hyderabad.
2. The rich bio-diversity at the campus won us laurels from the Japanese delegation to the 11th Conference of the Parties (COP) to the Convention on Biological Diversity held in Hyderabad, in October 2012.

## 3.7 Collaboration

### 3.7.1 How has the university's collaboration with other agencies impacted the visibility, identity and diversity of activities on campus? To what extent has the university benefitted academically and financially because of collaborations? (Collaboration with foreign universities) 2. Collaboration for conference hosting 3. Industry collaboration

The University has entered into collaboration with 16 international universities and ten national / international institutes – IGIDR, BSE India, Indian Econometric Society, C-TARA (Indian Railways), Intelligroup, National Commission for Protection of Child Rights, Virtusa and Indian Institute of Capital Markets, Texas Instruments, CMC Ltd. The University has recently signed a MoU with Multi Commodity Exchange (MCX) of India Ltd. This will help it offer market focused commodity trading related programs with good employment potential to students and researchers. It plans to start joint research programs in commodities markets in collaboration with MCX in the near future.

The University has recently entered into collaborations with Oklahoma State University, USA, Bradley University, USA and Universiti of Utara, Malaysia. As a result of these collaborations we have jointly conducted international conferences with Oklahoma State University, USA and Universiti of Utara, Malaysia.

### Visiting Scholar Program (VSP):

Our research scholars spent nine months abroad under the visiting scholar program. They have received rich inputs from a variety of sources during their interactions with faculty members and students of Oklahoma State University, USA. The trip helped them prepare research proposals in a more concise and refined form. The challenges involved in handling classes in a multicultural context have also been uncovered. The experience certainly helped them emerge as good communicators.

The following 24 Research Scholars visited Universities in USA, UK & Australia under the Visiting Scholar Program:

#### Doctoral Students under VSP

Sl. No.	Name of the Student	Area	Mentor	University Name & Country	Period
1.	Mr. Rajesh Pathak	Finance	Dr Thanos Verousis	Bangor University, UK	2011-12
2.	Mr. Ranajee	Finance	Dr Qingwei Wang	Bangor University	2011-12
3.	Mr. Satish Kumar	Finance	Dr. Stefan Trueck	Macquarie University, Australia	2011-12
4.	Ms. Kavitha Wadhwa	Finance	Prof. Peter Koveos	Syracuse University, USA	2011-12
5.	Mr. Sudhakar Reddy Syamala	Finance	Peter Koveos	Syracuse University, USA	2011-12
6.	Mr. Nemi Raja	Finance	Dr. Ramesh Rao	Oklahoma State University, USA	2011-12
7.	Mr. Ajay Kumar Mishra	Finance	Prof. Ronald W. Spahr	University of Memphis, USA	2011-12
8.	Ms. Ritu Gupta	HR	Douglas A. Hershey	Syracuse University, USA	2011-12
9.	Mr. Aditya S Mishra	Marketing	Dr. Ainsworth Anthony Bailey	University of Toledo, USA	2011-12
10.	Ms. Anita Pansari	Marketing	Dr. Balaji Krishnan	University of Memphis, USA	2011-12
11.	Mr. Ankit Kesharwani	Marketing	Dr. Danial L. Sherrell	University of Memphis, USA	2011-12
12.	Mr. Shantanu Bagchi	Operation	Dr. Anand Kunnathur	University of Toledo, USA	2011-12
13.	Ms. Nikhat Afshan	Operation	Dr. Ernest Nichols	University of Memphis, USA	2011-12

Sl. No.	Name of the Student	Area	Mentor	University Name & Country	Period
14.	Mr. Jighyasu Gaur	Operation	Prof. Mehdi Amini	University of Memphis, USA	2011-12
15.	Ms. Aditi Sarkar	Marketing	Dr. Emin Babakus and Dr. Balaji C Krishnan	University of Memphis, USA	2012-13
16.	Ms. Devika Vashisht	Marketing	Dr. Marla Stafford	University of Memphis, USA	2012-13
17.	Ms. Tavleen Kaur	HR	Dr. David Allen	University of Memphis, USA	2012-13
18.	Mr. Ritesh Kumar	Finance	Dr. P.K. Jain	University of Memphis, USA	2012-13
19.	Mr. Siddhartha Kushwaha	Operations	Dr. Satish Mehra	University of Memphis, USA	2012-13
20.	Mr. Girish G.P.	Finance	Dr. Stefan Trueck	Macquarie University, Australia	2012-13
21.	Mr. Santanu Mandal	Operations	Dr. Sarathy Rathin	Oklahoma State University, USA	2012-13
22.	Mr. Samyadip Chakraborti	Operations	Prof. Ragunathan	University of Toledo, USA	2012-13
23.	Ms. Pallabi Ghosh	HR	Dr Sarath Delpachitra	Flinders University, Australia	2012-13
24.	Mr. Naseem Ahmed	Finance	Dr. Ramesh Rao	Oklahoma State University, USA	2013-14

### 3.7.2 Mention specific examples of how these linkages promote

*Curriculum development	Experts from reputed institutions are invited as external members in Academic Council and IQAC.
*Internship	Internship is compulsory for all the programs. Besides, research scholars are sent on Visiting Scholar Program. (Refer 3.7.1)
*On-the-job training	Summer Intership Program for MBA, BBA, BBA-LLB. 5 ½ months internship for B.Tech students.
*Faculty exchange and development	Organizing faculty development programs, workshops, hosting conferences, inviting guest lectures and eminence researchers so as to enable the development of faculty.
*Research	<p>Joint publication with overseas faculty members, quality research publications in peer reviewed journals, hosting conferences, participations in conferences and paper presentation in conferences has enhanced the quality of research.</p> <p>This apart the Case Research Center funded by the University has taken up case research. They have developed a large number of cases under the guidance of Area Coordinator of Case Research Center. Top institutions in India including the IIMs and top international institutions regularly use our case studies in their management programs. IBS CRC is one of the major contributors to The Case Centre, U.K., (formerly the ecch) – the world's largest repository of case studies. Our case studies have won several awards in international competitions. During the period under review our case studies won 34 awards in national and international competitions.</p>

*Publication	Joint publication with overseas faculty members, quality research publications in peer reviewed journals, hosting conferences, participations in conferences and paper presentation in conferences has enhanced the quality of research.
*Consultancy	The Center for Management Development, at IBS, Hyderabad, is delivering quality services to industry and academia in terms of training and consulting. Our CMD activities include management development programs and consultancy in core management areas. The MDPs/FDPs are offered as open programs or in-company/institute specific. Open programs are for participants from any organization. In company/ institute- specific programs are tailor-made to suit the requirements of specific organizations.
*Student placement	The University placing the students can be gauged through increased demand for admissions in our programs.

\* Any other (please specify)

### Conference Collaboration

The University has entered into collaboration with 16 international universities and ten national / international institutes – IGIDR, BSE India, Indian Econometric Society, C-TARA (Indian Railways), Intelligroup, National Commission for Protection of Child Rights, Virtusa and Indian Institute of Capital Markets, Texas Instruments, CMC Ltd. The University has recently signed a MoU with Multi Commodity Exchange (MCX) of India Ltd. This will help it offer market focused commodity trading related programs with good employment potential to students and researchers. It plans to start joint research programs in commodities markets in collaboration with MCX in the near future.

### Faculty of Management

These MoUs have helped the University in the following ways:

- 24 research scholars have visited these universities for a period of 9 months as a part of their visiting scholar program.
- International conferences were jointly hosted. For example:
  - 4th International Conference on Applied Econometrics (ICAE-IV) in collaboration with The Indian Econometric Society, New Delhi, March 20-21, 2014.
  - 10th International Conference on Business and Finance – ICBF 2014 in collaboration with Oklahoma State University, USA, January 9-10, 2014.
  - 6th Doctoral Theses Conference 2013 in collaboration with Michigan State University, East Lansing, USA, April 26-27, 2013.

- 2nd International Conference on Business Intelligence, Analytics and Knowledge Management in collaboration with Hongkong Polytechnic University (Poly U), Hongkong, April 11-12, 2013.
- 6th International Conference on Decision Sciences for Performance Excellence in collaboration with Decision Sciences Institute, Atlanta, USA. December 27-29, 2012.
- International Case Study Conference 2012 in collaboration with the Case Center (ecch) and Universiti Utara, Malaysia, Dec 14-15, 2012.

### **Faculty of Science and Technology**

The Faculty of Science and Technology has entered into a bilateral MoU with Virtusa, a leading IT Solutions provider on July 17, 2013.

This MoU facilitated:

- Organizing one full semester campus program on Business Process Management as an elective for the fourth year students of the BTech Program.
- Organizing Training programs for the FST faculty members by the certified PEGA system personals of Virtusa.

The faculty has also entered into a bilateral MoU with Texas Instruments (TI), a global semiconductor design & chip manufacturing company, on October 23, 2013. As per this, TI has provided hardware and software resources to the faculty in the areas of embedded systems, micro controller and analog systems design. The MoU also enabled the faculty members to organize Faculty Development Programs, Workshops and training on the TI Technology.

#### **3.7.3 Has the university signed any MoUs with institutions of national/international importance/other universities/ industries/ corporate houses etc.? If yes, how have they enhanced the research and development activities of the university?**

**Yes.**

The University has a strong interface with industry through collaborations, guest lectures and executive development programs. Overall it has established fruitful contacts with more than 600 of the country's leading companies, NGOs, and law firms.

The University has entered into collaboration with 16 international universities and ten national / international institutes – IGIDR, BSE India, Indian Econometric Society, C-TARA (Indian Railways), Intelligroup, National Commission for Protection of Child Rights, Virtusa and Indian Institute of Capital Markets, Texas Instruments,



CMC Ltd. The University has recently signed a MoU with Multi Commodity Exchange (MCX) of India Ltd. This will help it offer market focused commodity trading related programs with good employment potential to students and researchers. It plans to start joint research programs in commodities markets in collaboration with MCX in the near future.

The names of the Universities are presented below:

- Syracuse University, New York, USA;
- Bentley University, Massachusetts, USA;
- The University of Toledo, Ohio, USA;
- University of Memphis, Tennessee, USA;
- Milliken University, USA;
- Oklahoma State University, USA;
- Bradley University, USA
- Bangor University, UK;
- University of Salford, UK;
- University of Essex, UK;
- Glasgow Caledonian University, UK;
- University of Westminster, UK;
- University of Dundee, UK;
- University of South Australia, Australia;
- Macquarie University, Australia;
- Flinders University, Australia;
- Utara Universiti, Malaysia.

**3.7.4 Have the university-industry interactions resulted in the establishment / creation of highly specialized laboratories / facilities?**

**Yes.**

The university-industry interactions resulted in creation of following facilities at our Faculty of Science and Technology. The details are presented below:

**MoU with Virtusa**

The Faculty of Science and Technology has entered into a bilateral MoU with Virtusa, a leading IT Solutions provider on July 17, 2013. Through this MoU, FST has benefited as it facilitated:

- Organizing one full semester campus program on Business Process Management as an elective for the fourth year students of the B.Tech. Program.



- Organizing training programs for the FST faculty members by the certified PEGA system personnel of Virtusa.

#### **MoU with Texas Instruments (TI)**

FST has entered into a bilateral MoU with Texas Instruments (TI), a global semiconductor design & chip manufacturing company on October 23, 2013. TI provided hardware and software resources to the faculty in the areas of embedded systems, micro controller and analog systems design. The MoU also enables the faculty members to organize Faculty Development Programs, Workshops and training on the TI Technology.

#### **MoU with CMC**

FST has entered into an understanding with CMC on October 16, 2013 to impart training to the students on Aptitude development, Soft Skill enhancement and domain areas viz. Programming in C, Database concepts, Object Oriented Programing using C++ and Java.

As a result, CMC organized placement enhancement training program for the students with the following objectives in mind:

- Help students acquire requisite knowledge.
- Equip students with strong technical tools.
- Create an awareness and understanding of computers and networking technology and their application among users.

The training was given by experts who had certification courses from software vendors such as Microsoft, Sun Micro Systems, Oracle, CISCO, etc. The training session was made mandatory for all the graduating students and suitable time slots were identified in the time table for conducting the sessions.

CMC also arranged placement drives for the students, where the students attended for placement in HSBC, Fission Labs, Virtusa, MAQ software, ZenQ Tech., ATMECS Technology, KTree software, Inrhythm Solutions, Incessant Software and Sum Total.

## Criterion IV: Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1 How does the university plan and ensure adequate availability of physical infrastructure and ensure its optimal utilization?

- The University has adequate physical infrastructure necessary for teaching and learning in the form of class rooms, laboratories and hostels. The infrastructure is augmented from time to time and is used optimally. For example with increase in the number of students and with more health consciousness there is an increase in the footfalls in the gymnasium. Considering this, the location of the gymnasium is being changed to a bigger hall which is about 30% more in area. Furthermore, additional weight training machines are being added.
- There are separate buildings for Faculty of Science and Technology and Faculty of Law.
- Similarly as per the guidelines of UGC on yoga sessions, we have a yoga room earmarked for conducting yoga in the sports facility area.
- A bigger convenience stores, has been planned and will be in place in a couple of months.

#### 4.1.2 Does the university have a policy for the creation and enhancement of infrastructure in order to promote a good teaching-learning environment? If yes, mention a few recent initiatives.

**Yes.**

A policy for the creation and enhancement of infrastructure in order to promote a good teaching learning environment is in place. All classrooms and lecture theatres at the campus are fitted with LCDs and are Wi-Fi enabled. Recently Founder's Day speech by Sri Harish Bhat, Member of Group Executive Council of Tata Sons was webcast live to all ICFAI group institutions across the country.

#### 4.1.3 How does the university create a conducive physical ambience for the faculty in terms of adequate research laboratories, computing facilities and allied services?

The computers have been upgraded regularly. Over the last couple of years 284 computers with advanced configurations, 21 printers and 4 scanners have been added.

**4.1.4 Has the university provided all departments with facilities like office room, common room and separate rest rooms for women students and staff?**

**Yes.**

The details are as follows:

Sl. No.	Particulars	IBS	FST	FOL
1	No. of classrooms + lecture theatres	22 + 16	31	5
2	No. of common rooms	11	3	2
3	No. of faculty rooms	141	15	4
4	No. of faculty / research scholars cubicles	60	35	20
5	Academic / administrative office space	1	1	1
6	No. of rooms / cubicles for placement staff	19	4	0
7	Conference rooms	2	1	0
8	Discussion (GD) rooms	14	1	1
9	Reading rooms for students	1	2	1
10	Seminar hall	1	0	0
11	Auditorium/ Moot court	1	1	1
12	Rest rooms	38	9	8

**4.1.5 How does the university ensure that the infrastructure facilities are disabled-friendly?**

- In hostels, academic blocks and clinic, ramps are provided along with steps for easy access.
- Wheel chairs are kept in the hostels and clinics for the differently abled.
- Rooms with attached bathroom are provided on priority basis to students who are differently abled.

**4.1.6 How does the university cater to the requirements of residential students? Give details of Capacity of the hostels and occupancy (to be given separately for men and women)**

**Yes.**

The details of capacity and occupancy of the hostels are as follows:

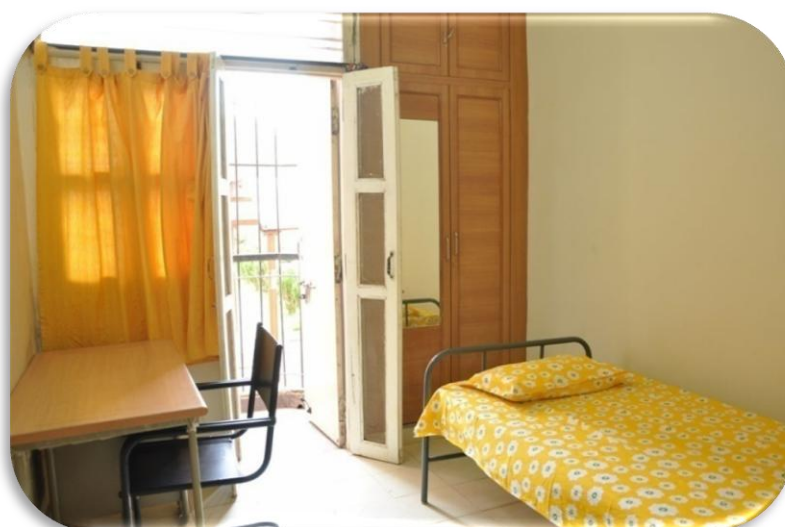
## Class Rooms, Discussion Rooms and Conference Hall



Hostel Details							
PG							
Blocks	Gender	Total Rooms	Service Rooms	Available Rooms	Students Occupying	Occupancy	Remarks
A	Boys	292	9	283	277	97.88	Boys hostels with common facilities
B	Boys	192	7	185	169	91.35	
C	Boys	189	14	175	175	100.00	
D	Boys	294	7	287	279	97.21	
E	Boys	194	10	184	180	97.83	
H	Boys	134	1	133	124	93.23	Boys hostels with attached facilities
G	Girls	177	1	176	157	89.20	Girls hostels with attached facilities
Q	Girls	251	12	239	212	88.70	Girls hostels with common facilities
R	Girls	217	23	194	170	87.63	
S	Girls	294	9	285	263	92.28	
UG							
E	Boys	50	0	100	96	96.00	Boys hostels with common facilities and on sharing basis
F	Boys	164	10	308	264	85.71	
S2	Boys	72	6	132	113	85.61	Studio Apts. with 2 rooms each
Q	Girls	40	0	40	78	97.50	Girls hostels on sharing basis
E Qtrs	Girls	48	4	44	82	93.18	Studio Apts. with 2 rooms each
International students							
S1	Boys	72	4	68	0	0.00	Studio Apts. with 2 rooms each



## Hostels



\* **Recreational facilities in hostel/s like gymnasium, yoga centre, etc.**

The University has an Olympic size swimming pool, fully equipped gymnasium apart from smaller gymnasiums in various hostels. It also has indoor badminton and squash courts, tennis hard courts, basketball courts, volleyball courts, football field, yoga center, music room, table tennis room and a cricket field.

In all hostels there are common rooms in each floor with a provision for indoor games like table tennis, carom and chess. Besides, in the lobby of the hostels in a few common rooms a television has been installed for group viewing of special events.

Experts in yoga conduct classes daily for faculty, staff and students. The more health conscious go for a jog around the scenic campus.

\* **Broadband connectivity / wi-fi facility in hostels.**

The university provides following facilities for residential students:

1. University has taken Leased lines from 2-ISP's (Internet Service Provider). They are 1.) TATA – 130MBPS 2.) Aircel – 55MBPS
2. Wi-Fi facility has been established throughout the campus, through which every student can access both the University Intranet and Internet.
3. University provides preliminary trouble shooting and support for student's laptops.

**4.1.7 Does the university offer medical facilities for its students and teaching and non-teaching staff living on campus?**

**Yes.**

The University campus has a clinic sporting a two-bedded in-patient ward and an out-patient department with a pharmacy. This is manned 24x7 by qualified doctors and nurses. Two ambulances are kept ready for any emergency which requires going to a specialty hospital.

**4.1.8 What special facilities are available on campus to promote students' interest in sports and cultural events/activities?**

The University has excellent facilities for the promotion of indoor games, outdoor sports and cultural events on the campus. To promote inter-university and intra-university participation among students the following major annual events are arranged annually:

1. Aaveg – The sports meet held annually in 2<sup>nd</sup> week of December.
2. Trishna – The cultural and management fest annually held in 3<sup>rd</sup> week of January.

### Facilities Available on Campus



Swimming Pool



Badminton Court



Volley Ball Court



3. IckNighted – a Techno-Cultural Festival held annually in April
4. Triti – Inter-University Undergraduate Fest, held annually in 2nd week of February.
5. Aarambh – Intra-Collegiate Literacy and Culture Fest

### Clubs:

We have 37 students clubs. The names of the club and its mandate area are given below (please refer Appendix for more details):

Sl. No.	Name of the Club	Mandate Area	Faculty Coordinator	Co-Curricular (CC) /Extra Curricular (EC)	Number of Students
<b>Clubs for MBA Students</b>					
1	ADMire	Advertizing and Branding	SAC / Mr Rishi Dwesar	CC	70
2	Alumni Relations Cell	Alumni Relations	Prof. M. S. Prasad	EC	55
3	Campus Vani	Intranet -based Radio	Stu-z Coordinator	EC	~
4	Convergence	Human Resource	Prof.Vasundhara Tademeti	CC	35
5	Diatrube	Rockband	SAC / Mr Rik Paul	EC	12
6	DOT	Information Technology	Dr Lakshmi Devasena	CC	43
7	Ecobizz	Business, Economics and Public Policy	Dr. I R S Sarma	CC	80
8	FinStreet	Capital / Financial Markets	Dr Ravi Kumar Jain	CC	114
9	Kaizen	Operations	Dr Jigyasu Gaur	CC	78
10	Maverick	Marketing and Strategy	Prof. G. K. Srikanth	CC	72
11	Money Matters Club	Money and Banking	Dr Sudhakar Reddy	CC	62
12	Newswire	News Media	Dr Abhilash Ponnamp	CC	41
13	Prayaas	External Events	Mr. M Raja Sekhar Reddy	EC	47
14	Spandana	Annual Magazine	SAC	EC	~
15	Stu-z	Intranet of IBS Hyderabad	Mr. Girish G P	EC	10

Sl. No.	Name of the Club	Mandate Area	Faculty Coordinator	Co-Curricular (CC) /Extra Curricular (EC)	Number of Students
<b>Clubs for Law Students</b>					
16	Electronica	Electronic	Mr. K. Kishore	EC	83
17	Yaantriki	Tech Club	Mr. C. Chandra Sekhar	EC	77
18	Society for Automotive Engineers	Automobile Engineering	Mr. G. Nagaraju	EC	64
<b>Clubs for Engineering Students</b>					
19	ADVOGADO	Academic Related	Dr. L. Lakshmi	EC	6
20	KNIGHTRANGERS	Sports	Dr. V G Ranganath	EC	9
21	VIBGYOR	Cultural	Dr. Veena	CC	9
22	Moot Court Club	Simulated Court Proceedings	Dr. Achyutananda Mishra	EC	12
<b>Clubs Open to All Students</b>					
23	Aaina	Social Awareness and Art	CWD	EC	47
24	Grey Matters	Quiz Club	Prof. Rajan Mani	CC	34
25	IFHE Blues	Swimming and Water Sports	ADMIN	EC	42
26	Infinity Studios	Movies	SAC / Mr Ritesh Tiwary	EC	75
27	Maçon	Entrepreneurship	CED	CC	90
28	MESS COMMITTEE	Food	ADMIN / Dr Rajesh Pathak	EC	7(25)
29	Nazaria	Photography	Dr V. Narender	EC	47
30	Prakriti	Nature and Environment	Prof. Shailendra Singh Bisht	EC	50
31	Samavesh	Cultural Club (+Diatribes)	Dr M Aruna	EC	49
32	Sankalp	Leadership and Nation Building	Prof. Padmashree Radhaswamy	EC	70
33	Speak-Up	Debate and Public Speaking	Dr.G Geethanjali	CC	48
34	Una Voce	Choir	SAC	EC	11
35	VAPS	Sports	Dr Ankit Kesharwani	EC	100
36	Xpressionz	Theatre	Prof. Sriram Rajann	EC	19
37	YES Club	Social Causes	Dr. K. C. Prakash	EC	68

## 4.2 Library as a Learning Resource

### 4.2.1 Does the library have an Advisory Committee? Specify the composition of the committee. What significant initiatives have been taken by the committee to render the library student/user friendly?

The Library has an Advisory Committee consisting of the following members:

1. Director (IBS)
2. Dean (CRC)
3. Director (Placements)
4. Sr. Librarian.

From time to time the committee has been guiding the library to extend the best possible services to the user community.

### 4.2.2 Provide details of the following:

* Total area of the library (in Sq. Mts.)	41,803.60
* Total seating capacity	700
* Working hours of the Library	
• on working days	15 hrs
• on holidays	8 hrs
• before examination	15 hrs
• during examination	15 hrs
• during vacation	12 hrs
* Layout of the library	
• individual reading carrels	Yes (68 Nos)
• lounge area for browsing	Yes
• relaxed reading	Yes
• IT zone for accessing e-resources	Yes
* Floor Plan	
• Clear and prominent display of floor plan	Yes
• adequate sign boards	Yes
• fire alarm	Yes
• access to differently-abled users	Yes. Lift available

### **N. J. Yasaswy Memorial Library**



Reading Room



Reference Section



Journals & Magazines Section

## 4.2.3 Give details of the library holdings:

## a. Print (books, back volumes and theses)

Prints	No.s
Books	82615
Back Volumes	3074
Theses	98
Journals	
Indian Journals	94
Foreign Journals	47
Magazines	
National	87
International	12

## b. Average number of books added during the last three years

Average number of books added during the last five years:  
14590

## c. Non Print (Microfiche, AV)

Non - Prints	No.s
CD RoM's	2628
DVD's	113
Video Cassettes	178

## d. Electronic (e-books, e-journals)

Electronic	No.s
e-journals	11340
e-books	Nil
Online Database	19

## e. Special collections (e.g. text books, reference books, standards, patents)

Special collections	No.s
Text Books	71295
Reference Books	11320

f. Book Banks : Not Applicable

g. Question Banks : Yes

## 4.2.4 What tools does the library deploy to provide access to the collection?

OPAC	Yes. Web based Online Public Access Catalog Facility is there to search the documents in the library ( <a href="http://27.251.26.3/webopac">http://27.251.26.3/webopac</a> )
Electronic Resource Management package for e-journals	Yes
Federated searching tools to search articles in multiple databases	Yes
Library Website	Yes. <a href="http://ibs/library/mainpage.asp">http://ibs/library/mainpage.asp</a> through intranet - <a href="http://ibs">http://ibs</a>
In-house/remote access to e-publications	In house access available - <a href="http://ibs/library/mainpage.asp">http://ibs/library/mainpage.asp</a>

## 4.2.5 To what extent is ICT deployed in the library? Give details with regard to

Library automation	Yes*
*Library activities are automated, using Libsuite Integrated Library Management Software	
Total number of computers for general access	30
Total number of printers for general access	2
Internet band width speed	185 mbps
Institutional Repository	Yes**
**e-journals and other online resources from online databases	
Content management system for e-learning	Yes
Participation in resource sharing networks /consortia (like INFLIBNET)	Member of INFLIBNET***
***Membership has been taken and the library is subscribing some online databases through Inflibnet	

**Consortia****Business School Libraries Consortium Meet**

The N J Yasaswy Memorial Library of IFHE organized a one day meeting of B-School librarians in and around Hyderabad on 10th December 2014. Library professionals from 15 Management Institutions participated in the Business School Libraries Consortium Meet. Three Guest Lectures were arranged. The speakers were Dr. S. Venkatesan, Director, Learning Resource Center at ISB, Hyderabad, Dr. P. Divakar, Librarian from CCMB and Dr. Veeranjanyulu, Professor and Librarian from ANGRAU. The lectures addressed issues relating to the management of electronic resources. The meeting served as a forum to bring together librarians to share ideas, and information about the ongoing library activities.

## 4.2.6 Provide details (per month) with regard to

* Average number of walk-in	2800
* Average number of books issued / returned	2700
* Ratio of library books to students enrolled	25:1
* Average number of books added during the last four years	10943
* Average number of login to OPAC	3000 plus per day
* Average number of login to e-resource	2000 plus per day
* Average number of e-resource downloaded / printed	500 plus per day

## 4.2.7 Give details of specialized services provided by the library with regard to

* Manuscripts	Yes
* References	Yes#
# Separate Reference Section with 11320 Books, 141 Journals and Access to 11340 e-journals and other e-resources in Online Databases	
* Reprography / Scanning	Yes. Reprography facility is available in the library
* Inter-library services	Yes
* Information Deployment and Notification	Yes
* OPAC	Yes##
## Yes. WebOPAC facility is extended to all the users in the campus using Libsuite Library Software	
* Internet Access	Access Available###
### Access is provided and the users are getting used to the online services using Internet	
* Downloads	Facilities are available as per the licensed agreements and copyrights
* Printouts	Printing facility available through 2 printers
* Reading lists / Bibliography compilation	Available@
@ On request through Libsuite Library Software	
* Information Deployment and Notification	Available
* In-house remote access to e-resources	Available@@
@@ In-house Access to e-resources available for more than 15 online databases	
* User Orientation	Yes@@@
@@@ Conducting User Orientation Programs. (During the beginning of academic year the University conducts user orientation classes for its students. For the faculty members and research scholars also orientation sessions are provided)	
* Assistance in search Databases	Yes. (On request)
* INFLIBNET / IUC facilities	Yes. Inlibnet Membership has been taken.

#### 4.2.8 Provide details of the annual library budget and the amount spent for purchasing new books and journals.

Amount spent on Books, Periodicals & Online Databases during periods 2010-11 to 2013-14								
Library Resources	2010-11		2011-12		2012-13		2013-14	
	Number	Total Cost	Number	Total Cost	Number	Total Cost	Number	Total Cost
Books	367	3,08,099	598	5,79,725	749	6,39,053	650	6,00,000
Journals / Periodicals	196	8,77,559	200	10,31,098	200	12,06,764	228	16,00,000
Online databases	16	15,73,513	17	40,19,461	17	44,66,085	19	76,08,860
<b>Total</b>		<b>27,59,171</b>		<b>56,30,284</b>		<b>63,11,902</b>		<b>98,08,860</b>

#### 4.2.9 What initiatives has the university taken to make the library a ‘happening place’ on campus?

- The library can accommodate 700 students at a time.
- Students, researchers and faculty members regularly exchange notes.
- In the Discussion room Harvard Business School cases and other cases are put to debate.
- Latest articles published in e-journals are also distributed to students for classroom discussions.
- Online databases are frequently used in order to pick winning stocks from out of listed companies especially by the students belonging to Finance Stream.
- The Library has organized a conference (December 2014) inviting senior librarians to deliberate on more effective use of the library and update recent technology changes.

#### 4.2.10 What are the strategies used by the library to collect feedback from its users? How is the feedback analyzed and used for the improvement of the library services?

The Library maintains manual register to collect feedback from the users. On the basis of users’ feedback, services are improved for eg: procurement of international editions, increasing the periodical subscriptions, subscription to online resources and subscription of international newspapers.



**4.2.11 List the efforts made towards the infrastructural development of the library in the last four years.**

- Increased space to place the books.
- Added racks for periodicals and books.
- Stocking area has been extended.
- In the last four year the University added 43773 books.
- Seating capacity has been increased from 600 to 700.
- The department libraries at Faculty of Science and Technology and Faculty of Law were added during the period under review.

**4.3 IT Infrastructure**

**4.3.1 Does the university have a comprehensive IT policy with regard to**

**\* IT Service Management**

**1. Support:**

- a. Service Level Agreement's with Internet Service Provider has been established to ensure max down time below 4Hrs.
- b. Operational Level Agreement's are in place to ensure end user resolution of internet/network issues within 4 Hrs.
- c. Network issues pertaining to campus are handled by CMC as per SLA.
- d. Preliminary troubleshooting of student's personal laptop is to be completed within 12 Hrs.
- e. Systems and Servers are monitored and serviced by Internal IT team.
- f. Online LMS is serviced by System Administrator of Internal IT team.
- g. Facilitation of online student Exams and Quizzes is done by internal IT team.

**2. Service:**

- a. Software and firmware updates are done every 15 days by internal IT team.
- b. Desktops, Laptops, Servers are serviced and monitored on a regular basis every month by internal IT team.

- c. Repairing of the Desktops/Laptops/Servers is handled as per need by internal IT team.
- d. Network equipment is monitored and updated by CMC every month.
- e. Network down time, Network speed, Network statistics are handled by CMC.
- f. Change of equipment: In case of system hardware failure it is replaced by spare system and the faulty system is repaired for later use. About 20 systems are maintained as backup.
- g. Software license for SAS provides unlimited access and is installed on all university systems, student laptops and labs.



IT Lab

- h. SAP license is for 400 users and is loaded in IT Labs; License distribution between student laptops and desktops is controlled from server end.
- i. Bandwidth Allocation: The usage of internet is restricted in hostels during college hours and majority of bandwidth is allocated to labs and classrooms and vice versa in the evening.
- j. A dedicated IT team of 8 which includes both internal and external people support Campus IT requirements.

**\* Information Security**

- a. Crucial departments like HR and Examination are separated from the main network to provide information security to important data.
- b. Faculty database and systems are maintained on a separate network for ensuring information security.
- c. A dedicated team is available to create, modify and delete email accounts for Faculty, Students and Staff as appropriate.
- d. All end users of university are recommended to change their passwords for every domain at least every 30 days.
- e. Email accounts pertaining to employees who have left the organization are immediately disabled to prevent loss of data.

**\* Network Security**

- a. Cyberoam (Unified Threat Mechanism) has been deployed on the University network which is used as a firewall gateway, anti-spam gateway, antivirus protection and bandwidth manager.
- b. The University also deploys centralised eScan antivirus server which has the capabilities of anti-virus detection, web filter and many other internet security features.

**\* Risk Management**

No potential threats have been detected in the network till date. In case of any potential risk being identified it will be mitigated using the help of an appropriate and competent third party resource like CMC team.

Internal threats are managed by giving unique login authentication to each individual to access the network and by giving proper permissions to access resources.

**\* Software Asset Management**

University has a Campus licence agreement with Microsoft for most of the Microsoft products which include various Operating Systems, Office Suite, SQL and other products. This Campus license is renewed every year.

University has also acquired software's like SAS, SPSS and others for the benefit of the students/faculty. Licenses for such software are purchased and renewed as per requirement every year. The software licenses are maintained and monitored on servers.

### \* Open Source Resources

1. **LMS:** In house software developed by our software team is used for our students to conduct quizzes, post articles and many other academic activities.

Software like Linux and many other open source software are used for engineering streams. The Faculty of Science & Technology uses:

- Linux,
- MOOCs (Massive Open Online Courses),
- NPTEL (Multimedia in Physics Teaching & Learning),
- OpenGL (3D Graphics Library),
- R Libraries for Data Analysis, Data Mining and Data Analytics,
- Java Libraries and
- AutoQ3D Software for CAD.

### \* Green Computing

When desktops in labs are replaced with new desktops, the old desktops are put to use for general admin purposes.

Old desktops that no longer support our services are sold to third parties for further use after refurbishing.

### 4.3.2 Give details of the university's computing facilities i.e., hardware and software.

#### \* Number of systems with individual configurations

HPDX, Dual Core Processor, 2GB RAM, 80GB HDD, 15.6" LCD	600
HP Pro 3330 Small form Factor – Intel core i5 Processor, 4GB RAM, 500GB HDD, DVD Drive and 18.5" TFT Screen	300
<b>Total</b>	<b>900</b>

* Computer-student ratio	1:2
* Dedicated computing facilities	For Placements IT lab -190 Systems, SAS -40 Systems, SAP -40 Systems, MDP Programs -40 Systems. Each classroom is equipped with Projectors.
* LAN facility	All Academic Offices, Class Rooms and Hostels are equipped with 1Giga Ethernet switches and a total of 185 Mbps internet is connected to the campus network for use of students.

* Proprietary software	In house software developed by our software team is used for admissions process, monitoring attendance of students, conducting online exams and for certificate generation.
* Number of nodes/ computers with internet facility	900 desktop computers and Individual Student systems are connected  Campus network has about 15,000 IP addresses which are used to connect desktops, laptops, smart phones, tablets and other devices which are connected to the Internet.
* Any other (please specify)	University is equipped with Video conferencing equipment where in we can connect to all our other University locations which are spanned across India.  Select Guest lectures and events are webcasted based on necessity so that it can be viewed by all our students and faculty across India.

#### 4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

1. The University plans to upgrade its servers to latest technologies like VMware and centralised storage and backup mechanisms.
2. The University plans to increase internet bandwidth to 250 mbps from 185 mbps for better internet access to University community. In 2009, the bandwidth was 100 mbps
3. All classrooms at the campus are smart class rooms consisting of a projector and a projection screen, fixed desktop/ laptop with internet connection containing latest software and OS, Wi-Fi connection in the classroom (fully enabled), fixed cables to connect projector to various devices without hassle, built-in room speakers, DVD player connected to projector, and document camera connected to projector. The University plans to convert most of these into advanced smart classrooms with a touch panel that can control all the above equipment from one place.

#### 4.3.4 Give details on access to on-line teaching and learning resources and other knowledge and information database/packages

1. The University has its own in-house developed software for conducting online tests.
2. The Library services are computerized with Lib-Suite, web enabled library software.
3. The University subscribes to journals, industry and research databases like EBSCO, HBR, Case Center (ECCH) CMIE and others for students to access case studies and other study materials.

**4.3.5 What are the new technologies deployed by the university in enhancing student learning and evaluation during the last four years and how do they meet new / future challenges?**

1. Creating Service Blueprints in Service Marketing.
2. Simulations in Services Marketing.
3. Management Games to teach CRM.
4. Managing Segments and Customers through simulation.
5. Online Tests.

**Besides these**

- The performance of the students in the continuous evaluation as well as the end-semester evaluation is displayed through Students Information Management System wherein each student can check her/his grades or marks.

**4.3.6 What are the IT facilities available to individual teachers for effective teaching and quality research?**

1. Wi-Fi is available 24 x 7 and internet with 185 MBPS Bandwidth is provided.
2. All the faculty members are given desktops.
3. Nineteen databases are subscribed by the university to facilitate and promote quality research. These databases are also used by the faculty members to conduct discussion with online and live data in the classrooms.

**4.3.7 Give details of ICT-enabled classrooms/learning spaces available within the university? How are they utilized for enhancing the quality of teaching and learning?**

There are 22 classrooms, 16 lecture theatres networked and fitted with audio visual tools to enhance the teaching-learning experience and to facilitate case pedagogy in the Faculty of Management, besides an IT Lab and server rooms.

There are 31 classrooms networked and fitted with audio visual tools to enhance the teaching-learning experience and IT labs for online tests, MOOCs, NPTEL and QEEE in the Faculty of Science & Technology.

Similarly the Faculty of Law too has 5 classrooms networked and fitted with audio visual tools.

The complete academic monitoring and control is done through the intranet - the Campus Net and the Faculty Zone. The Campus Net is the portal of communication for students on academic matters, library, placements, Accounts, hostel etc.

Faculty members download the live data and explain the concepts/application of concepts.

Additional spaces are also available in the form of Auditoria and Seminar Halls.

**4.3.8 How are the faculty assisted in preparing computer- aided teaching-learning materials? What are the facilities available in the university for such initiatives?**

Faculty members are assisted by the Academics department by providing case-studies through LMS and also providing case studies from the HBS and our own Case Research Center.

**4.3.9 How are the computers and their accessories maintained?**

Computers and hardware are maintained by trained technical staff. UPS is maintained through AMC.

**4.3.10 Does the university avail of the National Knowledge Network connectivity? If so, what are the services availed of?**

**No.**

We avail the services of other resources viz. Science Direct, PCQuest, EBSCO, SCOPUS, Cabell's, SSRN. We have also subscribed to UGC Inflibnet

**4.3.11 Does the university avail of web resources such as Wikipedia, dictionary and other education enhancing resources? What are its policies in this regard?**

**Yes.**

The University encourages its faculty members to update the content on Wikipedia.

**4.3.12 Provide details on the provision made in the annual budget for the update, deployment and maintenance of computers in the university.**

Expenditure in 2012-13 was Rs. 6.97 lakh. In 2013-14 it was Rs. 33.13 lakh. The budget for 2014-15 is Rs. 45 lakh.



#### 4.3.13 What plans have been envisioned for the gradual transfer of teaching and learning from closed university information network to open environment?

The University is planning to establish smart classrooms with in-built video conferencing facility and recording facility to allow students and faculty from remote locations to connect. Recorded sessions will be on the cloud for on-demand viewing by the students. In this way it plans moving the classroom teaching to open environment where neither the student nor the faculty are restricted to a location. Recently Founder's Day speech by Sri Harish Bhat, Member of Group Executive Council of Tata Sons was webcast live to all ICFAI group institutions across the country.

### 4.4 Maintenance of Campus Facilities

#### 4.4.1 Does the university have an estate office / designated officer for overseeing the maintenance of buildings, class-rooms and laboratories? If yes, mention a few campus specific initiatives undertaken to improve the physical ambience.

**Yes.**

The University has an Estate Office headed by a senior and qualified official. The physical ambience of the campus is maintained through regular maintenance.

Few of the initiatives taken by the University includes landscaping of the campus, facility of 2 ATMs, departmental stores, 2 canteens, a beauty parlor for ladies and a hair cutting salon for men, sewage treatment plant for recycling and supply of water for the gardens, RO water plant for the entire campus, street lighting around the scenic campus supported by a 33 KVA sub-station with 2 DG sets as standby and a HVAC plant for centralized air-conditioning.

#### 4.4.2 How are the infrastructure facilities, services and equipments maintained? Give details.

The Estate Office maintains the entire infrastructure of the campus under the guidance of a team of qualified mechanical, electrical and civil engineers, ably supported by qualified and experienced technicians and electricians. This is further augmented by having Annual Maintenance contracts for lifts, HVAC, DG sets in the sub-station, VCB (variable circuit breaker), landscaping, UPSs, split ACs, solar heaters, washing machines, etc.



Any other information regarding Infrastructure and Learning Resources which the university would like to include.

The initiatives taken by the University in implementing ICT on a campus are presented below:

Activities of administration, admissions and examinations including declaration of examination results and issue of certificates have already been computerized. In addition student attendance records are also computerized. The University has a centralized computer lab/IT lab which is used for regular classes in Information technology. Faculty members extensively use audio visual aids and computer packages for their academic sessions and use electronic research databases for their research.

Majority of the communication in the university is through e-mails and intranet message boards. State-of-the-art IT infrastructure is available to meet the requirements of the programs conducted. The campus consists of well equipped class rooms, lecture theatres, laboratories, workshops, auditoriums and computer labs.

Regular computer training programs are organized to the staff to upgrade their skills/knowledge with latest developments. Students are also provided with computer classes at the time of admission and at regular intervals to upgrade their computer skills.

## Criterion V: Student Support and Progression

### 5.1 Student Mentoring and Support

#### 5.1.1 Does the university have a system for student support and mentoring? If yes, what are its structural and functional characteristics?

**Yes.**

The University has a system for student support and mentoring.

#### **Student Support System:**

The University's student support system **has 3 elements:**

1. Academic
2. Campus related
3. Career Management

**Academic:** Academic support to the student is delivered in the form of:

- Grade Sheets Issue,
- Leaves Management,
- Transcripts Issue,
- Miscellaneous Credentials Issue,
- Verification Of Credentials For Third Party Enquiries,
- Bonafides Issue,
- Character Certificates Issue etc.

All this is done on a secondary level from an exclusive Students Service Department. At a primary level Academic Mentoring on a one to one basis is also integrated. Full time professionals are also available to handle the psychological and mood related issues of the students.

#### **Campus Related:**

Within the Campus:

- 24 hour medical facilities manned by qualified Doctors and Paramedical Staff are available to take care of the physical health of the students and handle emergencies.
- Medical support equipment viz., Ambulances.Wheelchairs are made available at hostels as well as in academic blocks.

- Ramps are available for easy mobility of wheelchairs.
- Exclusive rest rooms are provided for differently-abled persons both in the hostels and in academic blocks.
- Extensive Sports and Games facilities to cover Indoor and Outdoor Games like Cricket, Foot Ball, Volley Ball, Basket Ball, Badminton, Table Tennis, Swimming pool (International class pool), Gymnasiums are available.
- More than 37 clubs are functioning to cover cultural and creative hobbies of the students.

**Career Management:** Career Management is designed right from the First Semester of the student. A full-fledged Placement Department functions round the year to place the students in reputed National and International Organizations. The Placement Department is manned by 13 senior functionaries and support staff. Employers' networking is maintained on a continuous basis

The structural and functional characteristics of the University have helped:

- a. the well rounded growth of the students,
- b. placement of students in reputed organizations and
- c. improve its image and standing in the market place.

### **Mentoring**

Mentoring as a system has been introduced in the University, wherein 10-15 students are allotted to a faculty member, who is not teaching them in the ongoing semester. They help students not only in terms of academic issues, but also any other problem or issues that student might like to get support from. It helps in sustained nurturing of the student for overall development.

Such Faculty Mentors would be (a) senior advisors, who can share their knowledge and experience, (b) supporters, who can provide emotional and moral support, (c) sounding boards, who lend their ears and improve clarity of thought and speech, (d) guides, who provide information and career guidance and (e) role models, whose life and work would illustrate the importance of ethical behavior in achieving personal success.

Mentorship by these Faculty Members would enable students to

- Stay focused on acquiring knowledge and skills,
- Develop confidence and ability to network and collaborate,

- Gain additional perspectives on their own discipline, specialization and personality,
- Find courage and confidence to deal with difficult situations and
- Improve awareness of the world around them, while staying grounded.

While it may appear that the benefits of mentoring are only for the students, the reality is that it benefits the Faculty Mentors as well. Modern mentoring enables faculty members to

- Engage inquisitive young minds,
- Keep pace with new technologies and techniques,
- Develop possible future collaborators and business partners,
- Gain perspective on their own effectiveness as teachers and mentors, and
- Feel happy when the mentee is able to build a rewarding career.

A few important points to note in the Mentoring system of the University are:

- The contact details of the mentees and their parents/guardians will be provided to the Mentors. Mentors can collect updated CVs from the Mentees. Attendance, Details of formal student activities, and Disciplinary and Academic records of these Mentees will be made available to the Mentors. Faculty Mentors are encouraged to maintain file records of mentees.
- The contact details of the Mentors will be provided to the students as well as to the parents and the Mentors must find some time during office hours to meet Mentees at least once in a fortnight.
- Mentors may specifically help their Mentees with information and guidance on generating and undergoing Summer Internship Program (SIP).
- A Mentorship Monitoring Committee consisting of all area coordinators will review the Mentorship Program on an on-going basis.
- Mentors may identify weak students and suggest remedial measures on time.
- Mentorship program is also expected to strengthen the foundation for the Syndicated Learning Initiative.
- In the second year, the mentors will also be provided with feedback sheets from the mock group discussion and mock personal interview processes.

- Faculty Mentors may also keep track of the mentees' performance in subsequent placement process and provide timely advice and help.
- While Faculty Mentors have a moral responsibility for the performance of their mentees, mentees do not have any claim over any of the mentor's resources including time, and they are not liable for any act of omission or commission by the Mentees.
- While the Faculty Mentors need to be committed to the mentoring program in spirit and in action, the responsibility of meeting each other is primarily with the mentees. Neither is there any vicarious responsibility on the Mentor's part nor is the Faculty Mentor accountable for the student's failure to work towards his/her personal success and growth. It is fully recognized that the success of mentorship depends upon both the Mentor and the Mentee.

Besides this, 8 soft-skill trainers and a clinical psychologist have been appointed to counsel the students.

The counseling services of the student counselor are available to all the students of Management, Law and Engineering. The counselor visits the Institution twice a week - on Tuesdays and Thursdays and is available on the campus from 9 am to 6 pm.

The services include talking to the students when they approach the counselor, creating an ambience where the students will develop faith and trust in the counselor, and will feel free to discuss their problems or issues related to various areas of their life such as family, relationships, peer group pressure, studies which includes time management, concentration, memory, selection of subjects as electives, adjustment and stress management. In sum, the counselor provides a sympathetic ear to those who want to ventilate their grievances, feelings and emotions.

The students either come on their own accord or through reference by hostel wardens or professors. Posters are pasted all over the campus regarding the availability of counseling services provided by the Institution with timings, venue, phone number and email address of the counselor. At the beginning of every academic year, the counselor addresses each section of the fresh batch of students of management, law and engineering and briefs them about the availability of the counseling services on the campus.

Every student visits the counselor and spends about one to one-and-half hours with her. They feel relaxed, relieved, and much better at the time of leaving than they had been before coming for counseling. This is the experience of every individual who has come for counseling.

Some of them do come back for a second and third time for further guidance and assistance.

The counselor only helps them to help themselves in creating a life of their choice by developing a positive frame of mind, setting the right targets, working towards them in an ethical and socially responsible manner.

The detail of the students who underwent counseling during the academic year 2013 -14 along with the problems are presented below:

Counseling Given / Problem Related to	Number of Students COUNSELED
Concentration of Studies	24
Adjustment Problems	12
Relationships / Friends	14
Behavioural / Health	9
Parents / Faculty	22
Personal	40
Substance Abuse	23
Phobias	1

#### 5.1.2 Apart from classroom interaction, what are the provisions available for academic mentoring?

The University has a concept of Faculty Mentorship, explained in item no. 5.1.1. Each faculty member mentors 15 students. The students can take up their grievances / apprehensions related to academic and other matters with the Faculty Members. Each Faculty Member has to announce a consultation hour during which time students can approach him / her and resolve their academic related issues. The mentor assists the students in the following manner:

- *Giving* information concerning career opportunities and availability of educational / instructional resources.
- *Helping* students in identifying the electives based on their strengths and performance in the semester exams.
- *Providing* help to improve intra-personal and inter-personal relationships.
- *Guiding* the students and providing inputs for higher education and employment opportunities.
- *Offering* the students honest and constructive feedback, encouragement and motivation, and timely warnings of the pitfalls lying ahead.

Besides this, each alumnus is allocated 10 to 11 students as a part of alumni mentorship. This helps the student to be in readiness for facing group discussion and personal interview at the time of campus placements.

The academic counseling committee, constituted by each faculty will examine the academic performance of students with less than 5.5 CGPA and find out the reasons thereof and counsel the students to perform better and also help students to cope up with any difficulties in learning.

**5.1.3 Does the university have any personal enhancement and development schemes such as career counselling, soft skill development, career-path-identification, and orientation to wellbeing for its students? Give details of such schemes.**

**Yes.**

The University has personal enhancement and development schemes for its students. The detail faculties-wise is given below:

**Faculty of Management**

The Faculty has introduced Soft skills as a regular course in the curriculum in the first and second semester. The first course is called Business Communication and the second one is called Career Management.

The attributes required for a manager are discussed during these two semesters and students are also given practical training in the areas like etiquette, group discussions, personal interviews and report writing. The University has 8 soft skill counselors and also spends considerable amounts on imparting skills related to manners and etiquettes.

Besides this, as a result of regular interaction with the recruiters and alumni a concept of syndicated learning has been initiated. This helps the students to be in readiness for the industry / company from the day one of his taking up his/her job assignment. It is also found to be very useful for the student in facing his/her personal interview with the recruiters. The broad details of this concept are shared below:

**Syndicated Learning Initiative**

Syndicated Learning aims at preparing the students to face the recruiters with confidence and answer all questions appropriately. To achieve this, focus is on the following areas:

- Global Economy,
- Indian Economy,

- Current Affairs ( To inculcate the habit of reading editorials in standard newspapers),
- Business Plan Preparation,
- Industry / Company Analysis,
- Business Quiz,
- Book Reviews,
- Management Videos,
- Project Presentation,
- Guest Lectures by Industry Experts and
- FAQs on Domain Areas.

To stimulate creative thinking, faculty members from various disciplines interact with students and identify the gaps that need to be bridged. Regular interactive sessions are held to clear the fog surrounding latest topics in various disciplines. Students are encouraged to come with a set of questions. These questions are put to critical debate and discussion. This gives an opportunity for students to learn and get along with each other admirably.

Students profit from the ideas thrown in by placement officers as well. All possible questions that the recruiter would probably ask are being debated. As the sessions take a free-wheeling route, fresh ideas emerge from various corners. Such ideas are taken to the next level by placing them before industry experts who make things very clear to students.

The whole exercise is aimed at finding the true potential of each student. Once students get rolled over various sessions, they gain confidence, come out of the shell, and contribute constructively.

The exercise ends with mock interviews conducted by the faculty members, placement officers, industry experts and alumni.

### **The Faculty of Science and Technology**

The Faculty of Science and Technology conducted a workshop for students of engineering to enhance their technical skills.

In a joint initiative with CMC Limited, FST arranged 100 special class room sessions on personality development, aptitude development, and technical (programming) skills. These classes were held during the weekends. A total of 160 students from final year (Class of 2014) registered and successfully completed the classes. CMC also prepared the students for campus placement drive and covered classes on group discussions and personal interview.



At FST it has been a constant endeavor to prepare the students for various competitive exams that they may wish to take during and after completion of B.Tech program. Towards this goal it is ensured that the students are exposed to various patterns and types of questions from examination like GATE, IES, GRE during the course of teaching.

The above endeavors started showing results when our 1st batch of students (Class of 2014) succeeded in securing admissions into P.G program of reputed institutions in India and abroad like IITs and M.S at U.S. Universities.

Besides the above, the career counseling drive by faculty helped in placing 101 students during the campus placement drive and 7 students qualifying in GATE 2015 and 35 students qualifying in GRE.

### **The Faculty of Law**

The Faculty of Law has introduced the concept of Moot Courts which helps in honing the advocacy skills of the students. The concept also allows the students to regularly participate in moot court competitions and interaction with High Court Judges / Advocates.

#### **5.1.4 Does the university provide assistance to students for obtaining educational loans from banks and other financial institutions?**

**Yes.**

Financial aid facilitation cell has been set up for assisting candidates in securing bank loans. This cell networks with the banks and helps in sanction of educational loans to the candidates by giving necessary guidance on the process and procedures to be followed while applying for educational loans. Candidates can also approach the cell in case they face any problem in sanction of the loan by the bank.

#### **5.1.5 Does the university publish its updated prospectus and handbook annually? If yes, what are the main issues / activities / information included / provided to students through these documents? Is there a provision for online access?**

**Yes.**

The prospectus and student handbook are updated and printed every year before beginning of the admission process for distribution to the students. They are also made available on the website. The prospectus covers information on various issues like the program details, faculty, physical infrastructure, academic infrastructure, library, placements, extracurricular and co-curricular activities, events held at campus etc. There is provision for online access of the prospectus for our Ph.D, MBA, BBA, B.Tech and BBA – LLB (Hons.) programs.

The links are:

- <http://www.ibsindia.org/admissions.html>
- <http://www.icfaiuniversity.in/atit/>
- [http://www.ifheindia.org/fol/Admission\\_Procedure.asp](http://www.ifheindia.org/fol/Admission_Procedure.asp)

**5.1.6 Specify the type and number of university scholarships / freeships given to the students during the last four years. Was financial aid given to them on time? Give details (in a tabular form) for the following categories: UG/PG/M.Phil/Ph.D./ Diploma/others (please specify).**

- The University offers a fellowship of **Rs. 20,000** for **each Ph.D** student. Contingency grants are also provided to support participation in conferences and workshops.
- The University also gives financial support to outstanding students in all the programs.
- Merit based Scholarships / freeships are given to deserving PG and UG students.
- Fee waiver is given to wards of teaching and non-teaching staff up to 100%. (Confirmed employee >2 Yrs 50% and >5 Yrs 100%).
- For the period June 01, 2013 – June 30, 2014, an amount of **Rs. 3.90 crore** was spent towards stipends and scholarships.

The details of the above for the past four years are provided below:

**Scholarships and Financial Support for the Period  
June 1, 2013 to June 30, 2014**

Details of Scholarships and Financial Support	Number of Students	Amount in Rs. lakh
Financial Support from institution (Fee waiver & Scholarships)	239	131.66

**Scholarships & Fee Concessions for the Period  
June 1, 2013 to June 30, 2014**

Details Scholarships and Fee Concessions / Waivers	No. of Students	Amount in Rupees
<b>Fee Waiver</b>		
Fee Waiver -BTech-2014	3	375,000
Fee Waiver -BTech-2016	3	510,000
Fee Waiver-BTech-2017	6	1,020,000
Fee Waiver -MBA-2015	7	4,032,000
<b>Total</b>	<b>19</b>	<b>5,937,000</b>

Details Scholarships and Fee Concessions / Waivers	No. of Students	Amount in Rupees
<b>Merit Scholarships</b>		
Merit Scholarship -BBA 2013	8	350,000
Merit Scholarship –BBA-LLB (Hons.)2015	29	350,000
Merit Scholarship- BBA-LLB (Hons.)2016	4	105,000
Merit Scholarship -BTech 2014	143	3,036,250
Merit Scholarship -BTech 2015	8	387,500
Merit Scholarship-MBA-2014	18	2,000,000
Merit Scholarship-MBA-2015	10	1,000,000
	<b>220</b>	<b>7,228,750</b>
<b>Grand Total</b>	<b>239</b>	<b>13,165,750</b>

### Scholarships and Financial Support for the Period 2012-13

Sl. No.	Year	Name of the Scholarship	No.s	Amount Disbursed
<b>2012-13*</b>				
1.	<b>MBA Class of 2013</b>			
a.	Semester-III	Campus Merit Scholarship	10	1,000,000
b.	Semester-IV	Campus Merit Scholarship	10	1,000,000
	<b>Total:</b>		<b>20</b>	<b>2,000,000</b>
2.	<b>MBA Class of 2014</b>			
a.	Semester-I	Campus Merit Scholarship	10	1,000,000
b.	Semester-II	Campus Merit Scholarship	10	1,000,000
	<b>Total:</b>		<b>20</b>	<b>2,000,000</b>
3.	<b>BBA Class of 2013</b>			
a.		IBSAT	46	417,500
b.		Campus Merit Scholarship	15	365,000
	<b>Total:</b>		<b>61</b>	<b>782,500</b>
5.	<b>BTech Class of 2014</b>			
a.		IBSAT	155	2,060,000
b.		Campus Merit Scholarship	14	731,250
	<b>Total:</b>		<b>169</b>	<b>2,791,250</b>
6.	<b>BTech Class of 2015</b>			
a.		IBSAT	-	-
b.		Campus Merit Scholarship	9	200,000
	<b>Total:</b>		<b>9</b>	<b>200,000</b>

Sl. No.	Year	Name of the Scholarship	No.s	Amount Disbursed
7.	<b>BBA-LLB Class of 2015</b>			
a.		IBSAT	0	225,000
b.		Campus Merit Scholarship	13	225,000
		<b>Total:</b>	<b>13</b>	<b>450,000</b>
8.	<b>BBA-LLB Class of 2016</b>			
a.		IBSAT	0	–
b.		Campus Merit Scholarship	16	170,000
		<b>Total:</b>	<b>16</b>	<b>170,000</b>
		<b>Grand Total:</b>	<b>1011</b>	<b>7, 743, 750</b>
* : Students Expired & Fee Refund to Parents MBA- Megha Bharadwaj (Refund Date 15-6-2012) – Rs.776,000				

### Scholarships and Financial Support for the Period 2011-12

Sl. No.	Year	Name of the Scholarship	No.s	Amount Disbursed
<b>2011-12*</b>				
1.	<b>MBA Class of 2012</b>			
a.	Semester-III	Campus Merit Scholarship	131	11,335,000
b.	Semester-IV	Campus Merit Scholarship	141	13,430,000
		<b>Total:</b>	<b>272</b>	<b>24,765,000</b>
2.	<b>MBA Class of 2013</b>			
a.	Semester-I	Campus Merit Scholarship	10	1,000,000
b.	Semester-II	Campus Merit Scholarship	10	1,000,000
		<b>Total:</b>	<b>20</b>	<b>2,000,000</b>
3.	<b>BBA Class of 2013</b>			
a.		IBSAT	46	835,000
b.		Campus Merit Scholarship	15	365,000
		<b>Total:</b>	<b>61</b>	<b>1,200,000</b>
5.	<b>BTech Class of 2014</b>			
a.		IBSAT	155	2,300,000
b.		Campus Merit Scholarship	14	731,250
		<b>Total:</b>	<b>169</b>	<b>3,031,250</b>
6.	<b>BTech Class of 2015</b>			
a.		IBSAT	-	-
b.		Campus Merit Scholarship	17	425,000
		<b>Total:</b>	<b>17</b>	<b>425,000</b>

Sl. No.	Year	Name of the Scholarship	No.s	Amount Disbursed
7.	<b>BBA-LLB Class of 2015</b>			
a.		IBSAT	7	140,000
b.		Campus Merit Scholarship	13	225,000
		<b>Total:</b>	<b>20</b>	<b>365,000</b>
8.	<b>BBA-LLB Class of 2016</b>			
a.		IBSAT	-	-
b.		Campus Merit Scholarship	16	170,000
		<b>Total:</b>	<b>16</b>	<b>170,000</b>
		<b>Grand Total</b>	<b>1011</b>	<b>31,956,250</b>
* : Students Expired & Fee Refund to Parents MBA- Angad Singh Narula (Refund Date 30-12-2011) – Rs. 628,018				

### Scholarships and Financial Support for the Period 2010-11

Sl. No.	Year	Name of the Scholarship	No.s	Amount Disbursed
<b>2010-11</b>				
1.	<b>MBA Class of 2011</b>			
a.	Semester-III	Campus Merit Scholarship	228	14,418,750
b.	Semester-IV	Campus Merit Scholarship	233	15,082,500
		<b>Total:</b>	<b>461</b>	<b>29,501,250</b>
2.	<b>MBA Class of 2012</b>			
a.	Semester-I	Campus Merit Scholarship	154	14,635,000
b.	Semester-II	Campus Merit Scholarship	122	11,545,000
		<b>Total:</b>	<b>276</b>	<b>26,180,000</b>
3.	<b>BBA Class of 2013</b>			
a.		IBSAT	46	417,500
b.		Campus Merit Scholarship	15	365,000
		<b>Total:</b>	<b>61</b>	<b>782,500</b>
4.	<b>BTech Class of 2014</b>			
a.		IBSAT	155	2,060,000
b.		Campus Merit Scholarship	35	731,250
		<b>Total:</b>	<b>190</b>	<b>2,791,250</b>
5.	<b>BBA-LLB Class of 2015</b>			
a.		IBSAT	16	112,500
b.		Campus Merit Scholarship	7	140,000
		<b>Total:</b>	<b>23</b>	<b>252,500</b>
		<b>Grand Total</b>	<b>1011</b>	<b>59,507,500</b>

**Ph.D Fellowships/Stipends for the Period  
June 1, 2013 to June 30, 2014**

<b>Fellowships - Ph.D</b>	<b>Amount in Rs.</b>
Fellowships/Stipends	25,279,614
Visiting Scholar Program	514,369
<b>Total</b>	<b>25,793,983</b>

**5.1.7 What percentage of students receive financial assistance from state government, central government and other national agencies (Kishore Vaigyanik Protsahan Yojana (KVPY), SN Bose Fellow, etc.)?**

The University is hundred percent self-financed. None of the students receive financial assistance from state government, central government and other national agencies. However, the University gives merit scholarships to the students as stated in item 5.1.6., based on student's performance in end-term examination.

**5.1.8 Does the university have an International Student Cell to attract foreign students and cater to their needs?**

**Yes.**

The University has an international students' division, headed by a Dean. The division looks after the affairs of foreign students and collaborations. The University attends international educational fairs regularly as a part of this endeavor. A few examples are presented below:

**International Education Fairs**

<b>Sl. No.</b>	<b>Name of the Fair</b>	<b>Dates</b>	<b>Place</b>
1.	23rd Indonesia International Education & Training Expo, 2014	Jan 23 - 26, 2014	Jakarta, Indonesia
2.	The Great Indian Education Fair	Mar 15-16, 2014	Thimpu, Bhutan
3.	Al Ain Education Fair	April 28-30, 2014	Al Ain, Dubai
4.	The Great Indian Education Fair	May 16-17, 2014	Kathmandu, Nepal
5.	The Great Indian Education Fair	June 6-7, 2014	Colombo, Sri Lanka
6.	The Great Indian Education Fair	June 13-14, 2014	Kandy, Sri Lanka
7.	2014 China (Chongqing) International Education Exhibition (CQIE)	June 21-22, 2014	Chongqing, China
8.	India Education Expo	July 26-27, 2014	Colombo, Sri Lanka
9.	Student Care Nepal	Sept 16-19, 2014	Kathmandu, Nepal

5.1.9 Does the university provide assistance to students for obtaining educational loans from banks and other financial institutions?

Yes.

Financial aid facilitation cell has been set up for assisting candidates in securing bank loans. This cell networks with the banks and helps in sanction of educational loans to the candidates by giving necessary guidance on the process and procedures to be followed while applying for educational loans. Candidates can also approach the cell in case they face any problem in sanction of the loan by the bank.

5.1.10 What types of support services are available for

\* Overseas students

The initiatives in this direction are presented under 5.1.8

\* Physically challenged / differently-abled students

- Wheel chairs, ramps and aisles are provided to assist the physically challenged students.
- All building blocks in the campus have elevator facility.
- For differently-abled students summer term classes are also conducted.

\* SC/ST, OBC and economically weaker sections

We are an equal opportunity University. Hence, there is no discrimination.

\* Students participating in various competitions/conferences in India and abroad

The University sponsors students' participation in various competitions in India and abroad. A few of the achievements are highlighted below:

- A team of four MBA Students **won** the '**Digital Marketing Case Study Contest**' organized by NetElixir, at Hyderabad on August 30, 2014.
- Four of our students represented the institute in the **Baylor-USASBE Case Research Competition** held at Fort Worth, **Texas, USA**, in January 2014 and were among the top six finalists selected through a global competition to make a presentation at the **USASBE conference at Fort Worth, Texas, USA**.
- G. Sulakshmi Priyanka, BBA –LLB (Hons.) student won the **Third Best Paper** Presentation for the paper titled "Corporate Social Responsibility – Going to be a Mandatory Obligation in India for the Companies" **at Human Rights and Corporate Social Responsibility** conference organized by **Andhra University, March, 2013**

- One of our students represented India in the **Global Youth Marketing Camp** organized by **Hyundai in Seoul, South Korea** in February 2013.
- Two of our students won the **second prize** at **Baylor-USASBE Student Case Research Competition 2011, USA**.
- One of our students won an award in the EFMD Case Writing Competition 2010: Inclusive Business Models Category, Brussels, Belgium.

The University's research scholars are also encouraged to participate in conferences in India and abroad. It fully funds the scholars for participating in conferences held in India and abroad. The following Ph.D students won awards at various conferences:

- Ms. Ritu Gupta – Received a **travel grant from Oklahoma State University** for attending GSA conference in New Orleans in Nov 2013.
- Mr. Sudhakar Reddy, “**Best Thesis Proposal Award (in Finance Area)**” for the thesis proposal titled "Commonality in Liquidity: An Empirical Examination of Stocks and Options Listed on NSE" at the **6th Doctoral Colloquium** organized by **IIM-A** during January 5-6, 2013.
- Mr. Samyadip Chakraborty (jointly authored with Dr. Nasina Jigeesh) was awarded the **Best Research Paper under IT category** for the title “Analysis of Agile testing attributes for faster time to Market: Context of Manufacturing sector related IT projects”, at the Annual International Research Conference organized by Symbiosis Institute of Management Studies, Pune, in December 2013.
- Ms. Nikhat Afsan, **second prize** under **Doctoral Track** (certificate of excellence and a cash prize) for the paper titled ‘The Mediating Role of Customer Related Performance Outcome on the Relationship between Customer Integration and Firm Performance: An Investigation in Indian Context”, at **ISDSI** (Indian Subcontinent Region Decision Sciences Institute) conference held at **IMI, New Delhi**, in December 2013.
- Mr. Rik Paul received the following awards:
  - **2014 Philip Law Scholarship** from **The Case Centre (former ecch), UK** for the case proposal titled “ Adopting a Learning Management System: Hurdles Galore”
  - **Winner of the 2013 CEEEMAN/Emerald Case Writing Competition**, for authoring the case titled “Customer Retention at Hyundai Motor India Ltd”
  - **Winner of the 2012 Emerald-IBS Best Emerging Markets Case Award, Emerald Group (UK)** for authoring the case titled “Feeding the Hungry Surfers: [www.justeat.in](http://www.justeat.in).”



- **Winner of the 2012 IBS-Elite Projects Best Case Award**, at the International Case Study Conference (ICSC) 2012, India, for authoring the case titled “Feeding the Hungry Surfers: [www.justeat.in](http://www.justeat.in).”
- **Winner of the Best Case Award at the 2nd conference** on management case development at IBS Bangalore, 2011 for developing and presenting the case titled “Avant Garden: Exploring Possibilities for Improving Revenue Management”.
- Ms. Kavita Wadhwa, **Best Paper at the XI Capital Markets Conference 2012**, Indian Institute of Capital Markets, Mumbai titled ‘Market Timing and Pseudo Market Timing: An Empirical Examination of Public Equity Issuance in India’.
- Mr. Jigyasu Gaur, **Emerging Economies Doctoral Student Award in 2012** for the paper titled “The Relationship of Financial and Inventory Performance of Manufacturing Firms in Indian Context”, at the **23rd Annual Production and Operation Management (POM) Conference, Chicago**, April, 2012.

\* **Health centre, health insurance etc.**

The University campus has a Wellness Center – Clinic sporting a two-bedded in-patient ward and an out-patient clinic with a pharmacy. This is manned 24x7 by qualified doctors and nurses. Two ambulances are kept ready for any emergency which requires going to a bigger hospital.

\* **Skill development (spoken English, computer literacy, etc.)**

There are several initiatives for honing the written and oral skills of the students. The details are provided under the item no. 5.1.3

\* **Performance enhancement for slow learners**

Slow learners are identified in the class during the class participation and at various levels of evaluation methods. During the consultation hour provided to the students Faculty Members will clarify the doubts and gaps in the learning by the students. This works like a handholding for the students, who are in need of such attention.

\* **Exposure of students to other institutions of higher learning / corporates/business houses, etc.**

The Summer Internship Program, which is a part of all our programs provide the requisite exposure to the students to industry / corporate / business houses etc. Besides this, regular interaction with the outside world in the form of guest lectures and talks by eminent persons broadens the exposure of the students. Details of these initiatives have been presented elsewhere (Item No. 1.1.3)

\* **Publication of student magazines**

The University has as a part of save trees campaign, made a perceptible shift from hard copies to online magazines. Several e-magazines are steered by the students viz.

- L'Entrepreneur by Maçon,
- FOCUS by EcoBizz,
- Adrenaline by ADmire,
- Converge by Convergence,
- Encompass by Kaizen,
- IBS Times by FinStreet,
- Niche by Maverick,
- CONNECTIONS- Alumni Relations Cell Magazine and
- The Student (Faculty of Law).

Most of these e-magazines are either monthly or bi-monthly. Select copies of Niche and Encompass have been printed in the past for distribution to corporate guests.

**5.1.11 Does the university provide guidance and/or conduct coaching classes for students appearing for Civil Services, Defense Services, NET/SET and any other competitive examinations? If yes, what is the outcome?**

The University facilitates guidance and opportunities for students appearing in NET/SET exam. The guidance has facilitated in 22 Research Scholars qualifying in NET examination. The University also provides guidance for civil services and defence services exam.

As part of personal enhancement students are given practical training in the areas like etiquette, aptitude and technical skill, group discussions, and personal interviews. As a result one of the students from science and technology was commissioned into the Indian Navy.

Apart from this, the Department of Civil Engineering, Faculty of Science and Technology believes in preparing its students for any competitive exams that they may wish to take for their better career. Towards this goal the department ensures that the students are exposed to the type of questions one would expect from these exams. The department includes GATE and other competitive exams questions in the various tests that are conducted and impress upon the students the need to be very clear in their concepts. The following is a list of subjects that were dealt by the department wherein questions from previously held competitive exams were given in various tests:

1. Design of concrete structures I (GATE)
2. Design of steel structures I (GATE)
3. Fluid mechanics (GATE, Engineering Services Exam, and Civil Services Examination: prelims and mains)

One of our students who passed out this year is currently pursuing masters at IIT Gawahati and two others are currently in USA pursuing MS degree. Another student is currently preparing for Engineering Services Examination conducted by UPSC.

Besides, the career counseling drive by the faculty helped in placing 101 students during the campus placements. Seven students qualified in GATE -2015 and 35 students qualified in GRE. Efforts are on to outsource coaching classes for CAT, GMAT and GATE for undergraduate students.

**5.1.12 Mention the policies of the university for enhancing student participation in sports and extracurricular activities through strategies / schemes such as**

**\* additional academic support and academic flexibility in examinations**

The University provides attendance for the students who have missed the classes while participating in events outside the University. Such students are identified and provided additional academic support. However, if students miss the end term examination while participating in sports events outside the University, they are allowed to appear for a make up examination. These measures ensure flexibility and ample support to the students and enhance their participation in sports and other related activities.

**\* Special dietary requirements, sports uniform and materials**

We have an Olympic size swimming pool, fully equipped gymnasium to work out and yoga center. The University completely sponsors the students participating in sports events, including their special dietary requirements.

**5.1.13 Does the university have an institutionalized mechanism for students' placement? What are the services provided to help students identify job opportunities, prepare themselves for interview, and develop entrepreneurship skills?**

**Yes.**

The placement for the Class of 2014 has been completed. More than 160 leading recruiters have participated in the campus placements. IBS students are trained to be well-rounded professionals and the placement record is adequate testimony to the fact. IBS has an impeccable track record of achieving excellent placements every year, with top companies visiting the campus to recruit its students.

IBS has adopted a very systematic approach towards building the careers of its students through a Career Management Center also known as Corporate Relations Cell, that plans and implements the placement activities throughout the year.

## Career Management Center

The Career Management Center operates under the overall guidance of a Director, who leads a team of managers and executives.

CMC personnel contact more than 1000 top companies across the country every year and have developed strong relationships with them. This interaction with the industry equips the career management team to provide suitable career planning to the students. It also helps to increase recruitments and maintain strong industry contacts. There has also been a steady increase in the compensation and the number of companies recruiting from IBS every year.

The key activities of CMC are:

- Providing a strong foundation through pre-placement talks and workshops.
- Personality development workshops.
- Career counseling to students.

CMC offers a broad range of expertise, services and programs to assist students with their career development and job search by utilizing resources within and outside the institute. Its objective is to empower students to define, attain and manage their career goals by providing proactive and responsive programs, services and guidance based on the demands of a diverse, marketplace as well as students' individual needs. Students are prepared for long-term career management as well as the near term goal of finding a job. CMC partners with them to develop their mindset and skills necessary to market themselves in a dynamic business environment where they must become their own chief marketer for their career.

CMC partners with employers in achieving their recruiting goals by providing access to students and alumni in an efficient, transparent and professional manner that ensures that all students are given equal opportunities to present and market themselves. It complements the activities of other faculties within the University by providing useful resources and delivering the following services:

- Relationship with Companies:** CMC staff spends a significant amount of time building relationships with current employers and developing new ones to ensure a diversity of job opportunities for students. Staff members plan their marketing efforts to include targeted geographical locations and industries. Student preferences, faculty initiatives, and market conditions/trends are considered. Hundreds of organizations are contacted throughout the year. Many organizations choose to participate in on-campus recruiting.

- ii. **Pre-Placement Talks (PPT):** Most companies give a pre-placement talk about the company and the positions available. The presentations last approximately 60 minutes including time for questions and answers. Students gain valuable information about opportunities, corporate culture, how an organization differentiates itself in its industry, business challenges and successes. This is an opportunity to clarify any doubts about the company, particularly with regard to roles, positions, salaries, job locations, training etc.
- iii. **Campus Recruitments:** The placement season at IBS begins on October 1st and ends on 31st March of the next year. During this period companies confirm their scheduled visits to campus. All efforts are made to ensure that classes are not disrupted during this time. Most companies visit the campus for recruitment. A few of them conduct the selection process in their local offices. In some cases students have to go to other cities for interviews.
- iv. **Career resources:** The CMC provides a large database of company reports and industry reports. These are updated regularly and available in the library as well on the intranet. In addition, links to job positions are provided on the intranet. The library contains a large number of books related to career development. Students are advised to spend adequate time in looking through the material available.
- v. **Student Intranet:** It is a valuable source for information and updates on companies, career resources, recruiting, etc. It includes links to other sites related to career management and job searches. It provides students with on-campus recruiting information, highlights of opportunities received, information on upcoming CMC workshops and key career-related events & activities. All campus recruitment jobs are posted on the intranet and students can apply on-line.
- vi. **Placement Notice Boards:** Located on the ground floor next to the reception desk and another on the third floor, these keep students up to date on CMC related events and information.
- vii. **Career Workshops:** CMC provides the career management and personal marketing tools students need to build their skills and add value. These include career development activities such as self-assessment program, soft skills workshops; resume writing, group discussion skills, interviewing skills etc.

These workshops and other career development activities are designed to meet the needs of the general student population. Students may have issues specific to individual job search, such

as defining interests or honing career skills, for which they need individual attention. The CMC staff is available for individual career consulting in the areas of self-assessment, job search strategy; resume preparation and interviewing skills, among others.

- viii. **Career Decision Making:** The MBA students are introduced to a few self-assessment programs. These programs include assessments such as FIRO-B and MBTI. Students learn how to use the information gained from these psychometric tests in career development and job search. They also participate in exercises to help clarify career goals. CMC helps students to spend time investigating career possibilities early in their academic career when they have time to figure things out and not during the last semester when they are busy in placement activities.
- ix. **HR Consultants:** CMC also retains external HR Consultants to assist with interviewing skills and other career skills preparation ranging from group discussions to self-assessment. Mock interviews are an important opportunity to experience a "dress rehearsal" interview before students are placed in the high-pressure situation of interviewing for an actual position. In addition to consultant-delivered mock interview sessions, we bring corporate recruiters to campus for mock interview events. Interview feedback is an important measure of interview performance and is useful in determining strengths and challenges in the interviewing process. Students are strongly encouraged to participate in at least one mock interview so that they:
- understand job interviews,
  - learn how to handle interviews that get the job,
  - understand the overall impression they have created and learn how to build or improve it quickly.

Apart from the initiatives of CMC, the University has its own mechanism to hone the skills of the students round the year.

To cite a few:

**a. Syndicated Learning Initiative:**

Syndicated Learning aims at preparing the students to face the recruiters with confidence and answer all questions appropriately. The details of the initiative have already been presented in item 5.1.3.

- b. Soft-Skills:** Soft skill classes are conducted at the University as a part of the course. All students must participate in these classes, as

they provide an opportunity to learn the skills that are required to succeed in one's career. These classes are a blend of theory and practical sessions. The training is highly focused.

Courses have been built around specific skills such as listening and team building. While skills training is still an important part of the process, the program helps them to understand what skills and competencies are most important on the job, how those competencies develop over time and how they work together. More specifically, it aims to develop the kind of long-lasting behavioral changes that have an impact on their abilities.

In addition, the University creates ways for students to develop and improve their competency level on an ongoing basis through constant coaching. Developing these skills takes work and practice just like any behavior modification effort.

**5.1.14 Give the number of students selected during campus interviews by different employers (list the employers and the number of companies who visited the campus during the last four years).**

The details of the employers and the number of companies who visited the campus during the last four years are given below:













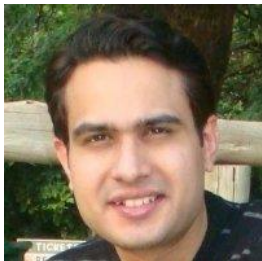


**Number of Students Selected During the last four years**

Faculty	2010 -11	2011-12	2012-13	2013-14
<b>Faculty of Management</b>				
<b>MBA</b>	830	690	752	811
<b>Faculty of Science and Technology*</b>				
Computer Science	-			17
Electronics & Communication				49
Civil				4
Mechanical				22
<b>Total</b>	<b>828</b>	<b>690</b>	<b>752</b>	<b>903</b>

\* 7 students qualified in GATE -2015 and 35 students in GRE.



## Distinguished Alumni Working in various Companies

 <p><b>Bhanodaya Varanasi</b> Class of 1997, Head - Business Development, Wadhawan Lifestyle Retail Limited</p>	 <p><b>Himanshu Vishnoi</b> Class of 1998, Vice President - (Project Finance), Energy Infra Tech (P) Ltd.</p>	 <p><b>Sanjay Kumar Thakur</b> Class of 1998, Vice President, Kotak Mahindra Bank</p>	 <p><b>Velagapudi Jagadish</b> Class of 1998, Asst Vice President, JP Morgan Services Pvt Ltd</p>
 <p><b>Rajesh Kumar M</b> Class of 1999, Founder Director, Nautilus Healthcare</p>	 <p><b>Deepak V Kuriakose</b> Class of 2000, Head – BPO Operations &amp; General Manager – Finance &amp; Marketing, KARVY Global Services Limited</p>	 <p><b>Raveendra Balivada</b> Class of 2000, Head - Investment Advisory, West, The Standard Chartered Private Bank</p>	 <p><b>Rajesh Dash</b> Class of 2001, Associate Director, D E Shaw India Software Pvt Ltd.</p>
 <p><b>Dheeraj Mathur</b> Class of 2002, Associate Vice President, Western region, HSBC LTD</p>	 <p><b>Debabrata Guha</b> Class of 2003, Asst. Vice President, Finnacle Capital Advisors</p>	 <p><b>Shweta Manchanda</b> Class of 2004, Associate Vice President, Aviva Life Insurance</p>	 <p><b>Sunil Kiran Raula</b> Class of 2004, Associate Vice President, HDFC Securities</p>
 <p><b>Vineet Sharma</b> Class of 2004, Associate Vice President, KPMG</p>	 <p><b>Jharna Agarwal</b> Class of 2006, Asst. Vice President, Products &amp; Advisory, Karvy Private Wealth</p>	 <p><b>Harish Bihani</b> Class of 2007, Asst. Vice President- Institutional Equity Research, Reliance Equities International Pvt. Ltd.</p>	



## List of Employers and the Number of Companies Visited During the Last Four Years

### A. Faculty of Management

**2013-14**

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Abbot India	5	Citi Bank	5
ACT TV	6	CMC LTD	4
Adani Wilmar	4	Cognizant	12
Aditya Birla Retail	6	Colgate Palmolive	2
Allied Special Products	2	College Street Education technologies	3
ANZ Support Services	3	Computer Sciences Corp	7
APS Properties Solutions	2	CoreEL Technologies	5
Aranca	1	Crisil (Irevna)	8
Arsa Gems	5	Cucine Lube	9
Aspirare Analytics	1	Cyber Media	1
Avery denison	3	Dabur	1
BA Continuum India	2	Daikin Airconditioning	3
Bajaj Fin Serv	4	Daimler India Commercial Vehicles	2
Balmer Lawrie & Co	1	DE Shaw	2
Benjamin West	1	Decathlon Sports	1
Berkedia Commercial	10	Deloitte	16
Bharti Airtel	8	Devyani International	1
Broadridge Financial Services	3	Digital Insights & Research	1
CAP Foundation	1	Dolcera	1
Capex Reality	3	E.I. Dupont Service Centre India	7
Capital First	12	eClerx	6
CB Richard Ellis	11	EINS Education	5
Cipher Cloud	2	Enterprise Force	3
Entertainment Network India	2	Ibexi	6
Essence Market Solutions	9	Icici Bank	8
Faber Capital	1	Icici Lombard	32
Factset	2	ICICI Pru AMC	3

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Ford Business services	4	ICRA	4
Franchise India	2	Idea Cellular	1
Franklin Templeton	1	iGate Patni	3
Futurisk Insurance	5	iNautix	9
GE Capital	8	India Bulls	3
GE Global Servicing Ltd	1	India Forex	5
Genpact Analytics	22	IndusInd Bank	6
GFK Mode	4	Infiniti Research	14
Gramener	3	Infiniti Software Solutions	4
Great Sports Infra	3	Info Edge India	12
Greenback Forex	2	InfoBrain	3
GrownOut Solutions	1	Infor Global	1
Hansa Research	3	Innopark	1
HCL Infosystems	7	Intl Drug Discovery & Clinical Research	1
HCL Technologies	8	IPP Global	3
HDFC	2	ITC Hotels	2
HDFC Standard Life Insurance	4	Jaro Education	2
Head Infotech	1	JP Morgan India Finance Center	16
Highbrow Consulting	7	JP Morgan Services	11
Home First Finance Company	8	Karur Vysya Bank	13
Housing.com	1	Karvy Consultants	12
HSBC	1	Ken Research	2
HSBC Technology Services	5	Kenscio	2
Khimji Ramdas	3	Purple Talk	4
Kotak Bank	3	Quantum Clothing	3
L & T Technology Services	1	Questa Management	1
Lera Technologies	3	RA Consulting Services	2
LIC Housing	7	RapidBizApps	1
Locuz Enterprise Solutions	5	RBS Business Services	4
Madura Garments Lifestyle Retail	1	Regalix	4
MagmaFinCorp	13	Reliance Broadcast	2

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Mancer Consulting	2	Reliance Capital asset management Ltd	1
Maruti Suzuki I Ltd	4	Reliance Money Solution	2
Mastech	3	Sai Life Science	4
Maverick Systems	4	Sai Sanj Retail	2
Michael Page Intl	1	Sankhya InfoTech	4
Motilal Oswal	2	SBI Life Insurance	4
National Payments Corporation of India	5	Schneider Electric	1
Novartis	3	SEPAM	7
NTT Data Business Solutions Ltd	9	Shoppers Stop	3
NTT Data Global Services Ltd	5	Signode India	5
Nuclues Software	5	Silk Air	4
Onicra	2	Sociko Communications	3
Orient Cement	2	Soham Online	6
OSR Infra	2	South Indian Bank	3
People Combine	2	Spandana Spoorthy Financial Services	5
Popcorn Apps	1	Sparsa Digital Pvt. Ltd	1
Practo Technologies	3	Spencer's Retail	4
Prithvi Land Project	1	Spoons Technology	1
Progen Business	3	SpringForth Capital	2
Srinivasa Hatcheries	2	The Indian Hotels Co (Taj Hotels)	4
Stabaka Consulting	1	The Smart Cube	17
Sunera Technologies	13	Thomas Assessment	3
Sutherland Global	4	Thomson Reuters	1
Syntel	1	Transparent Value	8
TACT India	6	Valion Reality	1
Tata Projects	2	Verace Market Research	2
Tata Teleservices	3	Videocon	6
TCS	14	Virinchi Technologies	14
Team F1 Networks	2	Wipro Technologies	9
Tech Mahindra	19	Xtream IT	2
The Atlanta Foundation	1	Zomato	1

**Year 2012-13**

<b>Name of the Company</b>	<b>Number of Students Placed</b>	<b>Name of the Company</b>	<b>Number of Students Placed</b>
ABInBev	3	Berkedia Commercial	18
Adaequare	2	Bharti Airtel	11
Adani Wilmar	1	Bose	2
Aditya Birla retail	5	Brandscapes Consultancy	5
Altimetrik	2	Business Octane	1
Andhra Pradesh Paper Mills	2	CADSYS	3
ANZ Support Services	2	Capital First	5
Atria Convergence Technologies	1	Capital Via	3
BA Continuum Solutions	2	CB Richard Ellis	7
Bajaj Allianz Gen Insurance	4	Chartis Insurance Services Pvt Ltd	5
Bajaj Fin Serv	4	Citibank Services India Ltd	1
Barclays	3	City Union Bank	9
Cognizant Technology Solutions	17	Genpact Analytics	11
Computer Sciences Corporation	10	GFK Mode	5
Crisil (Irevna)	10	GlobalLogic technologies	1
Cucine Lube	17	GMMCO Ltd	2
Daimler India Commercial Vehicles	1	Groupon India	1
DAMCO	3	HCL Comnet Sytems & Services	9
Darashaw	1	HCL Infosystems	1
DataWise	1	HDFC	2
DE Shaw	1	HDFC Ergo General Insurance	3
DES Pvt Ltd	7	HDFC Standard Life Insurance	6
Digital payments Processing Ltd.	5	Hettich	9
Dupont Sustainable solutions	5	Howden Insurance Brokers	2
DXN Marketing	2	Human Capital Solutions	5
eClerx	4	Hyderabad Spectrum Finsoftware Services	1
Ecosense Sustainable Solutions	2	Ibexi	5
Export Trading Group	2	Icici Bank	20
eYantra	4	Icici Lombard	25

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Factset	5	ICICI Pru AMC Ltd	7
FINO	4	Icici Securities	5
Firefly e-Ventures	10	ICRA	6
Ford Business services	6	iCreate Software	11
Fractal Analytics	5	Idea Cellular	1
Frankfinn Aviation	4	iGate Patni	12
Franklin Templeton Investments	1	iNautix	8
Future First	1	India bulls	1
Genpact	10	India Forex	4
Inductics India Pvt. Ltd	1	Maruti Suzuki	2
Indusind Bank	5	Maveric Systems	4
Infini Research Marketing Sols	4	Max Bupa Life Insurance	1
Infoedge	8	MEDrc Edutech	1
Ingersol Rand	6	Metlife Insurance	3
InRhythm Solutions	2	Metrics4 Analytics	4
ITC Hotels	7	Mysis	3
Jaipur Rugs Company	7	National Payments Corporation of India	11
Jindal Steel & Power	2	Netelixir	2
Jones Lang LaSalle	5	Newgen Software	1
JP Morgan India Finance Center	10	Nimra Cerglass Technics	4
JPMC Services	13	Novartis	4
JRG Securities	3	NTT Data	6
K 12 Techno Services	6	Nuevora Analytics	2
K Raheja Corp	1	Ocean Sparkle	1
Karur Vysya Bank	31	Orient Cement	4
Karvy	3	Polaris Financial Technology	1
Knowledge Faber	2	Polyflex Industries	1
KPMG	2	Prajwal Bharath	3
Leeway Logistics	3	Progressive Media	6
Lera Technologies	1	Purple Talk	3
LOCON Solutions	1	Qison Software (Accenture)	5
Lovely Professiona University	3	Qualcomm	1
Magma Fincorp	10	Randstad	1
Mahindra & Mahindra	5	Rastogi & Rastogi	1
Mahindra Satyam	14	Reliance Broadcast	2

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Mancer Consulting	1	Reval India	1
MAQ Software	1	Salt Mango Tree	1
Mars International India	1	Samsung	2
Sashkata Technologies	1	The Siripur Paper Mills	1
SBI Life Insurance	5	The Smart Cube	14
South Indian Bank	7	The Strategist	1
Spandana Spoorthy Financial Services	4	Thermal Powertech Corp	7
Srijan Capital	1	Thomas Assessments	1
Stratagem Solutions	4	Thomson Reuters	1
Syntel	1	Times Group	1
Tata AIG General Insurance	2	Tolaram Group	8
Tata Capital	1	Ushodaya Enterprises	1
Tata Projects	1	Vedanta	2
TCS	4	Verity Knowledge Solutions	6
TCS BPO	9	Wipro Technologies	18
The Indian Hotels Co (Taj Hotels)	4	Zomato	6

**Year 2011-12**

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
A Z Technology Integrations	1	Balmer & Lawrie	2
ABC Consultants	1	Bank of America KPO	4
ABC Consultants	1	Bank of Baroda	3
Adani Wilmar	2	Barclays Capital	5
Air World Wide	4	Berkadia Commercial	1
ANZ Support Services	6	Beroe	2
Avery Denison	6	Bharti Airtel	4
Bahwan Cybertek	1	CAP Foundation	3
Bajaj Allianz Life Insurance	4	CB Richard Ellis	8
Bajaj Allianz General Insurance	8	Central Bank of India	5
Centrum Learning	1	Gallup	1
Cognizant Technology	18	Gameshastra	1
Collabor	1	GFK Mode	6
Computer Sciences Corp	2	Gifting Online	3
CoreEL	3	Global Takeoff	2

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Cucine Lube	13	GVK Bio	3
Cushman & Wakefield	5	HCL Technologies	14
D E Shaw	9	HCL Comnet	2
Daimler India Commercial Vehicles	2	HCL Infosystems	5
Damodar Valley Corporation	4	HDFC	3
Dark Horse Consulting	2	HDFC AMC	2
Digital Campus	1	HDFC Bank	18
Digital Campus	1	HDFC Standard Life Insurance	6
DLF Primarica Life Insurance	2	Ibexi	9
Dolcera	2	IBM	14
Donear Ltd	1	Icici Bank	16
E Yantra	8	Icici Lombard Gen Insurance	24
eClerx	6	ICICI Securities	2
Edumentor Educational Services	1	IDBI Bank	6
Emkay Commotrade	5	iGate Patni	15
Ernst & Young	4	iNautix	7
Factset	1	India Infoline	13
Financial Software Systems	9	Indusind Bank	10
FINO	7	Infiniti Tech Labs	3
First Apex	8	Infoedge India	8
Ford Business Services	6	Ingersoll Rand	4
Future Agrovet	2	International Paper	6
Future First	2	Invesco	3
Irevna	18	Radio City	2
ITC Hotels	2	Ramky Enviro Engr	4
ITW India	1	Reliance Broadcast Network	3
JP Morgan	5	SBI Life	5
JPMC TSS	13	Spandana Spoorthy Financial Ltd	1
Karur Vysya Bank	37	Sparsh Nephrocare	3
Knowledge Partners	1	Syntel	3
KPMG Global Services	7	Taj Hotels	4
L & T	2	Tally Software	4
Magma Shratichi	13	Tata AIG	8
Mahindra & Mahindra	4	tata business support services	3

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Mahindra Satyam	1	Tata Capital	2
MAQ Software	4	Tata Housing	4
Maruti Suzuki	3	Tata Motors	2
Maveric Systems	4	Tata Technologies	7
Metrics 4 Analytics	2	TCS	10
Microfinance Information eXchange	1	TCS-BPO	11
MIndLance	2	Telcon	1
Move in Sync	2	The Smart Cube	18
My IndiEye	1	The Strategist	6
Net Elixir	1	Universal Consulting	4
Novartis	5	Vedanta	3
Ocimum Bio	1	Verity Knowledge Services	3
Orient Cement	3	VN Vision	3
Oriental Bank of Commerce	3	Wipro BPO	3
Oyster Learning	2	Wipro Infotech	9
Pagal Guy	6	Wipro Technologies	10
Park Hotel	1	Ybrant Digital	1
Pokarna Granites	3	Ytree	2

**Year 2010-11**

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Abir Infrastructure	2	DBOI Global Services	6
Agarwal & Associates Impex	2	Deloitte Consulting	18
Amrop	3	Development Credit Bank	1
Anthelio	3	Dolcera	8
ANZ	3	Dr Reddy's Labs	2
Asterion Consulting	1	Dupont Services center	8
Athena Demwe Power Ltd	7	eClerx	6
Athena Emra Power	2	Energy Infratech	1
Athena Kynshi Power	2	FINO	3
Avon Beauty Products	2	First Apex Consulting	3
Axis Bank	14	First Global Securities	3
Bajaj Allianz Life Insurance	10	Franklin Templeton	2
Bajaj Allianz General Insurance	4	Future First	3
Bank of Baroda	8	Future Tech Information Systems	1



Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Bank of India	18	Google	6
Bharti Axa Insurance	7	GVK Bio Sciences	2
Biogenex	1	Hansa Research	1
Brandscapes	12	Havells	37
CB Richard Ellis	6	HCL Comnet	5
Central bank of India	6	HCL Infosystems	6
Cognizant Technology	9	HCL Technologies	9
Collabor Software	1	HDFC Bank	49
Cryobanks	1	HDFC ERGO General Insurance	4
Cura Software	4	HDFC Standard Life Insurance	7
Cushman & Wakefield	3	HSBC Software Development	1
D E Shaw	7	Ibexi	9
Dalmia Cement	4	Icici Bank	74
Icici Lombard Gen Insurance	21	Radio City	2
Icici Prudential AMC	3	Raymonds	1
ICICI Securities	13	Reliance Capital	7
IMRB	3	Remorphing	6
iNautix	7	Riktam Technologies	2
India Infoline	11	Rofous	1
Intelenet Global	1	Sai People	2
Irevna	10	Salasar Services	1
ITC Hotels	3	SBI Life	8
Jindal Stailless Steel	2	Sonata Software	8
JP Morgan	10	South Indian bank	2
JPMC TSS	27	Spencer's retail	2
Kotak Securities	9	SREI Infra Insurance Brokers	8
Magma Finance	8	Sutherland Global Services	8
Mahindra Finance	2	Syntel	1
Mahindra Satyam	7	Tally Software	4
MAQ Software	8	Tata Advanced Systems	5
Maruti Suzuki	2	Tata AIG General Insurance	4
Maveric Software	4	Tata Capital	2
Metrics 4 Analytics	1	Tata Housing	7
Mold Tek Technologies	1	Tata Technologies	9
Nestle	2	TCS	26
Net Elixir	2	TCS E serve	15

Name of the Company	Number of Students Placed	Name of the Company	Number of Students Placed
Novartis Healthcare	2	Teesta Urja Ltd	1
Nuevora Software	5	Telcon	2
People Combine	1	The Leela	1
Piaggio	2	The Strategist	11
Pipal Research	4	Union bank of India	18
Prodex Technologies	1	Universal Consulting	4
Puma retail	3	Vedanta	3
Verity Knowledge Services	19	WTS Energy (Facebook)	3
Wipro BPO	4	Yes Bank	9
Wipro Infotech	5	Zycus	6
Wipro technologies	19		

### C. Faculty of Science and Technology Year 2013-14

Name of the Company	Position Offered	Salary (Lacs)	Number of Placements Offered
Indian Navy	Engineer	5.0	1
Virtusa	Software Engineer	3.3	7
Persistent Technology	Software Engineer	3.6	0
Divami Software	Software Engineer	3.1	4
Y-Technologies	Software Engineer	2.5	3
T-Bits	Software/Project Engineer	2.4	6
Choice Solutions	Software Engineer	2.6	0
Dark Horse	Software Engineer	4.0	2
Design Tribes	Engineer	2.4	0
Comm Labs	Engineer	3.5	0
Mastech	Engineer	3.0	0
Semantic Space	Software Engineer	2.3	0
BelcoSys	Engineer	2.0	1
Perceptive Analytics	Consultant	4.0	0
NICE Solutions	1. Engineer (Flair Digital Media) 2. Netcom Service 3. Creative 1 Solutions 4. Hiwin Tech.	2.4 2.4 2.4 2.4	0
Sevya Multimedia	Software Engineer	2.4	8
STUP Consultancy	Engineer	3	2
SAKET Engineering	Engineer	2.5	0
VRL Automation	Engineer	3.0	2
Schneider Electric	Engineer	4.5	1

Name of the Company	Position Offered	Salary (Lacs)	Number of Placements Offered
Hettich	Pre & post sales Engineer	3.8	9
Data64	Management Trainee	4.5	1
Broadridge	Engineer	3.65	3
Nilestream Info	Engineer	3.0	5
Sunera	Engineer	3.0	2
Amazon	Tech. Support	3.0	7
IKYA	RF Engineer	2.4	20
Edutech	Sales Engineer	2.5	2
ADP	Engineer	3.6	0
K-Tree	Software Engineer	2.4	1
ATMECS Tech.	Trainee Engineer	1.8	2
PEBS Pennar	Design Engineer	2.0	1
Toshiba	Graduate Engineer Trainee	2.2	1
Fission Labs	Associate Engineer	3.0	1
Quality Photonics	Engineer	1.8	1
MAQ Software	Software Engineer	4.2	0
Mold Tek	Design Engineer	2.3	0
Global Logic	Tech. Support	2.11	2
Inrhythem solutions	Associate Engineer	2.2	0
Magikminds	Engineer	2.4	0
Aishwarya Telecom	Engineer	2.4	0
ZenQ Tech	Engineer	2.0	0
Future Tech	Sales Engineer	1.8	3
Incessant Technologies	Engineer	2.6	0
Kelly Services(NES)	Engineer	2.5	1
Veljan Hydroair	Engineer	2.2	0
Apoorva IT	Engineer	1.8	0
GenPact	Engineer	2.5	1
GlobalStep	Test Engineer	1.8	10
SumTotal	Engineer	4.0	0
Virtusa (second time)	Engineer	3.3	0
Asa Bhanu	Engineer	2.0	1
Ramky	Engineer	2.4	1
HSBC	Engineer	3.3	3
Polman Instruments	Engineer	2.0	1
Nucon Aerospace	Engineer	2.4	3
Futurefact	Engineer	2.2	1
HCL Tech	Engineer	3.25	5
			125

### 5.1.15 Does the university have a registered Alumni Association? If yes, what are its activities and contributions to the development of the university?

**Yes.**

#### **Faculty of Management**

The IBS Hyderabad has a registered Alumni Association, **ICFAI Business School Alumni Federation (IBSAF)**. IBS, Hyderabad has a growing alumni base of about 10,000 who are currently pursuing fast track careers with 600 plus companies in India and abroad.

Their success in the corporate world is an eloquent testimony to their skills, abilities and hard work, as well as to the quality and rigor of business education at IBS. This extensive and fast-growing alumni network is one of the strengths of IBS. IBS alumni are pursuing careers in the corporate world at various locations in **USA, Europe, Australia, Asia-Pacific, and Middle East**. An indicative list of alumni abroad is presented below:

#### **Alumni Abroad**

Sl. No.	Name	Class of	Company	City & Country	Designation
1.	Aditya Bahl	1997	Intelligroup Inc	Edison, USA	Manager, Business Development
2.	Amit Singhal	1997	HSBC Bank (Middle East)	Dubai, UAE	Head Credit Risk & Business Facilities
3.	Aravind Radhakrishnan	1997	Commerzbank AG	London, UK	Consultant
4.	John Thomas	1997	Masood John Brown	Dubai, UAE	Business Unit Executive
5.	N Arun	1997	SAP AG	Heidelberg, Germany	Software Developer
6.	Nilesh Khare	1997	American University in Dubai	Dubai, UAE	Assistant Professor
7.	Paresh Dilip Apte	1997	Icici Bank	London, UK	Senior Dealer
8.	Piyush Dharendra Dixit	1997	TCS	Toronto, Canada	Business Relationship Manager
9.	Sambhanghi Kalyan Chakravarthy	1997	Infosys technologies	Atlanta, USA	Principal Architect
10.	Sandeep Mohanraj	1997	Schroders	London, UK	Finance IT
11.	Satya Sai Venkata Baratam	1997	TCS	London, UK	Consultant
12.	Vikrant Vallabhdas Udesi	1997	Astron Capital Pte. Ltd.	Singapore City, Singapore	Senior Executive
13.	Dheeraj Soni	1998	Thomas Weisel Partners	San Francisco, USA	Senior Business Analyst

Sl. No.	Name	Class of	Company	City & Country	Designation
14.	S L Santosh	1998	Shift Technologies LLC.	Dubai, UAE	Practice Manager
15.	Sumit Bhagat	1998	Citi	London, UK	Senior Business Analyst
16.	Yasmin Saadat Khan	1998	Deloitte Consulting, USA	Chicago, USA	Senior Consultant
17.	Harikumar Varma	1999	GLOREI	Muscat, Sultanate of Oman	Investment Manager
18.	Manish Tewari	1999	Pepe Jeans Design London	New York, USA	EDI Coordinator
19.	Nikhil Ramesh Tatwawadi	1999	Polaris Software Lab Ltd	London, UK	Vice President
20.	Pradeep Kumar Singh	1999	Riyad Bank	Riyadh, Saudi Arabia	Quantitative Analyst
21.	Satish Raghavan	1999	TCS	Rockville, USA	ASE
22.	Sudhakar Boddu	1999	Bearingpoint	Atlanta, USA	Senior Consultant
23.	Vijay Kumar Ganapathy	1999	Verizon Communication	Arlington, USA	Executive
24.	Vinay Sura	1999	IBM	Philadelphia, Dutch	Managing Consultant
25.	Vishal Singhvi	1999	Syracuse University	New York, USA	Consultant
26.	Abhishek Shukla	2000	National Bank of Abu Dhabi	Abu Dhabi, UAE	Head of Equity Research
27.	Anuja A Arekar	2000	Keane Inc	Chicago, USA	Business Partner
28.	Ashish Tilak Raj P	2000	Satyam Computer Services Limited	Atlanta, USA	Senior Manager
29.	Bala Krishna Das	2000	Dubai Aluminum Co Ltd	Dubai, UAE	Technical Consultant
30.	Balaji Vaghela M	2000	The Saudi Investment Bank	Riyadh, Kingdom of Saudi Arabia	Team Leader/Unit Head- Corporate Banking Central Region
31.	Bhatnagar Mudit	2000	Abu Dhabi Commercial Bank	Abu Dhabi, UAE	Area Sales Manager
32.	Mohammad Laiq Ali Khan	2000	ABN Amro	Singapore, Singapore	Team Head-Business Development, NRI Van Gogh Preferred Banking
33.	Nimish Mittal	2000	Merrill Lynch	London, UK	Sr. Consultant
34.	Phaniraj V G	2000	Valtech Inc	Dallas, USA	Account Manager
35.	Popat Hetal B	2000	Mashreq Bank	Dubai, UAE	Asst.Vice President
36.	Rahul Nilosey	2000	UBS Investment Bank	New York, USA	Associate
37.	Ravi Goyal	2000	Merrill Lynch International & Co.	Dubai, UAE	Vice President – Financial Advisor

## Alumni Abroad

 <p><b>Sambhanghi Kalyan Chakravarthy,</b> Class of 1997, Infosys technologies, Principal Architect, 400 Cobb Galleria, Atlanta</p>	 <p><b>Nikhil Ramesh Tatwawadi,</b> Class of 1999, Polaris Software Lab Ltd, Vice President, 6th Floor, Harbor Exchange Square London, UK., London</p>	 <p><b>Himansu Mohapatra,</b> Class of 2002, AL-Hosn Investment Company, Vice President - Investments, Muscat, Sultanate of Oman, Muscat</p>
 <p><b>Amit Singhal,</b> Class of 1997, HSBC Bank (Middle East), Head Credit Risk &amp; Business Facilities, Post Box # 66, Dubai</p>	 <p><b>Bhaskar Aravind P,</b> Class of 2003, Iton LLC, Project Director, 24 Plaza 9 Englishtown, New Jersey</p>	 <p><b>Dilip Punjabi,</b> Class of 2006, Mashreq bank, AVP, Mashreq bank, Dubai Internet City, Dubai</p>
 <p><b>Popat Hetal B,</b> Class of 2000, Mashreq Bank, Asst.Vice President, PO-1250, Mashreq Bank, Deira, Dubai</p>	 <p><b>Sathesh Sreedharan</b> Director at Emirates NBD, United Arab Emirates Banking</p>	 <p><b>Vishal Goel,</b> Real Estate Investment Professional, SingaporeReal Estate</p>
	 <p><b>Anuja A Arekar,</b> Class of 2000, Keane Inc, Business Partner, Chicago</p>	

Sl. No.	Name	Class of	Company	City & Country	Designation
38.	Ameesh Kumar	2001	Greenline Financial Technologies	Hong Kong, China	Product Integration Manager - Asia Pacific
39.	Ayan Kar	2001	Accenture	Richmond, UK	Consultant
40.	Debi Prasad Ray	2001	Accenture	Sacramento, USA	Associate Manager
41.	Moumita Guha	2001	GE-Wizard Home Loans	Melbourne, Australia	Mortgage Manager
42.	Preeti Khosla	2001	Accenture	London, UK	Content Integrator
43.	Rohan T Nallanickan	2001	SAP	London, UK	Principal Consultant
44.	Umesh Mahadevrao Amre	2001	Tata Consultancy Services	San Francisco, USA	Associate Consultant
45.	Arindam Banerjee	2002	S.P.Jain Center of Management	Dubai, UAE	Assistant Professor
46.	Asif Hasan	2002	Nizwa College of Technology, Ministry of Manpower	Nizwa, Sultanate of Oman	Lecturer
47.	Badrinarayan M R	2002	Wipro Technologies	Chicago, USA	Program Manager
48.	Chirappadamal Bijoy	2002	Clarion Shipping Services L.L.C	Dubai, UAE	Accounts Manager
49.	Himansu Mohapatra	2002	AL-Hosn Investment Company	Muscat, Oman	Vice President - Investments
50.	JainLalit Navalchand	2002	Vasant Agro Inc.	San Fransisco, USA	Assistant Manager
51.	Jayadev V	2002	Hitachi Consulting UK	London, UK	Manager - Consulting Services
52.	Kaushik Kumar	2002	Polaris Software Pty Ltd	Sydney, Australia	Senior Manager for ANZ Operations
53.	M.Pavan Krishna	2002	SAP America (Retail)	New Jersey, USA	BI Consultant
54.	Prasanna Hebballi	2002	Credit Suisse	Singapore, Singapore	Senior Datawarehouse Consultant
55.	Shalini Madan	2002	Standard Chartered	Dubai, UAE	Relationship Manager
56.	Shere Anjum Akthar Khazi	2002	Thinking Storm	California, USA	Project Manager
57.	Abhishek Mehta	2003	Dell	Dublin, Ireland	IT Business System Analyst
58.	Bala Krishna Yarramsetti	2003	Executive office of Health and Human Services	Boston, USA	Business Analyst
59.	Bhaskar Aravind P	2003	Iton LLC	New Jersey, USA	Project Director
60.	Manish Kumar Pathak	2003	Almarai Company	Riyadh, Kingdom of Saudi Arabia	Talent Manager
61.	Mukesh Kumar Jain	2003	KomBench	Dubai, UAE	Director

Sl. No.	Name	Class of	Company	City & Country	Designation
62.	Murali Krishna Kodali	2003	SAP UKI	London, UK	Senior SAP Consultant
63.	Nishant Mishra	2003	Satyam Computer Services Ltd.	Hampshire RG, UK	System Analyst
64.	Rajeev Kumar Arora	2003	Cognizant Technology Solutions	Dallas, USA	Senior Business Analyst
65.	Rohit Bathla	2003	Dahbashi Engineering Group	Dubai, UAE	Management Trainee
66.	Sanjukta Bhattacharya	2003	The Nielsen Company, Canada	Canada, USA	Consumer Analyst
67.	Santhosh Menon	2003	EIDC	Dubai, UAE	Financial Analyst
68.	Savanth Krish U	2003	Choice Group	Dubai, UAE	Finance Manager
69.	Sean Pradeep Talluri	2003	ITBMS, Inc	Edison, USA	Senior Consultant
70.	Tanmay Mehrotra	2003	Satyam Computer Services Ltd	London, UK	System Analyst
71.	Vipul Jaiman	2003	D. E. Shaw & Co (Bermuda) Ltd.	Hamilton, Bermuda	Reinsurance Analyst/Asst. Underwriter
72.	Amarnath Pippalla	2004	Landmark Group	Dubai, UAE	Business Analyst
73.	Amber Juneja	2004	Al Futtaim Willis Co. LLC	Dubai, UAE	Senior Account Executive
74.	Ankeet Bajaj	2004	Barclays Bank PLC	Dubai, UAE	Manager - Cards Policy
75.	Bhola Manan Harsh	2004	Cognizant Technology Solutions	Frankfurt, Germany	Senior Business Analyst
76.	Chakravarthi Manasa	2004	Tufts University	Medford, USA	Research Assistant
77.	Hoshier Singh Bist	2004	Qatar Insurance Company	Dubai, UAE	Underwriter
78.	Khyati Goenka	2004	Procter & Gamble	London, UK	Senior Financial Analyst
79.	Lyju Varghese Edassery	2004	Al Waha TMC	Doha, Qatar	Administrator
80.	Mamidanna Lavanya	2004	Al Futtaim Willis	London, UK	Account Executive
81.	Manav Puri	2004	Diaspark Inc.	Edison, USA	Senior Account & Engagement Manager
82.	Manish Dudani	2004	Standard Chartered Bank	Singapore City, Singapore	Analyst
83.	Manish Rungta	2004	E. J. McKay & Co., Inc	Shanghai, China	Senior Project Manager
84.	Megha Gautam	2004	HSBC BANK PLC	London, UK	Relationship Manager
85.	Mohammad Sharjeel Razi	2004	Oman Insurance Company	Dubai, UAE	Asst. Manager - Bancassurance Operations



Sl. No.	Name	Class of	Company	City & Country	Designation
86.	Mohan Prakash Lath	2004	ICICI Bank UK PLC	London, UK	Product Manager - Direct Banking
87.	Neethi Ganesh Palanisamy	2004	Camilion Solutions Inc	Canada, Canada	Business Systems Analyst
88.	Pankaj Kulshrestha	2004	Wipro Technologies	London, UK	Business Analyst
89.	Prasoon Kumar Shukla	2004	UBS	London, UK	Executive
90.	Pritiraj Mahapatra	2004	Tata Capital Advisors Pte Ltd	Singapore City, Singapore	Senior Manager - International Business
91.	R Gowri Shankar	2004	Houghton	Manchester, UK	FP&A Manager - Europe
92.	Ritesh Kumar Agarwal	2004	Irevna Limited	London, UK	Group Leader
93.	Sini Elezebeth Johnson	2004	Deloitte LLP	Houston, USA	Senior Consultant
94.	Sivaramakrishnan V	2004	KomBench	Dubai, UAE	Executive Director
95.	Soumitra Sharma	2004	KPMG	Manama, Bahrain	Business Analyst
96.	Amitesh Prakash	2005	Willis Saudi Arabia Co. Ltd.	Jeddah, Saudi Arabia	Account Executive
97.	Gaurav Aggarwal	2005	JP Morgan Chase	London, UK	Associate
98.	Odisetti Gurunath	2005	UCS Solutions	Newark, USA	IT Consultant
99.	P S Jacob	2005	HCL Technologies	Sydney, Australia	Associate Business Manager
100.	Rajanish Nair	2005	Abu Dhabi Commercial Bank	Abu Dhabi, UAE	Policy Officer
101.	Senthamizh Selvan P	2005	Cognizant	NYC, USA	Business Consultant
102.	Sibi Bruce	2005	Jumbo Electronics	Dubai, UAE	Category Manager
103.	Syed Noorul Hasan	2005	UBS India Service Center	London, UK	Analyst, Investment Banking Department
104.	Telikepalli Bala Krishna	2005	Wipro Technologies	London, UK	Business Analyst, Credit Risk
105.	Vishal Sardana	2005	Wipro Technologies	London, UK	Business Analyst
106.	Abhishek Kumar Somani	2006	ENBD	Dubai, UAE	Financial Analyst
107.	Amlan Sarma	2006	Aquatech Eastern FZE	Sharjah, United Arab Emirates	Business development manager-Services
108.	Anshul Bharti	2006	Dun & Bradstreet South Asia Middle East	Manama, Bahrain	Senior Consultant
109.	Arun S Embran	2006	HSBC	Dubai, UAE	Manager
110.	Dilip Punjabi	2006	Mashreq bank	Dubai, UAE	Associate Vice President
111.	Gaurav Dixit	2006	Standard Chartered Bank	Dubai, UAE	Senior Manager - Investments

Sl. No.	Name	Class of	Company	City & Country	Designation
112.	Mohammad Najaf Ahmed	2006	Commercial Bank of Qatar	Doha, Qatar	Project Manager
113.	Nazre Hossain	2006	Eco Byoun International	Dubai, UAE	Marketing Manager
114.	Nitin Tripathi	2006	Standard Chartered Bank	Singapore City, Singapore	Risk Analyst
115.	Saumendra Kumar Panda	2006	Tata Consultancy Services	Manchester, UK	Systems Analyst
116.	Sumeet Saini	2006	Wipro Technologies	London, UK	Business Analyst
117.	V Chhajer	2006	Accenture	Hong Kong City, Hong Kong	Management Consulting
118.	Vipul Gupta	2006	Standard Chartered bank	Singapore City, Singapore	Senior Business Analyst
119.	Yuvraj Singh	2006	Mahindra Satyam	Dubai, UAE	Senior Analyst
120.	Amit Bidani	2007	ICICI Bank	Abu Dhabi, UAE	Manager
121.	Amit Chawla	2007	HCL technologies Ltd.	Chester, UK	Business Analyst
122.	Anchal Kapoor	2007	Credit Suisse	Portland, USA	Research Analyst
123.	Ankit Bhargava	2007	ICICI Bank	Dubai, UAE	Relationship Manager
124.	Ankit Pareek	2007	Jefferies International Limited	London, UK	Analyst - Healthcare Investment Banking
125.	Anshul Gupta	2007	Flex Middle East Fze	Dubai, UAE	International Sales Manager
126.	Dhiraj Banthia	2007	Irevna	Singapore City, Singapore	Senior Research Analyst
127.	Mayank Narula	2007	HCL Infosystems MEA	Doha, Qatar	Deputy Branch Manager
128.	Rupesh Kumar Madhogaria	2007	HCL Axon	London, UK	M&A Consulting and Global Operations
129.	Soni Tejendra Yashwant	2007	Bank Julius Baer	Singapore City, Singapore	Business Analyst
130.	Tarun Khurana	2007	Polaris Software Labs LLC	Dubai, UAE	Regional Sales Manager-Middle East & North Africa
131.	Vivek M Bangera	2007	HCL Technologies	Copenhagen V, Denmark	Business Analyst
132.	Abhinav Joshi	2008	Polaris Software Lab Limited	Singapore City, Singapore	Consultant
133.	Gaurab Banerjee	2008	NFIC	Jeddah, Saudi Arabia	Manager
134.	Govind Shanbogue	2008	Goldman Sachs International	London, UK	Analyst
135.	Jimmy Thomas	2008	Abu Dhabi Commercial Bank, Dubai	Dubai, UAE	Manager – Operations (Credit Control Unit)
136.	Jyoti Prasad Choudhury	2008	Supreme Foodservice FZE	Dubai, UAE	Functional consultant

Sl. No.	Name	Class of	Company	City & Country	Designation
137.	Manish Jha	2008	Pt Rak Minerals Indonesia	Jakarta, Indonesia	Manager Operations
138.	Piyush Priyadarshi	2008	GLM	London, UK	Global Equity Market Analyst
139.	Sonu Sharma	2009	Anglo Eastern	Hongkong, China	Chief Officer
140.	Saloni Sehgal	2010	Cardno Emerging Market	Virginia, USA	Recruiting Assistant (Business Development & Marketing Unit)
141.	Sumit Dilip Chintawar	2010	Sondex	Dubai, UAE	Senior Sales Engineer
142.	Vivian John Thomas	2010	Proclad Group	Dubai, UAE	Maintenance Manager
143.	Jayant Kumar Agrawal	2011	Robin Foaming & Paper Products (P) Ltd	Kathmandu, Nepal	Director

In addition to building the reputation of IBS with their success, the alumni remain in touch with each other and with their Alma Mater through IBSAF.

IBSAF facilitates networking among alumni by organizing alumni reunions, class-meets and other related activities. It also assists alumni in lateral career movement, career development and creates opportunities for alumni to interact with current IBS students.

At campus level, IBS has an **Alumni Relations cell**, comprising of 25 students working for organizing various events involving our alumni. ARC will be taking the guidance from CMC. As a part of this endeavor IBSAF has expanded its online presence in almost all the events it has undertaken. It has also dedicated full-time websites for the flagship events namely Nostalgia and Alumni Mentorship Program.

IBSAF has also increased its presence on social media networks with dedicated pages and links in an effort to better connect with alumni. In the year 2014, IBSAF has achieved yet another milestone by introducing an all exclusive blog for the alumni which would feature selected articles from them and provide them more ways to stay connected. IBSAF's online presence now include: Dedicated Webpage, Facebook, Twitter, Blog, Youtube and LinkedIn.

IBS involves its alumni in all its activities. A few notable activities are:

### 1. Guest Lectures

IBS invites its alumni for giving guest lectures to students in terms of enhancing their domain skills related to career growth. This is a continuous activity.

### 2. Awards by IBSAF

IBSAF has instituted awards for both Faculty Members and students. Alumni evaluate the internship projects and give awards to the best 20 internship projects. They are awarded appreciation certificates along with prize money of Rs.10000/- each.

It also presents best teacher award and best teacher award for the institutional development for faculty members.

### **3. Alumni Meets (Nostalgia and Rendezvous)**

Every year IBSAF conducts 2 alumni meets, one in campus and the other in the city.

### **4. Mentorship Program**

IBSAF launched a mentorship program on November 30, 2013. In this program alumni were invited to share their wisdom and corporate experiences with the current batch and hone their skills to make them corporate ready. The idea is to enhance the skills and get students mentored by alumni on topics such as:

- academic guidance (course selection, study skills, post-undergraduate school planning),
- career advice (résumé critiques, interviewing tips, general career guidance, etc.) and
- personal development (networking, hobbies, recreation, cultural/ethnic sensitivity, etc.).

### **5. Connections Magazine**

- Alumni Relations Cell released its 6<sup>th</sup> edition of Connections Magazine in April 2014. The magazine reached another milestone this year with the introduction of a brand new reading interface to enhance reading pleasure. The new design encompasses a book layout with a user interactive interface and could be viewed online.

### **6. Admission/Selection Process of fresher's**

- Ever year, the University involves its Alumni in the admission process of MBA Program.

### **7. Pre-Placement Activities/Mock Interviews and GDs**

- The University involves its Alumni in mock Interviews and GDs as a pre-placement preparation for the students.

### **8. Involving Alumni in Case Research**

- The case development team regularly interact with the alumni and seek their inputs and feedback which help them to strengthen the cases developed by capturing ground realities and real work situations. The University involves alumni to participate in 'Case:it', an initiative of its Case Research Center.

## 9. Other University Events

- The University involves alumni every year in the below mentioned events:

Event	Dates
Entrepreneurship Week	First week of November, Every Year
Aaveg (National sports meet)	Second week of December, Every Year
Trishna (Cultural & Management Fest)	Third week of January, Every Year

The alumni association of IBS Hyderabad, IBSAF, has gone online and its initiatives are available through the following websites/social media:

- Mentorship by Alumni**  
<http://arcmp.webs.com>
- Nostalgia 3.0**  
<http://nostalgia13.webs.com>
- Facebook**  
<https://www.facebook.com/arc.ibshyd>  
<https://www.facebook.com/Connections.IBSH>
- Twitter**  
<https://twitter.com/IBSHyderabadARC>
- LinkedIn**  
<http://in.linkedin.com/in/archyd/>
- Blog**  
<http://arcibshyd.wordpress.com/>
- YouTube**  
<http://goo.gl/lqccmB>

### Faculty of Science and Technology

IcfaiTech Alumni: IcfaiTech Alumni Association Hyderabad (ITAAH) the alumni federation of Faculty of Science and Technology is still in an embryonic stage. It has organized its first annual alumni meet, Constantine 2014, at its campus on November 24, 2014. Alumni working in Hyderabad gave a warm response to the meet and attended in large numbers. A cultural program was presented during the meet by the current students.

Alumni shared their experience during the meet and provided valuable inputs and guidance to final year students. They provided valuable tips to students in planning their internship program and succeeding in campus recruitment.

**5.1.16 Does the university have a student grievance redressal cell? Give details of the nature of grievances reported. How were they redressed?**

**Yes.**

The University has a grievance cell which also deals with student related issues.

Nature of grievances reported ranges from changes in hostel rooms allocated, campus and hostel entry timings for hostellers, library utilisation timings, mismatch in wavelength between PG and UG students, participation in the various clubs and extra-curricular activities at campus, etc.

Each grievance is discussed with the concerned student and resolved satisfactorily. Each such case reported has been redressed not just to the satisfaction of the students / their parents but also to the satisfaction of the administration team handling the same.

The composition of the grievance cell is as presented below:

a) Chairman	Mr H Sitaram, Director-Administration
b) Members	Prof.D Sreenivasa Chary, Associate Professor, FOM
	Prof. M Rajasekhar Reddy, Assistant Professor. FOM
	Prof.Radha Mohan Chebolu, Assistant Professor, FOM
	Prof. D V Nair, Assistant Professor, FST
	Prof. Renu Rani, Associate Professor, FST
	Ms. Jyothi P, Deputy Manager-Academics, FOM
c) Member Secretary	Mr. Samad Noorus, Additional Registrar

**5.1.17 Does the university promote a gender-sensitive environment by (i) conducting gender related programmes (ii) establishing a cell and mechanism to deal with issues related to sexual harassment? Give details.**

**i. Yes.**

All programs offered on the campus are common to both genders. Therefore, there is no gender bias with respect to programs offered.

**ii. Yes.**

The University has a Gender Sensitization Committee Against Sexual Harassment (GSCASH) which deals with all issues related to sexual harassment. This committee is headed by the Director-Administration with participation of senior faculty members and students from all faculties.

The composition of the GSCASH is as presented below:

a) Chairman	Mr H Sitaram, Director-Administration
b) Members	Prof Hemalatha Devi Varanasi, Dean, FOL
	Dr.L Lakshmi, Assistant Professor, FOL
	Dr. Elizabeth Zacharias, Assistant Professor, FST
	Dr. Padmavathi C, Associate Professor, FOM
	Prof. Muralikrishna P V, Associate Professor, FOM
	Prof. K Kishore Kumar, Assistant Professor, FST
	Ms Jyothi P, Deputy Manager-Academics, FOM
	A senior MBA student
c) External Member	Ms Rubina Parveen
d) Students	One from FST and One from FOL

During the last four years no complaint related to sexual harassment was received. In order to have close monitoring GSCASH has a cell, where complaints are received and it is passed on to the committee for further enquiry and action.

### **Faculty of Science and Technology**

#### **Grievance Cell for Women:**

The faculty of Science and Technology has a grievance cell for its girl students and women employees. This cell was constituted in July, 2012. The objectives of the cell are:

- To help create a congenial academic/working atmosphere for girls / women.
- To resolve issues related to gender discrimination and sexual harassment.
- Sexual Harassment shall include:
  - Any discrimination based on gender,
  - unwelcome sexual advances, request for sexual favors, verbal or physical conduct of a sexual nature are made, either explicitly or implicitly, as a term or condition for instruction, participation or evaluation of a person's engagement in any of the institute's activity,
  - unwelcome sexual advances and verbal, non-verbal or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or emails, SMS, MMS, social networks, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds or display of a derogatory nature having the purpose or the effect of interfering with an individual's performance or of creating an intimidating hostile or offensive University environment,

- any form of sexual assaults is committed where a person uses the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will and
- any such conduct as defined above is committed by a third party or outsider in relation to a member of the community or vice versa.

#### **Grievance Procedure:**

- Female employees enjoy the right to lodge an oral or written complaint against their male counterparts alleging sexual harassment. The grievance cell for women takes up such issues on a priority basis.
- In case of oral complaint, the concerned individuals are summoned and warned.
- In case of written complaint, the coordinator shall convene a meeting of the cell.
- An Investigation Committee is constituted immediately. After a thorough investigation the committee submits its findings.
- The submissions are forwarded to the competent authorities for suitable action.

**5.1.18 Is there an anti-ragging committee? How many instances, if any, have been reported during the last four years and what action has been taken in these cases?**

**Yes.**

The University has an anti-ragging committee as well as anti-ragging squad as required by UGC and is extremely strict on enforcing related issues.

#### **Anti-Ragging Committee**

The composition of the anti-ragging committee and squad are as presented below:

a) Chairman – Ex officio	Prof. J Mahender Reddy, Vice Chancellor
b) Members – Administration	Mr H Sitaram, Director-Administration
	Dr.Koti Reddy Tamma, Associate Professor, FOM
	Prof. Ajit K Jain, Assistant Professor, FST
	Dr. V. Ranganath V. G , FOL
c) Parent of one of the existing students	Mr. M Yohan / G Rao
d) Students	Two MBA Students One Student each from FST & FOL
e) Non-Teaching Staff	Mr. Indranil Banerjee, Deputy Registrar



**Anti –Ragging Squad:**

a) Mr. Aroop Das	Advisor, Security, Vigilance & Administration
b) Prof. Jojo Mathew George	Assistant Professor, FOM & Student Coordinator
c) Mr. Mohd Abdul Rahim	Assistant Warden, Boys Hostel
d) Ms Satya Nirmala V	Assistant Warden, Girls Hostel
e) Mr. Indranil Banerjee	Deputy Registrar
f) MBA 2 <sup>nd</sup> Year Student	
g) MBA 1 <sup>st</sup> Year Student	

During the period under review no instance of ragging in the University has been reported.

**5.1.19 How does the university elicit the cooperation of all its stakeholders to ensure the overall development of its students?**

The University has formal and informal mechanisms in place to elicit the suggestions of its external and internal stakeholders. The stakeholders of the University include faculty members, alumni, general and academic administration, management, recruiters and parents.

Regular feedback is obtained through various sources such as alumni meets, staff meetings, teaching group meetings, SIP interaction with company guides, recruiter presentations and other statutory meetings viz. Board of Studies, Academic Council, Board of Management, Planning and Monitoring Board, IQAC. In addition comments posted on social networking sites by various stakeholders from time to time are also taken into account before initiating remedial steps.

Regular Parent Teacher Meets are being conducted at all the three faculties of the University at Undergraduate level. The proceedings are documented. Grievances, if any, are immediately redressed. Besides, the University has a parent's corner on its website which helps regular interface between the University and the Parent.

**5.1.20 How does the university ensure the participation of women students in intra- and inter-institutional sports competitions and cultural activities? Provide details of sports and cultural activities where such efforts were made.**

The University has a large number of women students with a combined strength of 1242 from all the faculties. We have strong gender ratio at 2:1 (for every two males student, the University has one female student.). Equal opportunities are provided to both genders in all activities of the University. Several office-bearers of student bodies are women.

Student bodies like Maçon - the entrepreneurship cell, Maverick – the Marketing club, Samavesh – the cultural clubs are led by women students. Female students are encouraged to take up leadership positions in all class room activities also in addition to active participation in extra curricular activities.

## 5.2 Student Progression

### 5.2.1 What is the student strength of the university for the current academic year?

Analyse the Programme-wise data and provide the trends for the last four years.

The student strength of the university for the current academic year	3252
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Student Progression	%
UG to PG* (through IBSAT/ other common entrance exams)	2%
PG to M.Phil.*	NA
PG to Ph.D.	–
Ph.D. to Post-Doctoral	NA
Employed	
• Campus selection	92#
• Other than campus recruitment	–

# Several students opt out of the campus selection for continuing in their family business or become entrepreneurs.

Placement Trends for the last four years are provided below:

#### Trends for the Last Four Years

	2011	2012	2013	2014
Total Strength	864	798	930	992
Placed on Campus	830	690	752	811
% Placed	96	86	81	82
Avg Salary per Annum	5.8 L	5.6 L	5.6 L	5.5 L
(8-10% opt out of placements every year for continuing in their family business or become entrepreneurs)				

Placement: Sector-Wise Details (in %)				
	2011	2012	2013	2014
Banking	15%	15%	10%	6%
Consulting	1%	1%	3%	2%
Financial Services	13%	13%	19%	24%
Insurance	9%	9%	7%	6%
IT/ITES	36%	35%	28%	31%
Media & Research	3%	3%	5%	6%
FMCG/Retail	3%	3%	1%	4%
Manufacturing	7%	7%	11%	6%
Infra/Telecom/Real estate	4%	4%	4%	5%
Pharma	1%	1%	1%	2%
Others	8%	9%	11%	9%
Total	100%	100%	100%	100%

**5.2.2 What is the programme-wise completion rate during the time span stipulated by the university?**

Program	Completion Rate
MBA	99 %
BBA	99 %
B.Tech	99 %

The balance of 1% is completed in subsequent semester / year.

**5.2.3 What is the number and percentage of students who appeared/ qualified in examinations like UGC-CSIR-NET, UGC-NET,SLET, ATE / CAT / GRE / TOFEL / GMAT / Central / State services, Defense, Civil Services, etc.?**

Seven students qualified in GATE -2015 and 35 students in GRE.

**5.2.4 Provide category-wise details regarding the number of Ph.D./ D.Litt./D.Sc. theses submitted/ accepted/ resubmitted/ rejected in the last four years.**

The details of 24 Ph.D theses accepted in the last four years are as follows:

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
1.	Mr. Subhash Jha (Marketing)	Prof. A K Rao	Haptic Information Processing: The Moderating Role Of Consumer Knowledge	Sep 28, 2012	2 (2 in Scopus)
2.	Mr. Yogesh Kumar (Finance)	Dr.Chakrapani Chaturvedula	An Empirical Study On The Usefulness Of The Information Content Of The Insider Trading In India To Outsiders	May 8, 2013	4 (2 in Scopus )
3.	Mr. Aditya Mishra (Marketing)	Prof. A. K. Rao	Impact Of Congruence Of Celebrity Endorser Personality And Brand Personality On Consumers' Attitudes And Intentions	Oct 10, 2013	2
4.	Mr. Sudhakara Reddy Syamala (Finance)	Prof. V. Nagi Reddy	Commonality In Liquidity: An Empirical Examination Of Stocks And Options Listed On National Stock Exchange Of India	Dec 30, 2013	5 ( 2 in Scopus )
5.	Ms. Kavita Wadhwa (Finance)	Prof.V. Nagi Reddy	Market Timing, Pseudo Market Timing And Investment Motives Of Firms: An Empirical Study Of Public Equity Issuance In India	Jan 6, 2014	8 ( 2 in Scopus )
6.	Mr. Nemiraja (Finance)	Prof. V. Nagi Reddy	Impact Of Financial Liberalization On The Corporate Financing Decisions Of Indian Firms -An Empirical Study	Jan 9, 2014	1
7.	Mr. Jighyasu Gaur (Operations)	Prof. A. K. Rao	Closed-Loop Supply Chain Configuration: An Optimization Model For New And Reconditioned Products	Jan 23, 2014	10 ( 3 in Scopus )
8.	Ms. Nikhat Afshan (Operations)	Prof. A. K. Rao	Supply Chain Integration And Its Impact On Firm Performance	Mar 14, 2014	5 ( 1 in Scopus )
9.	Mr. Dipanjan Dey (Marketing)	Dr. Vishal Mishra	Determinants Of Public Vs. Private Healthcare Services Utilization In India	Mar 20, 2014	2
10.	Ms. Ritu Gupta (HR)	Prof. A. K. Rao	Influence Of Manager's Time Perspective On Employees' Trust	Mar 21, 2014	12 (4 in Scopus)

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
11.	Mr. Satish Kumar (Finance)	Dr. Nupur Pavan Bang	Empirical Examination Of Term Structure Of Risk Premiums In Currency Derivatives To Address The Forward Premium Anomaly	Mar 24, 2014	4 ( 2 in Scopus )
12.	Mr. Shantanu Shankar Bagchi (Operations)	Prof. A. K. Rao	Optimal Ordering Policies Under Stochastic Demand And Supply	Mar 28, 2014	3 ( 1 in Scopus )
13.	Mr. Sreejesh S (Marketing)	Prof. A K Rao	Development And Validation Of A Comprehensive Model Of Consumer-Brand Relationships	June 3, 2014	10 (4 in Scopus)
14.	Mr. Rajesh Pathak (Finance)	Prof. V. Nagi Reddy	Information Content In The Deviation Of Observed Market Prices From Theoretical Prices And In The Trading Activity Of Equity Futures And Options Contracts	June 9, 2014	3
15.	Mr. Ajay Kumar Mishra (Finance)	Dr. Trilochan Tripathy	Identification & Measurement Of Financial Market Spirals And Its Impact On Asset Valuation & Short Selling Practices Under Macroeconomic Stress	June 9, 2014	2
16.	Mr. Ankit Kesharawani (Marketing)	Prof. Gorla Narasimhaiah	Building A Three Waves Post - Adoption Use Model For Predicting Continued Use Behavior Of An Innovation: A Longitudinal Study Of Digital Natives And Digital Immigrants	June 20, 2014	(1 in Scopus)
17.	Mr. Rajdeep Chakraborty (Marketing)	Dr. K. S. Venu Gopal Rao	Integrating The Antecedents And Consequences Of Consumer Association With A Sports Team Brand	June 30, 2014	8 (1 in Scopus)
18.	Ms. Srabasti Chatterjee (HR)	Prof. K Pratap Reddy	An Empirical Investigation Of The Antecedents And Consequences Of Career Decisiveness Using Motivational Systems Theory — A Study In The Indian Context	Sep 8, 2014	5 (2 in Scopus)

Sl. No.	Name of the Scholar / Area	Name of the Supervisor	Title of the Thesis	Date of Defense	No. Research Papers Published at the Time of Thesis Submission
19.	Mr.Tathagatha Ghosh (Marketing)	Dr. K S Venu Gopal Rao	Should I Win Or Should I Not Lose: Investigating The Role Of Motivation In Processing Brand Related Information In Advergaming	Oct. 9, 2014	1
20.	Purna Chhetri (HR)	Dr. K. Pratap Reddy	The Mediating Role Of Cognitive And Affective Trust On The Relationship Between Organizational Justice, And Organizational Citizenship Behavior: An Empirical Study In The Indian Context	Dec 20, 2014	4 (2 in Scopus)
21.	Rik Paul	Dr. Gorla Narasimhaiah	Service Value Dimensions, Customer Satisfaction And Customer Loyalty: An Integrated Model For Indian Fast Food Retail	Dec 24, 2014	8 (1 in Scopus)
22.	Rishi Dwesar	Dr. K S Venu Gopal Rao	Consumer's Integration of Online Review & Print Ad: Understanding Persuasive Effects & Underlying Psychological Mechanisms	Dec 29, 2014	3
23.	Ranajee	Dr. Trilochan Tripathy	Identification, Decomposition And Dynamics Of Momentum: An Empirical Investigation In Indian Stock Market	Jan 08, 2015	4 (2 in Scopus)
24.	G P. Girish	Dr. S. Vijayalakshmi	Short-Term Spot Electricity Price Forecasting In Indian Electricity Market	Jan 30, 2015	6 (4 in Scopus)

### 5.3 Student Participation and Activities

#### 5.3.1 List the range of sports, cultural and extracurricular activities available to students. Furnish the programme calendar and provide details of students' participation.

The University has thirty-seven student clubs aimed at enriching the lives of students through games, sports and extra curricular activities.

They are in addition to the domain-specific clubs in the Faculty of Science and Technology and the Faculty of Law.

The names of the club and mandate area are given below:

Sl. No.	Name of the Club	Mandate Area	Faculty Coordinator	Cultural (CC) /Extra Curricular (EC)	Number of Students
<b>Clubs for MBA Students</b>					
1	ADMire	Advertizing and Branding	SAC / Mr Rishi Dwesar	CC	70
2	Alumni Relations Cell	Alumni Relations	Prof. M. S. Prasad	EC	55
3	Campus Vani	Intranet -based Radio	Stu-z Coordinator	EC	NA
4	Convergence	Human Resource	Ms. Vasundhara Tademeti	CC	35
5	Diatrube	Rockband	SAC / Mr Rik Paul	EC	12
6	DOT	Information Technology	Dr Lakshmi Devasena	CC	43
7	Ecobizz	Business, Economics and Public Policy	Dr. I R S Sarma	CC	80
8	FinStreet	Capital / Financial Markets	Dr Ravi Kumar Jain	CC	114
9	Kaizen	Operations	Dr Jigyasu Gaur	CC	78
10	Maverick	Marketing and Strategy	Prof. G. K. Srikanth	CC	72
11	Money Matters Club	Money and Banking	Dr Sudhakar Reddy	CC	62
12	Newswire	News Media	Dr Abhilash Ponnamm	CC	41
13	Prayaas	External Events	Prof. M Raja Sekhar Reddy	EC	47
14	Spandana	Annual Magazine	SAC	EC	NA
15	Stu-z	Intranet of IBS Hyderabad	Mr.Girish G P	EC	10
<b>Clubs for Law Students</b>					
16	ADVOGADO	Academic Related	Dr.L. Lakshmi	EC	6
17	KNIGHTRANGERS	Sports	Dr.V G Ranganath	EC	9
18	VIBGYOR	Cultural	Dr. Veena	CC	9
19	Moot Court Club	Simulated Court Proceedings	Dr. Achyutananda Mishra	EC	12
<b>Clubs for Engineering Students</b>					
20	Electronica	Electronic	Prof. K. Kishore	EC	83
21	Yaantriki	Tech Club	Prof. C. Chandra Sekhar	EC	77

Sl. No.	Name of the Club	Mandate Area	Faculty Coordinator	Cultural (CC) /Extra Curricular (EC)	Number of Students
22	Society for Automotive Engineers	Automobile Engineering	Prof. G. Nagaraju	EC	64
<b>Clubs Open to All Students</b>					
23	Aaina	Social Awareness and Art	CWD	EC	47
24	Grey Matters	Quiz Club	Prof. Rajan Mani	CC	34
25	IFHE Blues	Swimming and Water Sports	ADMIN	EC	42
26	Infinity Studios	Movies	SAC / Mr Ritesh Tiwary	EC	75
27	Maçon	Entrepreneurship	CED	CC	90
28	MESS COMMITTEE	Food	ADMIN / Dr Rajesh Pathak	EC	25
29	Nazaria	Photography	Dr V. Narender	EC	47
30	Prakriti	Nature and Environment	Prof. Shailendra Singh Bisht	EC	50
31	Samavesh	Cultural Club (+Diatribes)	Dr .M Aruna	EC	49
32	Sankalp	Leadership and Nation Building	Prof. Padmashree Radhaswamy	EC	70
33	Speak-Up	Debate and Public Speaking	Dr. G Geethanjali	CC	48
34	Una Voce	Choir	SAC	EC	11
35	VAPS	Sports	Dr Ankit Kesharwani	EC	100
36	Xpressionz	Theatre	Prof. Sriram Rajann	EC	19
37	YES Club	Social Causes	Dr. K. C. Prakash	EC	NA

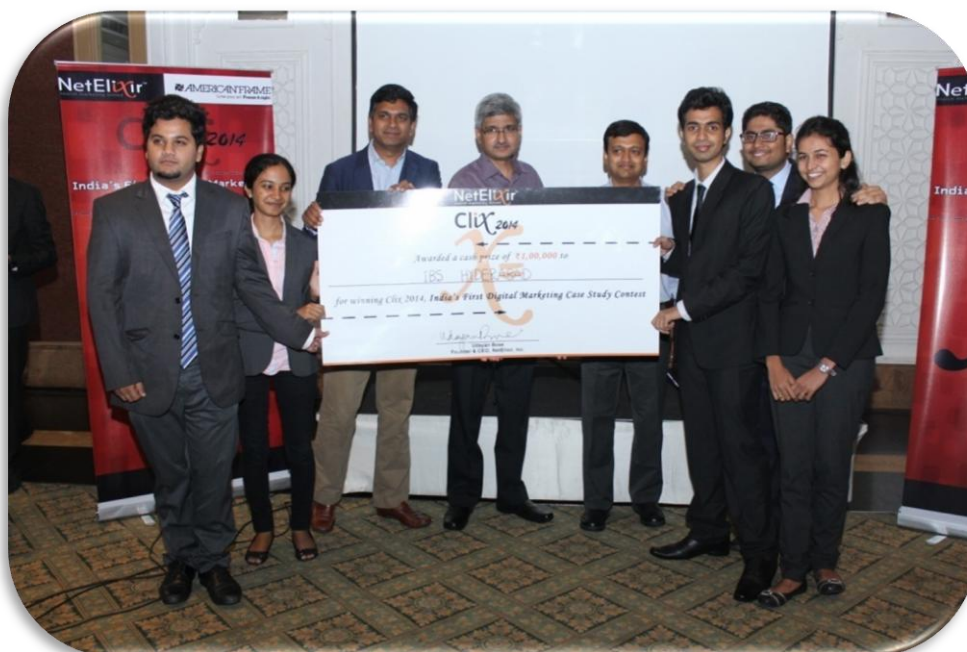
**5.3.2 Give details of the achievements of students in co-curricular, extracurricular and cultural activities at different levels: University / State / Zonal / National / International, etc. during the last four years.**

The details are provided below:

1. A team of four MBA Students **won** the ‘**Digital Marketing Case Study Contest**’ organized by NetElixir, at Hyderabad on August 30, 2014.
2. Four of our students represented the institute in the **Baylor-USASBE Case Research Competition held at Fort Worth, Texas, USA**, in January 2014 and were among the top-six finalists worldwide.



3. Ms. Ankita Kandpal won the University-level competition of Hyundai Global Youth Marketing Camp and represented the country at Seoul, South Korea in February 2013.
4. Mr. Aditya Vats was the **first runner-up** in Viewer's Choice in 'A Glimpse of Rural India' category in Frames 2012, a photography competition organized by CII Young Indians (CII Yi) Net of XLRI, Jamshedpur. – October 2012.
5. Mr. Devaditya Chakraborty and Mr. Mohit Arora on a **cash prize of Rs. 5,000** at the zonal level of Rajagiri National Business Quiz at Kochi July 27, 2012.
6. Mr. Nirvik Mitter and Mr. Amrita Bansal, who competed as Team Maverick in the NHRD Inspire 2012, were the **runners-up in the finals** of 'Inspire - Big Idea' held on July 19, 2012.
7. Ms. Mansi Matela, the **Gold medal** for **All Round Excellence**, University Convocation, April 7, 2012.
8. Mr. K Vidyadhar Reddy, the **Gold medal** for **Academic Excellence**, University Convocation, April 7, 2012.
9. Mr. Puneet Kapoor, the **Sivler medal** for **Academic Excellence**, University Convocation, April 7, 2012.
10. Mr. Puneet Kapoor , The Saurabh Sharma Memorial **Gold Medal**, for securing **first rank** in MBA (Marketing), University Convocation, April 7, 2012.
11. Mr. K Vidyadhar Reddy, The Faiyaz Ahmed Khan Memorial **Gold Medal**: for securing **first rank** in MBA (Finance), University Convocation, April 7, 2012.
12. Mr. Yathartha Sharma was the South Zone **Winner** in Maruti Suzuki Colors of Youth, South Zone Finals held on February 23, 2012 at Bangalore.



**ICFAI Business School Students Win Clix 2014 Case Contest**

The winning IBS Hyderabad team with the panel of judges



**“Breaking the Glass Ceiling: One Roof at a Time-Kalpna Saroj”**, Finalist in the The 2014 Baylor-USASBE Student Case Writing Competition organized by Baylor University, Fort Worth, Texas. Student Authors (IBS Hyderabad): Abhishek Katira, Anurag Mehta, Elamuhil Pari, and Subhra Priyadarshini Behera along with Prof. Muralidhara G V, Dean, CRC and the host.

13. Ms. Anjali Raj of BBA Class of 2013 won the award for the best B-plan in student category of Espire 2011, a LIBA-TiE Chennai organized pan-India Business Plan competition for the year in November 2011. Her team was one of the teams representing the country in the All Asia Business Plan Competitions in February 2012.
14. Mr. Amit Pandey was adjudged as the "**Best Manager**" in the national meet 'Tarkash' organized by IBS Bangalore, 27 - 28 January 2012.
15. Mr. Ritesh Marwah and Mr. Ishaan Choudhary were the **Regional Winners** in the Vaad Vivaad - Debate Competition organized by State Bank of India, Hyderabad region, 2012.
16. Mr. Abhishek Khosla won a prize of Rs. 100,000/- in the Trade Moghul All India B Schools online trading competition held by Futures First. He was the national winner and 1st Rank holder, 2011.
17. Mr. Abhishek Shah won Rs. 50,000/- under the J.P.Morgan Global Finance Scholarship Program, 2011.
18. Mr. Somaditya Das and Wasim Harunbhai Kalwa, "SKS Microfinance: Managing Growth and Continuity of a Social Enterprise," have **won second prize in Baylor-USASBE** Student Case Research Competition 2010, under direction of Dabapratim Purkayastha, organized by The Baylor University Entrepreneurship Program and United States Association for Small Business and Entrepreneurship (USASBE), January 13, 2011.
19. Twelve students from Faculty of Law have won awards and recognitions in various competitions in the last five years

### 5.3.3 Does the university conduct special drives / campaigns for students to promote heritage consciousness?

The University, as part of its Fresher's welcome, conducts programs including campaigns that promote heritage consciousness. In the past, our students have completed a heritage walk in the city as part of such a program.

The Faculty of Science and Technology offers a course on Heritage of India. Knowledge of the nation's evolution and legacy enables to precisely define one's national self. Hence, the course is designed to serve the objective of enabling the students to take stock of the cultural evolution of our nation.



**SKS Microfinance: Managing Growth and Continuity of a Social Enterprise**, “Second Place in the The 2011 Baylor-USASBE Student Case Writing Competition” organized by Baylor University, Hilton Head, South Carolina on January 13, 2011. Student Authors (IBS Hyderabad): Somaditya Das and Wasim Kalwa.



Awards won in other cultural events and extra curricular activities



**5.3.4 How does the university involve and encourage its students to publish materials like catalogues, wall magazines, college magazine, and other material? List the major publications/ materials brought out by the students during the last four academic sessions.**

The details of the student magazine faculty wise are presented below:

**THE STUDENT MAGAZINE (An Online Student Magazine):**

**Faculty of Management:**

Students' Club	e-magazine	Frequency
FinStreet	IBS Times	Fortnightly
Convergence	Converve	Bi-Annual
Ecobizz	The Focus	Monthly
The Entrepreneurship	'L'Entrepreneur	Bi-Monthly
ADmire	Adrenaline	Bi-Annual
The Alumni Relations Cell	Connections	Quarterly
VAPS	Sportster	Bi-Annual
Maverick	Niche	Bi-Annual
Infinity Studios	Infinity Unlimited	Bi-Annual
Kaizen	Encompass	Bi-Annual

**The Faculty of Science and Technology:**

‘Ed Acer’ – The IcfaiTech Magazine – aims to provide a forum for the dissemination of various activities at FST.

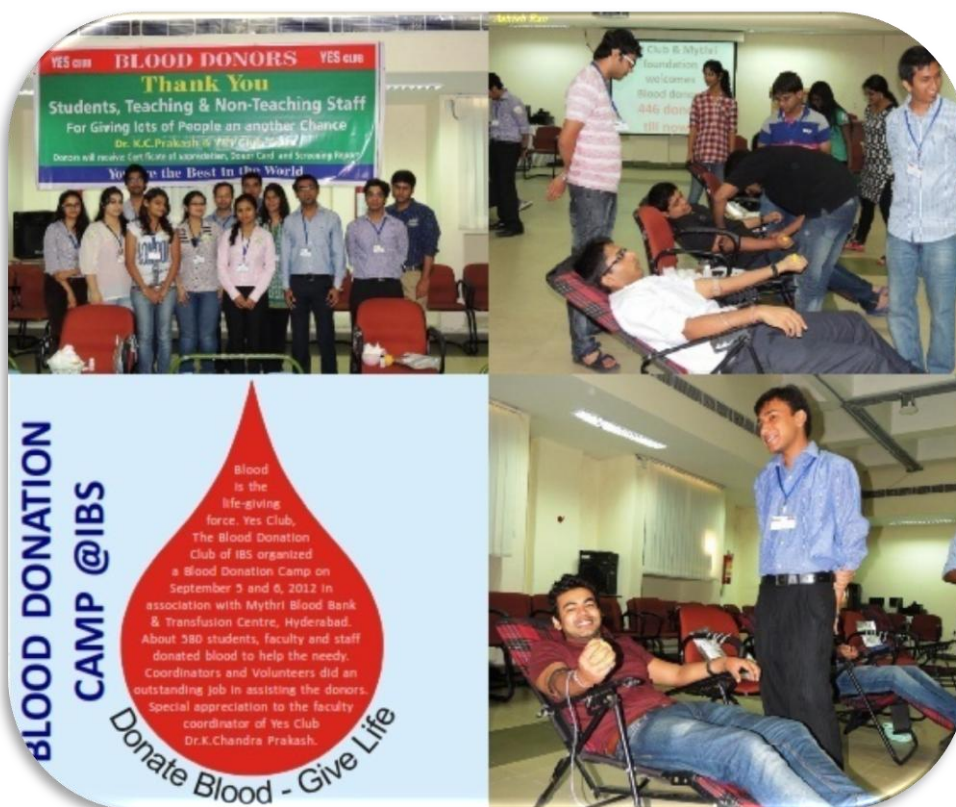
**The Faculty of Law:**

‘The STUDENT’ is a monthly magazine aimed at providing articles on current legal topics by the students, legal maxims, legal quotations, biographies of eminent judges of High Courts and Supreme Court and other related information and also the activities of The Faculty of Law.

**5.3.5 Does the university have a Student Council or any other similar body? Give details on its constitution, activities and funding.**

The University has 37 Student Clubs. The details are provided in item 5.3.1. These clubs provide a platform for students to make management a part of their daily lives and practice leadership. The students through the clubs organize and participate in sports and games, in social and cultural events, and are given avenues to hone and exhibit their creative skills in fields as diverse as sketching, public speaking and film-making. Students also organize and participate in activities, which are borne out of social concern, like blood donation camps and environmental protection programs.

## Students' Social Activities



Donors at Blood Donation Camp



Students Participation in a Social Activity

Student Activities in IFHE are fully conceived, led and executed by the students. The activities of these student bodies are fully funded by the University.

### **The Faculty of Management**

The Faculty of Management has an Inter-Club Coordination Committee, which represents all the student clubs, cells and committees in every domain (Marketing, Finance, Economics, Entrepreneurship, Culture, Sports, and Mess etc.).

Students also participate successfully in national and international inter-business school competitions. One of our students represented India in the Global Youth Marketing Camp organized by Hyundai in Seoul, South Korea in February 2013. Four of our students represented the institute in the Baylor-USASBE Case Research Competition held at Fort Worth, Texas, USA, in January 2014 and were among the top-six finalists worldwide.

### **Faculty of Science and Technology**

The Faculty of Science and Technology has a Student Activity Council (SAC), which represents students across batches. 'SAC' is headed by Secretary (SAC- secretary) with other members comprising of (i) Treasurer (ii) Four Organizing secretaries (iii) Two girl representatives (iv) One representative from day scholars and (v) One representative from First year.

Post of SAC- secretary is reserved for 3rd year students while others are open for all the years.

First year students are encouraged to be part of events of their choice and involve in the organization of events.

The following events were celebrated:

- i. Engineers day celebrations,
- ii. Fresher's day
- iii. Sports meet and
- iv. Annual techno-cultural.

### **Faculty of Law**

The Faculty of Law funds the students participating in Moot Court competitions. Participation in Moot Court is compulsory to the law students as it offers them experiential learning opportunities to develop effective written and oral communication skills. The preparation for written and oral pleadings also introduces them to research work.

Apart from the Moot Court participation, students actively take part in sports (Knightrangers Club), cultural activities (Vibgyor Club) and in academic activities (Advogado Club).

**5.3.6 Give details of various academic and administrative bodies that have student representatives on them. Also provide details of their activities.**

Students represent and participate in the following committees:

- Library Committee.
- Student Placement Committee.
- Seminar Committee.
- Moot Court Committee.
- All Student Clubs.
- Mess Committee.
- Hostel Maintenance Committee.
- Fest Committee (PG & UG).
- Sports Committee.
- Campus Ambience Committee.
- Brand-Building committee.



## Criterion VI: Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1 State the vision and the mission of the university.

The vision and mission of the University are presented below:

##### **Vision: Merit with Ethics**

The Vision of IFHE is to emerge as a ‘Research and Teaching University’.

##### **Mission: Learning for Leadership**

The mission of IFHE is ‘Learning for Leadership’. It aims at developing a cadre of professionals possessing specialized skills having a sense of social and moral responsibility and the ability to address problems from a broader perspective.

All the academic programs of IFHE viz. Ph.D, MBA, BBA, B.Tech and BBA-LLB (Hons.) reflect the above stated vision and mission of IFHE.

#### 6.1.2 Does the mission statement define the institution’s distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, the institution’s tradition and value orientations, its vision for the future, etc.?

**Yes.**

The mission of the University which is based on its vision is all encompassing and believes in developing professionals possessing skills and the ability to address problems from a wider perspective without compromising on ethics. The academic programs of the University are clearly designed to reflect its mission stated in 6.1.1.

#### 6.1.3 How is the leadership involved

**\* In ensuring the organization’s management system development, implementation and continuous improvement?**

The leadership is actively involved in managing the affairs of the University. To ensure quick and effective decisions, the hierarchical levels are reduced to the minimum. The major decision making authorities are:

- i. **Board of Management:** The Board of Management is the principal executive body vested with the power to manage and administer all affairs including revenue and properties, as well as administration of the University.

- ii. **Academic Council:** The Academic Council is the principal academic body responsible for maintaining standards of education in teaching, training, research, and examinations of the University.
- iii. **Finance Committee:** The Finance Committee monitors all financial matters and advises the Board of Management on effective financial management of the University.
- iv. **Planning and Monitoring Board:** The Planning and Monitoring Board is the principal planning body of the University and is responsible for monitoring the development programs of the University.

In addition to these statutory bodies, there is a Board of Studies in every faculty which takes care of curriculum review, new course offerings, case studies, and the organization of conferences, seminars, and workshops.

An Internal Quality Assurance Cell (IQAC) monitors the academic quality and administrative activities of the University. It also develops and promotes an effective quality system for improving academic and administrative activities of the University.

**\* In interacting with its stakeholders?**

The vision and mission statements of the institution are prominently displayed all around the campus so that the stakeholders are conscious of the core purposes and values that separate the University from other institutions.

The University follows an inclusive approach in interacting with the stakeholders. The University has representation from all sections of stakeholders in the statutory bodies and various committees. The valuable inputs from various stakeholders are taken into account while formulating and implementing academic policies and programs.

The University also benefits from external expertise in the Board of Studies, Academic Council, Planning and Monitoring Board and IQAC.

Regular staff meetings are conducted by the Dean (Academics) / Area coordinators, to monitor teaching, research, administration and student activities.

**\* In reinforcing a culture of excellence?**

To reinforce a culture of excellence, the University:

- a. Grants freedom to all faculty members.
- b. Follows transparency in the decision making process.
- c. Supports teaching, learning, academic and research activities through incentives, awards and rewards.

- d. Highlights the achievements of students and staff through the print media. The University runs a Newsletter, “Turning Point” which showcases meritorious contributions of students and staff members regularly.
- e. Encourages students to participate in academic as well as extracurricular activities.
- f. Organizes lectures from eminent personalities from different walks of life.

**\* In identifying organizational needs and striving to fulfill them?**

The statutory bodies and academic committees have a prominent role in identifying the organizational needs of the University. Clear cut norms have been established for speedy decision making. The statutory bodies ensure excellence and openness in the decision making process. The statutory bodies involved in decision making are Board of Management, Planning and Monitoring Board and Academic Council. The Finance Committee oversees the accountability and financial discipline. The Board of Studies and IQAC are also involved in identifying organizational needs and strive to fulfill them. The University also benefits from the valuable contributions made by external experts in the Board of Studies, Academic Council and IQAC.

**6.1.4 Were any of the top leadership positions of the university vacant for more than a year?**

**If so, state the reasons.**

**No.**

None of the top leadership positions of the university have remained vacant for more than a year

**6.1.5 Does the university ensure that all positions in its various statutory bodies are filled and meetings conducted regularly?**

**Yes.**

The university has ensured that all positions in various statutory bodies viz. Board of Management, Academic Council, Finance Committee, Planning and Monitoring Board etc. are filled and the meetings conducted as prescribed by UGC. The following are the number of meeting held during the period 2009 – till date:

1. Board of Management	22
2. Academic Council	15
3. Planning and Monitoring Board	06

### Members at Board of Management Meeting



4. Finance Committee 11
5. Internal Quality Assurance Cell 20

The details of the composition of these bodies are presented below:

### 1. Board of Management (As per UGC Regulations, 2010)

The Board of Management shall meet at least four times a year.

1.	Vice Chancellor – Chairman	Dr. J Mahender Reddy
2.	Deans of Faculties (Not exceeding two by rotation based on seniority)	1. Prof. G Narasimhaiah 2. Prof. V Hemalatha Devi
3.	Eminent academicians as nominated by the Chancellor	1. Prof. Abad Ahmad, President, Aga Khan Foundation, Former Pro-Vice Chancellor, Delhi University 2. Prof. R Natarajan, Former Chairman, All India Council for Technical Education, Former Director, IIT Madras. 3. Prof. M R Rao, Dean Emeritus, Indian School of Business and Provost at the Woxsen School of Business, Hyderabad 4. Prof. T. Thirupati Rao, Former Vice-Chancellor, Osmania University
4.	One eminent academician as nominated by the Central Government in consultation with UGC	Prof. Sunaina Singh , Vice Chancellor, English and Foreign Languages University, Hyderabad
5.	Two teachers (Professor, Associate Professor) by rotation based on seniority	1. Prof. S Venkata Sesaiah 2. Prof. CV Kumar
6.	One nominee of the sponsoring society	Prof. R P Kaushik, Former Ambassador of India to Turkmenistan, Former Member, UGC, and Former Professor, JNU, New Delhi.
7.	The Registrar-Secretary	Shri. V R Shankara

### 2. Academic Council (As per UGC Regulations, 2010)

The Academic Council shall meet as often as may be necessary but not less than three times during an academic year

1.	Vice Chancellor – Chairman	Dr. J Mahender Reddy
2.	Deans of Faculties	1. Prof. G Narasimhaiah 2. Prof. M Srinivasa Reddy 3. Prof. V Hemalatha Devi
3.	Heads of Departments	1. Dr. S. Vijayalakshmi 2. Dr.K. S. Venu Gopala Rao 3. Dr.Y L N Kumar 4. Dr.Nasina Jigeesh 5. Dr.C. S Shylajan

		6. Prof. G V Muralidhara 7. Prof. Ajeet Jain 8. Prof. K Kishore Kumar
4.	Ten Professors other than Heads of Departments by rotation of seniority	1. Prof.S Venkata Sessaiah 2. Prof. L Shridharan 3. Prof. Rajan Mani 4. Prof.A K Rao 5. Prof. V N Reddy 6. Prof. V V Bhanoji Rao 7. Prof. Shekar Rajagopalan 8. Prof. Pratap Reddy K 10. Prof. S C Bihari
5.	Three Associate Professors from the Departments other than the Heads of Department by rotation of seniority	1. Prof. C V Kumar 2. Prof. T S R K Rao 3. Dr. P Shashikala
6.	Three Assistant Professors from the Departments by rotation of seniority	1. Dr. Rama Sesha Sarma 2. Dr. Chandra Prakash Karlapudi 3. Prof. Smita Kulkarni
7.	Three persons from amongst educationists of repute who are not in the service of the institution nominated by the Vice Chancellor.	1. Prof. Abad Ahmad, President, Aga Khan Foundation, Former Pro-Vice Chancellor, Delhi University. 2. Prof. R Vaidyanathan, Professor, Finance & Control, IIM Bangalore & UTI Chair Professor in Capital Markets Studies, Mumbai 3. Prof. S S S P Rao, Professor IIIT, Hyderabad, Former Professor IIT, Mumbai.
8.	Three persons who are not members of the teaching staff co-opted for their specialized knowledge	1. Prof. S Raghunath, Dean Administration, IIM, Bangalore. 2. Prof. P Shunmugam, IIT, Madras. 3. Prof. P Krishna Deva Rao, Vice-Chancellor, National Law University, Cuttack
9.	The Registrar-Secretary	Shri. V R Shankara

### 3. Finance Committee (As per UGC Regulations, 2010)

The Finance Committee shall meet at least twice a year.

1.	Vice Chancellor – Chairman	Dr. J. Mahender Reddy
2.	One nominee of the Trust	Shri. E. N. Murthy
3.	Two Nominees of the Board of Management, one of whom shall be a member of the Board	1. Shri. V R Shankara 2. Prof. C V Kumar
4.	A representative of the Central Government	Finance Officer, University of Hyderabad
5.	A representative of the State Government, in case IFHE is receiving grants from the State Government	Not Applicable
6.	Finance Officer – Secretary	Shri. T S R K Lohit



#### 4. Planning and Monitoring Board (As per UGC Regulations, 2010)

1.	Vice-Chancellor - Chairman	Dr. J Mahender Reddy
2.	Seven internal members	<ol style="list-style-type: none"> <li>1. Prof. G Narasimhaiah</li> <li>2. Prof. V Hemalatha Devi</li> <li>3. Prof. Shekar Rajagopalan</li> <li>4. Prof. M Srinivasa Reddy</li> <li>5. Dr. Elizabeth Zacharias</li> <li>6. Prof. G V Muralidhara</li> <li>7. Prof. Venkata Sessaiah</li> </ol>
3.	Three eminent experts from outside, including one nominee of the UGC	<ol style="list-style-type: none"> <li>1. Prof. K Anantha Padmanabhan, Chair Professor, University of Hyderabad and Former Director, IIT, Kanpur.</li> <li>2. Prof. Kavil Ramachandran, Thomas Schmidheiny Chair Professor of Family Business and Wealth Management, Clinical Professor, Indian School of Business, Hyderabad.</li> <li>3. Prof. K. Gunasekaran, Additional Secretary, UGC (Retd).</li> </ol>
4.	Registrar – Secretary	Shri. V R Shankara

#### 5. Internal Quality Assurance Cell

The University has an Internal Quality Assurance Cell (IQAC). The Cell has been established in the University as a post accreditation quality sustenance measure. The IQAC ensures continuous improvement in all the academic and other operations of the University. It is a platform for planning, guiding, and monitoring quality assurance and quality enhancement activities of the University. It, therefore, acts as a nodal unit of the University for augmenting quality. The IQAC is chaired by the Vice Chancellor with Directors, Deans, Heads of the Department, and senior administrative officers as its members. It also has as its members experts from academia and industry. It held twenty meetings during the last five years.

##### 6.1.6 Does the university promote a culture of participative management? If yes, indicate the levels of participative management.

**Yes.**

The University ensures that the faculty members are empowered and a collegial and transparent atmosphere prevails in its affairs. This is ensured through a committee approach to majority of the decisions.

The details of various committees are provided below:

S. No.	Committee	Objective	Members
1.	Question Paper Review Committee	Review the QPs of the End sem exam by the committee members (for the present only BBA QPs will be reviewed and going forward all the MBA QPS also will be reviewed)	Each Area coordinator nominates 2 members
2.	Syndicated Learning Committee	The committee regularly interacts with the Faculty members from various disciplines and the students. They identify the gaps on an ongoing basis and initiates steps to bridge these gaps. This is done through the mechanism of providing them inputs in the areas identified running over about 33 sessions. The interventions are in the form of book reading, mock GDs, mock interviews, small projects, exercises, quizzes, etc.	Prof. Rajan Mani -Chair Dr. Narender Prof. Chari Prof. Anitha Prof. Radha Mohan Prof. Mahesh Kumar and Prof. Vasundhara
3.	Faculty counseling committee	To help faculty with lower feedback to discuss the issues and help overcome them	Dean and Area Coordinators jointly appoint members time to time
4.	Facilities committees	To address the issues relating to lack of any facilities in the Hostel for students and in the academic area for faculty members.	Dr. Shylajan - Chair Dr. Venugopal Rao Dr. Nasina Jigeesh Prof. Surya Narayan Mahapatra Dr. Shasikala
5.	Library committee	To recommend purchase of good books	Prof. D. Satish – Chair Prof. Radha Mohan Dr. I R S Sarma Prof. Raja Sekhar Reddy Dr. Pushpa, Librarian, Member-Secretary
6.	New Initiative Group	This committee has to vet the new programs / new courses suggested by faculty members, before submitting to the Board of Studies	Dr. Ravi Jain - Chair Prof. Chakravarthi Dr. Subhendu Datta Dr. Ashok Kumar
7.	Academic counseling Committee	To examine the performance of students with less than 5.5 CGPA and find out the reasons thereof and counsel the students to perform better.	Dean and All the Area Coordinators



S. No.	Committee	Objective	Members
8.	Academic Grievance Redressal Committee	To address the issues relating to any injustice done to students in the evaluations and to establish equity	Area Coordinators
9.	Campus Ambience Committee	To suggest and implement ideas to beautify the campus.	Dr. Surjit Kar Dr. Mukhesh Misra Dr. Aruna Dr. Lakshmi Devasena
10.	Brand-building committee	To pronounce the road map for brand building of IBS Hyderabad	Prof. Sriram Rajan Dr. M J Menon Dr. Biraj Mohanti Dr. V Padmavati
11.	Student Disciplinary Committee	To enquire into the allegations against students relating to malpractice in exams and any other indiscipline in the academic area.	Chair – Dean Academics Members: All Area Coordinators (Ex-Officio)
12.	Appellate Authority for student grievances	Students can appeal to this authority if students wish after going through the Disciplinary Committee.	Deputy Director
13.	Examination Committee	To ensure that all the answer booklets are evaluated within the stipulated time and marks uploaded.	Chair – Dean Academics Members: All Area Coordinators (Ex-Officio)
14.	Results Declaration Committee	To verify the process of declaration of results at the end of every semester	Dy. Director, Dean, Area Coordinator, and Controller of Examinations
15.	Curriculum Review committee	To update the curriculum and the course ware to be provided	All area coordinators nominate members in their area.

### Committees Constituted at Faculty of Law

#### 1. Examination/Result Declaration Committee

- a. Prof. V.Hemalatha Devi, Dean
- b. Dr. Veena, Asst. Professor, Examination Coordinator
- c. Dr. V.G.Ranganath, Asst. Professor
- d. Mr. Ravi Salaka, Faculty Associate, Asst. Exam coordinator

**2. Library Committee:**

- a. Prof. V.Hemalatha Devi, Dean
- b. Mrs. Y.Padmavathi, Asst. Librarian
- c. Mrs. M.Annapurna Devi, Faculty Associate and Faculty In-charge of Library
- d. Dr. Veena, Asst. Professor
- e. Dr. Achyutananda Mishra, Asst. Professor
- f. Dr. S.V.Damodar Reddy, Asst. Professor
- g. Mr. Prajeet Daniel , BBA.LLB.(Hons.), 5th Year Student
- h. Mr. Manoj Reddy Kesi Reddy, BBA.LLB.(Hons.), 4th Year Student
- i. Ms. P.Aishwarya, BBA.LLB.(Hons.), 4th Year Student

**3. Moot Court Committee:**

- a. Dr. Achyutananda Mishra, Asst. Professor, Coordinator
- b. Dr. Veena , Asst. Professor
- c. Dr. Irfan Rasool, Asst. Professor
- d. Mr. Surya Ganesh, BBA.LLB.(Hons.), 5th Year Student
- e. Mr. Prajeet Daniel, BBA.LLB.(Hons.), 5th Year Student
- f. Ms. Chetana Tejaswini, BBA.LLB.(Hons.), 5th Year Student
- g. Mr. Sourya Banerjee, BBA.LLB.(Hons.), 4th Year Student
- h. Mr. Pravin Sankalp, BBA.LLB.(Hons.), 4th Year Student
- i. Ms. Gehna Benga, BBA.LLB.(Hons.), 4th Year Student
- j. Ms. Y. Siri Reddy, BBA.LLB.(Hons.), 3rd Year Student
- k. Ms. Tejaswani Muppalla, BBA.LLB.(Hons.), 3rd Year Student
- l. Mr. Abhinandan Pandey, BBA.LLB.(Hons.), 2<sup>nd</sup> Year Student
- m. Ms. Saloni Sharma, BBA.LLB.(Hons.), 1st Year Student
- n. Mr. P.K.K.Vasista, BBA.LLB.(Hons.), 1st Year Student
- o. Mr. Biswadeep Dutta, BBA.LLB.(Hons.), 1st Year Student

**4. Student Magazine Committee:**

- a. Prof. V. Hemalatha Devi, Dean, Faculty of Law, Advisor
- b. Mrs. M. Annapurna Devi, Faculty Associate, Faculty in-charge
- c. Mr. Prajeet Daniel, BBA.LLB.(Hons.), 5th year student
- d. Mr. Sourya Banerjee, BBA.LLB.(Hons.), 4th Year student
- e. Ms. Gehna Banga, BBA.LLB.(Hons.), 4th year student
- f. Ms. Manveen Sandhu, BBA.LLB.(Hons.), 3rd year student
- g. Ms. Dalia Pasari, BBA.LLB.(Hons.), 2nd year student
- h. Mr. Koundinya, BBA.LLB.(Hons.), 4th year student
- i. Mr. S. Murali Mohan, Systems Administrator & Composer

6.1.7 Give details of the academic and administrative leadership provided by the university to its affiliated colleges and the support and encouragement given to them to become autonomous.

Not Applicable

6.1.8 Have any provisions been incorporated / introduced in the University Act and Statutes to provide for conferment of degrees by autonomous colleges?

Not Applicable

6.1.9 How does the university groom leadership at various levels? Give details.

The University gives highest importance to grooming leadership and there is a good gender balance in all the leadership positions. There is all-round empowerment of the faculty members. They are encouraged to shoulder responsibilities. Many posts are filled by rotation providing opportunities to become a leader.

The University gives high priority to succession planning. The Faculty members by rotation take up leadership positions of Area Coordinators. They are also encouraged to coordinate the organization of international and national conferences, seminars, workshops, guest lectures, etc. They also serve as mentors for a group of 10 - 15 students and guide the students on academic and non-academic issues.

The University takes into account not only the competence of the faculty members in teaching, research but also in institutional building in filling up leadership positions.



Prof. Kavil Ramachandran, Thomas Schmidheiny Chair of Family Business and Wealth Management at Indian School of Business, Former Advisor to the Government of India, World Bank and SEBI, delivered a lecture on 'Institution Building: Challenges, Experiences and Learning', at IFHE Auditorium, on October 8, 2013.



**Mr. Harish Bhat**, Group Executive Council Member for Tata Sons, delivered the third NJY Memorial Lecture on 'The Building Blocks of Outstanding Leadership', to the students, faculty members and Staff, on October 15, 2014.

To groom leadership qualities among Faculty Members, staff and students, the University regularly organizes workshops/lectures on leadership qualities. To cite a few:

1. Mr. Harish Bhat, Member of the Group Executive Council (GEC) of Tata Sons, delivered a lecture on October 15, 2014 on the topic 'Building Blocks on Leadership'.
2. A workshop on 'Leadership & Governance' was held on January 25, 2014 for the senior personnel of the University. The resource persons were Dr.Saji Gopinath from IIM, Kozikhode and Prof.R.Natarajan, Former Director, IIT Madras & Former Chairman, AICTE.
3. Prof. Kavil Ramachandran, Thomas Schmidheiny Chair of Family Business and Wealth Management at Indian School of Business, Former Advisor to the Government of India, World Bank and SEBI, delivered a lecture on 'Institution Building: Challenges, Experiences and Learning'.
4. Prof. Raghunath, CEO, GMR Varalakshmi Foundation, gave a lecture on the topic 'Defining Ethics in a Changing Society'.

**6.1.10 Has the university evolved a knowledge management strategy? If yes, give details.**

**Yes.**

The University has adopted the following knowledge management practices:

1. **Faculty Seminars:** Every faculty of the university has been conducting weekly seminars among the existing faculty members and research scholars. These seminars help faculty members to exchange their ideas, thoughts and feeling in a mutually satisfying manner. During the period under consideration 418 faculty seminars were conducted across the faculties.
2. **Conference participation:** Faculty Members are encouraged to participate in conferences and the University reimburses the costs.
3. **Knowledge Sharing Workshops:** The workshops are conducted on functional areas and participants in these workshops share information on topics of current interest.
4. **Hosting of Conferences:** Organization of conferences/ seminars, interactions with eminent academicians is helping faculty members, research scholars and students to enhance their knowledge in different domain areas. During the period under consideration 24 International conferences were conducted.

5. **Lectures by eminent persons:** Eminent persons in the field of research, academia, industry and social awareness were invited on a regular basis to deliver lectures to faculty members and students on various topics. The University has so far organized 3 Shri N J Yaraswamy memorial lectures (details given under 6.1.8) and 4 foundation day lectures as detailed below:

- Prof C R Rao, FRS and Eberly Professor Emeritus of Statistics, Penn State University, US, delivered the IFHE University's first Foundation Day lecture on 'Statistics: Learning from Numbers to Generate New Knowledge' on January 19, 2011.
- Dr. C Rangarajan, former Chairman, Economic Advisory Council to the Prime Minister delivered the second Foundation Day lecture on 'India and the Global Economy' on January 27, 2012.
- Kiran Karnik, Former President, Nasscom, delivered the third Foundation Day lecture on 'IT: India's Tomorrow for Business and the Economy' on February 11, 2013.
- Prof. Sukhdeo Thorat, Chairman of the Indian Council of Social Science Research (ICSSR) and former Chairman of the UGC, delivered the Fourth Foundation Day lecture Higher Education in India: Issues Related to Equity, Diversity and Nation Building, on May 5, 2014.

An indicative list of eminent persons is provided under *Executive Summary- Research*.

6.1.11 How are the following values reflected the functioning of the university?

\* **Contributing to national development**

- a. The University has contributed greatly to develop a repository of case studies that have won National as well as International awards. It has carried out a number of innovations in teaching that helped a lot in improving the quality of education, especially in all functional areas of Management—such as Finance, Marketing, HRM, Logistics and IT.
- b. The University can proudly present a vast army of professionals who have made it very big in various walks of life during the last couple of years. It has an enviable record of having produced outstanding graduates who have crossed many milestones in their career—both India and abroad—after earning their degree from the University.
- c. The University has taken the lead in offering programs that firmly position ethics, morals and values in the minds of young students

- d. The University has generated employment to thousands of young graduates by offering high-quality programs with relevant market focus and that are highly appreciated by recruiters.
- e. The University has produced a number of researchers and case development professionals in addition to offering employment to hundreds of teaching and non-teaching staff members.
- f. The University has done its bit in conducting social awareness camps and improving the quality of life of inhabitants of Donthanapally and neighboring villages.

\* **Fostering global competencies among students**

The University has taken constructive steps to impart skills, knowledge and expertise that would help students to show excellence and outwit competition wherever they go. The syllabus has been designed intelligently so as to take care of native demands and global requirements. Every attempt has been made to enrich the interpersonal skills of students, in addition to developing technical, analytical and functional skills.

IBS Hyderabad has a licensing arrangement with Harvard Business School publishing to use HBS cases in its curriculum. By going through the HBS cases, the students are exposed to the global context and gain exposure to a wide variety of situations and grasp the international dimensions of business.

The students are encouraged to participate in global case writing competition. A team of two students guided by Prof. Debapratim Purkayastha have won second prize at Baylor-USASBE Student Case Research Competition 2011, conducted by Baylor University, USA in 2011.

A team of four MBA students guided by Prof. G V Muralidhara participated in the Baylor – USASBE Student Case Writing Competition (Finals) conducted by the Baylor University, USA. They were among the six teams selected through a global competition to make a presentation at the USASBE conference at Fort Worth, Texas, USA on January 9, 2014.

**Twenty four** research scholars of our University visited **Universities in US and UK** as a part of the visiting scholar program. This helped them in honing their research and teaching skills.

About **twenty MBA Students** from the **University of Texas** have visited our campus during Jan 3-9, 2014 as a part of the immersion program.



Twenty BBA students and two faculty members from Nyenrode **New Business School, Breukelen**, Netherlands also visited the campus during November 25, 2014. The students attended sessions including case discussions led by faculty members of IBS Hyderabad. The students from Amsterdam also made a presentation on the Netherlands' Economy to IBS students.

\* **Inculcating a sound value system among students Promoting use of technology**

The University believes in offering Value-based education to students, putting special emphasis on ethical and socially responsible behaviour. To this end, it runs a compulsory course in Business Ethics and Corporate Governance for management students. Likewise a course in Professional Ethics is offered to Law students. The University also believes in environmental protection as something very important for continued existence of Society. It offers a course on Business Environment and Management to students of Science and Technology

Based on guidelines of UGC the University in commemoration of Swami Vivekananda's 150th birth anniversary arranged a lecture on 'Ethics and Values'.

The University is proactive in its approach to promote use of ICT. The entire admission process is online, which includes online course registration and online tests. All classrooms in the campus are ICT enabled with audio and video facility. Many Faculty Members use ICT tools for delivery and assessment. All classrooms at the campus are smart class rooms. Most members of the non-teaching staff are provided with desk top computers.

\* **Quest for excellence**

- Our quest for excellence has resulted in establishing a niche for ourselves among the comity of Deemed-to-be-Universities in India. To cite a few examples our case studies were published in international text books printed by renowned publishers in the world. **Hundred and five of our faculty publications are in Scopus listed journals** and 11 in A\* / A category of ABDC journals.
- The Ph.D program of the University is unique and rigorous with features like visiting scholar program, 19 workshops, seminars, and quality publications. Our research scholars on an average publish 5 research papers on their thesis in refereed journal as against the UGC guidelines of publishing one research paper. So far 24 research scholars were awarded doctoral degrees from the University.



- The curriculum and pedagogy of the programs offered on the campus are on par with international standards. The curriculum is application oriented and aimed at developing a well-rounded person with a holistic view.
- University–Industry interface through Summer Internship.
- Research agenda for every Faculty Member.
- In its quest for excellence the University has sought accreditation from SAQS and AACSB. The faculty of management (IBS Hyderabad) of the University **is one of the first three business schools from South Asia to get SAQS (South Asian Quality Systems) accredited by AMDISA (Association of Management Development Institutions of South Asia)**. It was re-accredited by AMDISA for another five years till January 2018. The eligibility application of the University has been accepted by AACSB and a Mentor appointed.

## 6.2 Strategy Development and Deployment

### 6.2.1 Does the university have a perspective plan for development? If yes, what aspects are considered in the development of policies and strategies?

**Yes.**

The Planning and Monitoring Board of the University meets twice in a year and is the principal planning body of the University and is responsible for monitoring the development programs of the University.

#### \* Vision and mission

The Vision of IFHE is to emerge as a ‘Research and Teaching University’.

#### \* Teaching and learning

- Benchmarking with top Indian Universities and International Universities.
- Curriculum enhancement focusing on application, industry orientation, societal focus and creating career oriented professional and entrepreneurs.
- Strengthening international linkages for teaching and learning through MoUs with international universities.

#### \* Research and development

- Faculty members are encouraged to publish research papers in Scopus listed journals and in / A\* / A Journals and other category journals listed in Australian Business Deans Council.

- Hosting international conference in collaboration with reputed Indian and International universities.
- Conferences and seminars are hosted by the University to attract researchers of eminence to visit the campus and interact with the faculty members and students.
- Traveling and hospitality grants are given to Faculty Members for participating in conferences /seminars.
- Faculty Members are encouraged to register for Ph.D programs as a part of continuing education.
- Faculty Members are encouraged to apply for various research projects and national development schemes/projects of UGC/ICSSR/DST/Other agencies, etc. for their self development and institutional development.
- The Ph.D program of the University is unique and rigorous and is modeled on the lines of the Ph.D programs offered by American universities, with the best practices of Indian universities blended in.
- Students are encouraged to participate in Seminars /Conferences.
- Nine in-house journals: .The manuscripts received by the journals are double blind refereed. The average review time is three to six months. The acceptance rate of these journals varies from 20% to 50%. All these journals are listed in the Cabell directory and SSRN (Social Science Research Network).

\* **Community engagement**

The students guided by the faculty members participated in social awareness causes such as:

- **Participating in webcasting of the General Elections -2014:** Forty students of Faculty of Science and Technology participated in live web casting of General Elections 2014. The students extended their technical assistance by facilitating the online monitoring of the polling process by the election authorities.
- Interaction with physically disabled children and encouraging them through rewards.
- Organization of blood donation camps twice in a year.
- Regular planting of trees.
- Campus cleaning.
- Celebration of Independence and Republic Day.

- Promotion of cultural activities on the eve of Onam, Makara Sankranti and other festivals.
- AIDS Awareness Program.
- Traffic Awareness Program.
- Distribution of clothes, sweets to poor children in nearby villages.
- Regular visits to old age homes, orphanages and mentally retarded girls and women hospitals and distribution of clothes, fruits and other needy items.
- Conducting awareness programs on ‘Health and Nutrition’ among the rural women.

**\* Human resource planning and development**

The University has excellent plans for human resource planning and development. To improve the quality of teaching, IFHE has started the Staff Training College in November 2014. To support the growing number of students at its campus and to ensure adequate supply of human resources, it plans all its recruitment efforts well in advance. To address the problems arising out of attrition, the University keeps about ten percent extra hands at any point of time.

**\* Industry interaction**

The University has made industry visits and internships as a part of the curriculum across the undergraduate and post graduate programs. This enables the students to enrich their theoretical knowledge with practical experience and also to improve placement prospects. To facilitate the same the University has forged collaboration with industries and other institutes.

**Perspective Plan: 2014-2024**

The University has been viable financially and on all other fronts. We present the perspective plan of the three faculties below:

**1. Faculty of Management (IBS)**

Faculty of Management (IBS, Hyderabad)					
Year	MBA	BBA	Ph.D (Management) (Full Time)	Ph.D (Economics) (Full Time)	Ph.D (Part-time)
2014-15 (Current)	1148	264	9	–	2
2015-16 (proj)	1200	250	20	5	15
2016-17 (proj)	1200	275	20	5	15
2017-18 (proj)	1200	300	20	5	15
2017-18 (proj)	1200	325	20	5	15
2018-19 (proj)	1200	350	20	5	15

Within the overall vision of IFHE, the IBS-Hyderabad has the following specific vision:

- To be a national and international leader in providing high quality education in business administration,
- To excel in knowledge creation and dissemination through research and
- To provide thought leadership to corporate executives and policy makers.

In order to realize the above vision, the IBS-Hyderabad has the following strategic objectives for the period 2015-2024.

- a. By 2024, IBS-Hyderabad will be ranked overall in top 10 in the country and top 5 among private university.
- b. By 2019, we would like to be accredited by AACSB International (The Association to Advance Collegiate Schools of Business). Currently, we are accredited by NAAC and SAQS, and rated by ICRA and CRISIL.
- c. By 2019 our programs will be internationalized with student exchange and dual-degree programs and integrated programs between IBS-Hyderabad and reputed universities in other countries.
- d. The University would like to launch its Executive MBA (Part-Time) Program from 2015-16.
- e. The University plans to launch a Ph.D Program in Economics from 2015-16, MBA Program in Agri-Business Management from 2015-16 and M.Sc (Financial Economics) Program from 2017-18.
- f. The University also plans to launch a B.Tech - M.Sc (Economics) (Integrated Program 5 years) from 2017-18 and B.Tech – MBA (Integrated Program 5 years) from 2017-18.
- g. By 2019, the executive development programs and applied research/ consultancy projects to be increased by 10 folds; i.e. from the present Rs. 50 lac revenue per annum to Rs.5 crore per annum.
- h. By 2020, we would like to improve the quality and quantity of research publications by 100%. Quality of research publications as measured by the average impact factor of journal publications and the citation counts of our faculty members should be doubled in the next 10 years.
- i. In the next ten years the University would like to increase its international placements to about 15% of its total placements.

## 2. Faculty of Science and Technology

With the overall vision of IFHE, The Faculty of Science and Technology plans to increase its annual intake of students. The projections (in absolute nos.) are given below:

B.Tech (All Five Branches)	
Year	Annual Intake
2013-14 (Current)	195
2014-15 (projected)	240
2015-16 (projected)	300
2016-17 (projected)	360
2017-18 (projected)	360

The Faculty of Science and Technology has the following specific goals and strategies for achieving its tasks. They are presented under the following headings:

- a. UG Education
- b. PG Education and Research
- c. Skill Building through certification courses

### a. UG Education

- i. **Goal:** Create a collegiate experience that encourages intellectual rigor and productive teamwork, and results in the graduation of total quality engineers who are well prepared to succeed in the global workspace.

#### ii. Strategies and Tasks:

**Strategy 1:** Attract talented students and provide a conducive learning environment for producing highly motivated and successful engineers:

- Well equipped labs: supervised projects
- Technical seminars and workshops
- Participation in national competitions and conferences
- Credit based system of continuous performance evaluation
- Meaningful industry interaction and internships
- Soft skills development through peer pressure
- Motivational talks by eminent personalities
- Stimulating hostel environment – flank in-charges, student mentors; responsive administration
- Feedback mechanism for better governance.

**Strategy 2:** Maintain excellent teaching, learning environment

- Fifty percent faculty members should be with Ph.D degree by 2020.
- Reward and recognize excellence in teaching.
- Continuous evaluation of the effectiveness of faculty members and course content.
- Greater emphasis and focus on improving oral and written communication skills of students.

**Strategy 3:** Ensure that all students graduate with strong core engineering knowledge enriched by a broad education to ensure that 20% students obtain post graduation, 100% registered students get placement and 50% placements are in core engineering and consultancy firms with salary package of Rs.5 lakh and above.

- Prepare students with the ability to use the techniques, skills, and modern engineering tools necessary for modern engineering practice.
- Prepare students for ethical and professional leadership.
- Prepare students to communicate effectively among diverse audiences.
- Prepare students for lifelong learning and professional improvement.

**Strategy 4:** Achieve good branding for the faculty:

- Plan to go for ABET and NBA accreditation by 2020.
- Ranking by recognized rating agencies within first 10 private engineering colleges by 2020.
- Implement exchange programs with Foreign Universities by 2020.

**b. PG Education and Research.**

- Goal:** Build and sustain nationally recognized engineering research and PG programs of relevance to industry.

The faculty plans to launch Post Graduate Program in Engineering in the academic year 2016-2017 and Ph.D Program in 2017-18 and also Postgraduate Program in Bio-Technology in the academic year 2019-20.

- Strategies and Tasks:**

**Strategy 1:** Advance research and scholarly enterprise:

- Recruit and retain faculty members with good research potential.

- Introduce PG courses in a phased manner for all disciplines by 2020.
- Identify and support programs in emerging areas of importance.
- Encourage faculty members to take up research in emerging areas.

**Strategy 2:** Initiate research culture in UG students.

**Strategy 3:** Improve research synergies with Industry:

- Stimulate long-term, mutually beneficial industrial collaborations (2020 target: 50% Faculty with at least one industry research / consulting contact per year).
- Inculcate the spirit of entrepreneurship among students and Faculty (Establish Entrepreneurship Cell).
- Encourage registration of patents.

**Strategy 4:** Obtain AICTE/DST/TEQIP grants from Government sources.

**c. Skill Building through certification courses.**

i. **Goal:** To enhance the skill set of Students of FST.

ii. **Strategies and Tasks:**

Introduce 20 hour/month value addition technical courses after regular college hours in the areas of:

- **IT:** C,C++,Data Structures, Open Source C Programming, JAVA, .NET, Android technology, Software testing, Cloud Computing Courses and Services, Modular Courses, Saleable projects, Product Development.
- **ECE:** VLSI Embedded Systems Techniques.
- **Mechanical Engineering:** SIX SIGMA, CAD, CAM, CAE, CNC Training.
- **Soft Skills:** By Professional coaching agencies in GD, PI, English and Foreign languages, Logical reasoning, Personality Development etc.
- **CAT/GATE/GRE/SSB Preparation:** In conjunction with training orgs like IMS, Career Launcher, TIME, private SSB coaching centers etc.

- **Project Management:** For working professionals.

### 3. Faculty of Law

#### Growth Plan for the Next Five Years:

- Expansion in existing program

Year	Actual Intake	Projected Intake
2010-11	29	
2011-12	39	
2012-13	14	
2013-14	38	
2014-15	65	
2015-16		80
2016-17		100
2017-18		120
2018-19		120
2019-20		120

1. To start Ph.D Program from the academic year 2016-17.
2. To start LLM (One Year) Program in Corporate Laws with an intake of 20 students from the Academic year 2015-2016. As per UGC norms the faculty has to establish a center for post-graduate legal studies before launching the program.
3. To start the following 5 certificate courses from the academic year 2015-2016:
  - a. Cyber Laws
  - b. Immigration Laws
  - c. Infrastructure Laws
  - d. Law of Financial Services
  - e. Solid Waste Management and Law

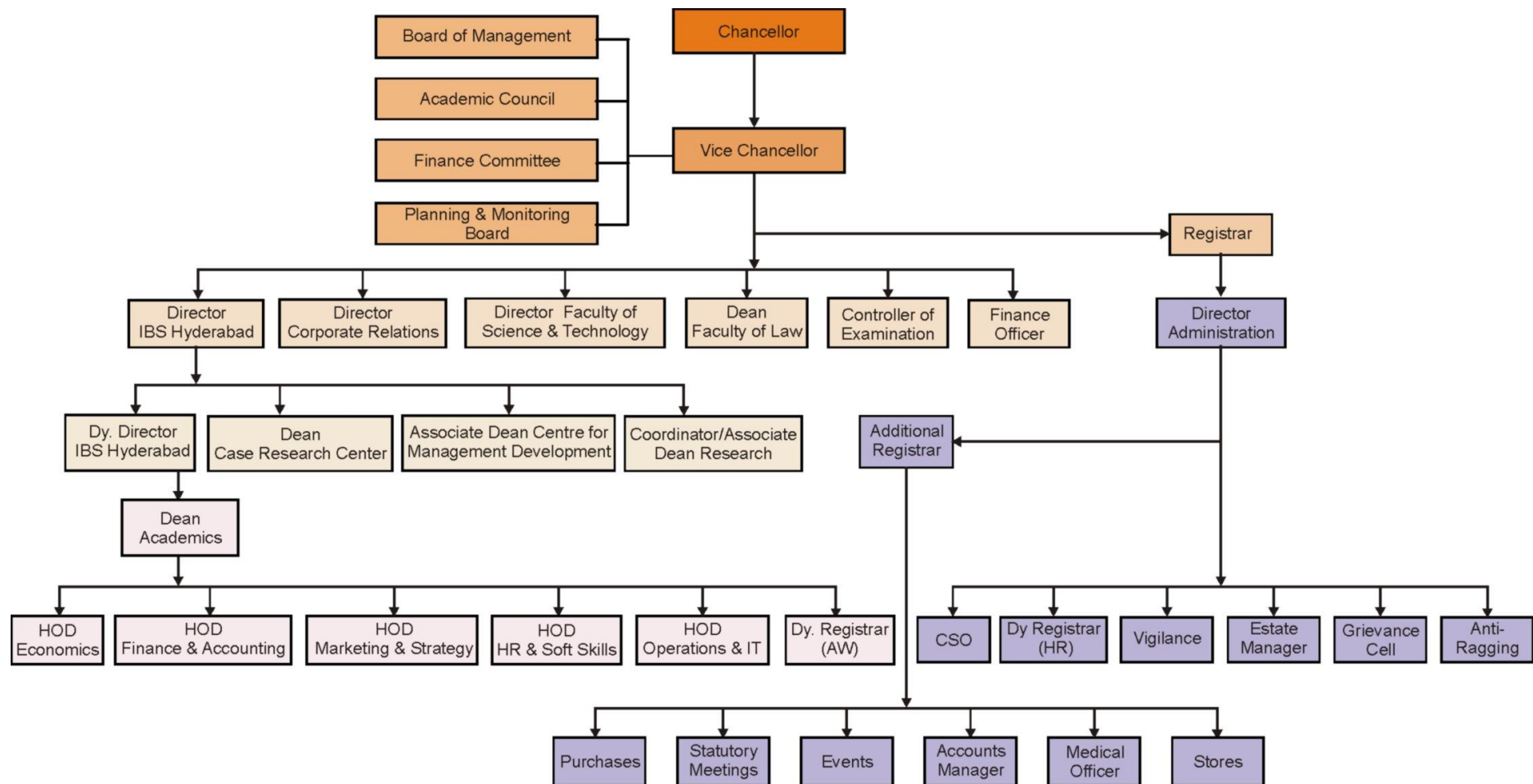
These certificate courses will provide access to the present students of all the three faculties on IFHE campus who are pursuing MBA, BBA, B.Tech and BBA-LLB (Hons.).

#### 6.2.2 Describe the university's internal organizational structure and decision making processes and their effectiveness.

The decision making process has been highlighted under 6.1.3. Besides, as a part of faculty empowerment the University has adopted a committee approach in all its major decisions related to academics, research, administration, evaluation, appraisal, summer internship programs, grievance redressal, etc.



## Internal Organizational Structure



**6.2.3 Does the university have a formal policy to ensure quality? How is it designed, driven, deployed and reviewed?**

**Yes.**

The University accords high importance to quality. It is enshrined in its mission and vision. The Internal Quality Assurance Cell (IQAC) ensures quality in all aspects of the University. IQAC meetings are held regularly. It meets four times in a year.

Matters relating to curriculum revision, pedagogical initiatives, student evaluation, summer internship program, placements, student feedback on Faculty Members, Faculty Member's workload, research, appraisal of Faculty Members and non-teaching staff, etc. are discussed thoroughly in IQAC meetings.

The other statutory bodies - Board of Management, Board of Studies, and Academic Council are also involved in ensuring quality in all spheres. The Board of Management meets regularly once in a quarter and Academic Council and Board of Studies meet thrice in a year.

After due diligence the recommendations and suggestions of the statutory bodies and IQAC are acted upon.

**6.2.4 Does the university encourage its academic departments to function independently and autonomously and how does it ensure accountability?**

**Yes.**

The University allows all the three faculties – faculty of management, science and technology and law to function independently with minimum interference from the top management. The faculties have autonomy to design curriculum, introduce new courses, and introduce new evaluation methods like online tests after due approval of the statutory committees. The heads of the departments, deans and directors are members of the Academic Council, Board of Studies and IQAC.

The accountability is ensured through Academic audit, conducted regularly through the IQAC mechanism and formal meetings. It is also ensured through student feedback and quality research output of the faculty members.

The University follows the Academic Performance Indicator methodology as suggested by the UGC. The methodology examines – teaching, research and institutional building.

6.2.5 During the last four years, have there been any instances of court cases filed by and against the institute? What were the critical issues and verdicts of the courts on these issues?

-Nil-

6.2.6 How does the university ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyse the nature of grievances for promoting better stakeholder-relationship?

Besides the several committees constituted to deal with grievances of students, the presence of a qualified and experienced student counselor ensures that such complaints are promptly resolved. The office of the Director-Administration keeps tabs on all past and present issues and instances if any and has the administration team geared up for any eventuality. This also involves regular visits to the hostels and classrooms by senior officials from both academics and administration for betterment of stakeholder relationship.

6.2.7 Does the university have a mechanism for analyzing student feedback on institutional performance? If yes, what was the institutional response?

**Yes.**

The student feedback is collected twice during a semester. The outgoing students and alumni are also asked to give feedback on various aspects relating to institutional performance. Students are also asked to give feedback on facilities provided in the campus like hostels, mess, cafeteria, etc.

Student feedback is analyzed by the management and remedial steps are initiated whenever and wherever required.

6.2.8 Does the university conduct performance audit of the various departments?

**Yes.**

The Internal Quality Assurance Cell (IQAC) has been established in the university as a post accreditation quality sustenance measure. The IQAC ensures continuous improvement in all the operations of the university. The IQAC is meant for planning, guiding, and monitoring quality assurance and quality enhancement activities of the university. It acts as a nodal unit of the University for augmenting quality. The IQAC is chaired by the Vice Chancellor with Directors, Deans, Heads of the Department, and senior administrative officers as its members. It held twenty meetings during the last five years. The following are some of the decisions taken by IQAC:

- Performance evaluation of the faculty members,
- Weekly faculty seminars,
- Prioritization of conferences for faculty members to attend (list annexed),
- Ranking of journals (list annexed),
- Review of case research,
- Mid-term and end-term student feedback on the faculty members,
- Themes of the conferences to be hosted,
- Long term plans for research and centers of excellence,
- To constitute a research committee to oversee all the research activities of the university ensuring quality in research in compliance with the vision and mission of the University and
- To provide seed money of Rs 50 lakhs to promote research across all the three faculties in areas of societal relevance and also other emerging areas of significance.

**6.2.9 What mechanisms have been evolved by the university to identify the developmental needs of its affiliated institutions?**

Not Applicable. We do not have affiliated institutions.

**6.2.10 Does the university have a vibrant College Development Council (CDC) / Board of College and University Development (BCUD)? If yes, detail its structure, functions and achievements.**

Not Applicable. We do not have affiliated institutions.

**6.3 Faculty Empowerment Strategies**

**6.3.1 What efforts have been made to enhance the professional development of teaching and non-teaching staff?**

The University offers a stimulating work environment for both teaching and non-teaching staff. Besides, competitive pay, staff members are greeted with incentives of various kinds based on meritorious contributions. There are incentives to boost research in various departments. Every attempt is made to enrich the lives of teachers, researchers and non-teaching staff. The University encourages:

- Faculty members to participate in national and international conferences, seminars and workshops and to publish quality research papers in journals of repute.
- Faculty members to undertake Minor/Major research projects.
- Faculty members to register for Ph.D programs as part of continuing education.

- Faculty members to apply for various research projects and national development schemes/projects of UGC/ICSSR/DST /other agencies, etc. for their self development and institutional development.
- Faculty members to undergo special training on use of software packages like SAS/SPSS/CMIE.
- Non-teaching staff to undergo special training sessions on ‘Office Automation’.

The University conducts several Faculty Development Programs to empower the Faculty Members. In addition during April 2014, two knowledge sharing workshops were conducted for all the faculty members, wherein a platform was provided to them to share their knowledge in their niche areas with the faculty members from other domains. Similarly a workshop was also conducted for non-teaching staff of the University.

The University has started ICFAI Staff College, an Academic Staff College, with the following objectives:

1. To impart training to the Faculty Members with a view to make better teachers who can inspire the students by their effectiveness in teaching pedagogy.
2. To train the newly recruited teachers of IFHE and other ICFAI universities by offering induction and orientation programs.
3. To instill sound research methodology to enable the faculty members to become better researchers.
4. To get them exposed to the use of electronic media and MOOC (Massive Open Online Courses).
5. To organize programs to the Management Officials of our institutions so as to improve the efficiency in administration and also contribute in improving our accreditations.
6. To train and develop faculty members for leadership to help them lead the teams whenever warranted.
7. To conduct training programs to the faculty members of ICFAI universities in various parts of the country.
8. To cater to the training needs of the faculty members and staff of all the Universities under ICFAI in addition to the six IBS Centers.
9. To design refresher courses in Marketing & Strategy, Finance, HR, IT and Operations and Economics.
10. Any other activity which helps in the furtherance of the above objectives.



Induction Program for Faculty Members, December 3-9, 2014



Participants at ICFAI Staff College Program



So far the ICFAI Staff College has conducted three programs. The details are presented below:

- Induction Program for faculty members of IBS Hyderabad during December 3-9, 2014.
- Faculty Development Program for faculty members of Law, during December 17-19, 2014.
- Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, 'A Participative Method to Teach Programming' in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

**6.3.2 What is the outcome of the review of various appraisal methods used by the university? List the important decisions.**

The University has well designed performance appraisal systems for its faculty members and non-teaching staff. The faculty members are assessed based on their performance in teaching, research and institutional building. The University follows the Academic Performance Indicator methodology as suggested by the UGC. The University also takes into account the quality difference in the publications while assessing the performance.

The faculty evaluation system is presented on the intranet so that faculty members are aware of the point system. The Faculty Members submit the evaluation sheets at the end of the year to their Area Coordinators for appraisal.

The outcome of the performance appraisal is reflected in the annual increment, incentives, performance based increments and promotion of the faculty. They are communicated through the annual increment and the promotion orders. Further, the outcome of performance appraisal is also being used for identifying the training needs of the staff.

Research being key focus area faculty members are encouraged to conduct research and get their research papers published in journals listed in Scopus. The incentives for quality contributions have motivated faculty members and research scholars to contribute significantly which has been eloquently documented at relevant places in the report. Faculty members have also presented papers in national as well as international conferences in order to gain favourable appraisal scores to their credit leading to rewards, awards and incentives from time to time.

**6.3.3 What are the welfare schemes available for teaching and nonteaching staff? What percentage of staff have benefitted from these schemes in the last four years? Give details.**

The welfare schemes of the University are presented below:

- Monetary benefits.
- Leave benefits.

- Consultancy.
- Lien.
- Family Benefits-Fee waiver.
- Recognition and Rewards viz.SIP Best Teacher Award.
- SIP supervision Incentives.
- Faculty members are encouraged to take up consultancy, projects and research work.

The details are given below:

- Leaves (12 Casual Leaves, 15 Earned Leaves, 15 Non-encashable Leaves & 10-20 SLs).
- Maternity leave for confirmed employees 90 days.
- Consultancy: 1:2 (IFHE : Faculty Member).
- Lien: Service Period Counts. Up to a max of 1 to 2 Sem.
- Fee Waiver to wards of teaching and non-teaching staff up to 100%. (Confirmed employee >2 Yrs 50% and >5 Yrs 100%).
- Employment Provident Fund & Gratuity.
- Encashment of Earned Leave.
- Housing-Quarters Facility.
- Best Teacher Award Rupees One Lakh.
- SIP Supervision Incentive:
  - Faculty will be rewarded based on number of SIPs supervised.
  - Number of SIPs converted into cases, articles and research Papers.
- Intellectual Capital Contribution Scheme:
  - To present papers in National & International Conferences, once in 2 years in an International Conference involving travel abroad and once in a year in any National Conference. The monetary support is up to Rs. 50,000 for International Conferences and Rs. 25,000 for National Conferences.This support is open to all confirmed employees.

#### 6.3.4 What are the measures taken by the University for attracting and retaining eminent faculty?

The University frequently advertises for the faculty recruitment and also does head hunting through informal / formal methods. The interviews are conducted at regular intervals for recruitment of talented faculty members in core courses. After recruitment of the faculty, they are given orientation program about the policies and procedures followed by the University.



All necessary measures are taken to ensure faculty empowerment and motivating them for taking the lead in matters relating to academic and non-academic administration. The University has a transparent system of administration and well laid down policy for promotion.

All faculty members are provided separate cabins equipped with personal computer with wi-fi intra and internet facility and a discussion room for departmental meetings. The work culture is collegial and offers opportunities for all round development of the faculty in teaching, research, and consultancy. Faculty duties are rotated in different committees so that all faculty members get a chance to get acquainted with various aspects of academic administration.

The University gives academic freedom and provides several facilities to promote research culture. The University offers traveling / hospitality grants for attending national and international conferences and also provides funds for hosting conferences. Faculty members are provided with facilities of lien for pursuing consultancies, research projects, post doctoral fellowships, etc.

The University rewards its faculty members for carrying out quality research. The faculty members are given incentives based on the quality of their research publications. The details of the cash incentive scheme are presented below:

S. No.	Journal Category in ABDC classification / Scopus List	Incentive amount per article published (Rs.)
1.	A*	1,00,000
2.	A	75,000
3.	B	60,000
4.	C/Scopus	50,000

For joint publications, the amount will be distributed as per the UGC norms.

An amount of rupees fifty lakh has been earmarked as seed money to promote research across all the three faculties - faculty of management, faculty of science and technology and faculty of law. The research committee allocates money based on the quality of research proposal of the faculty member. The seed money will help promote research in areas of societal relevance and also other emerging areas of significance.

Other social security benefits like medical leave, earned leave, casual leave are provided to the faculty members. Fee waiver is given for spouses and children pursuing their education in the University

**6.3.5 Has the university conducted a gender audit during the last four years? If yes, mention a few salient findings.**

**Yes.**

The University carries out a gender audit for faculty, staff, and students from time to time. We have a constant review mechanism to circumvent any gender imbalances at every level in the organization.

A healthy male: female ratio is maintained across the students, faculty members and non-teaching staff. The gender ratio is 40% for students, 30% for staff and 12% for non-teaching staff.

As a policy the University does not discriminate faculty members on the basis of any factor including gender. It has adequate representation of women in all positions. The University has Center for Women Development to promote and strengthen women's studies through research. To sensitize the Faculty Members the center organized the following lectures:

- Prof.Susheela Kaushik delivered a lecture on 'Gender Mainstreaming Higher Education, with special reference to Management Education' on December 19, 2014. She also interacted with the members of Center for Women Development on varied research areas/ projects that can be undertaken and also emphasized the need to create sustainable livelihood for women in rural areas. She is a former Member and Co- Chairperson of the Committee on UGC scheme on Capacity Building for Women Managers in Higher Education in India and a member and Chairperson on many Committees of UGC and NAAC. She was also former Joint Secretary and General Secretary of Indian Association of Women's Studies.
- Prof.Vindhya, Professor of Psychology and Chairperson, Academic Programmes at Tata Institute of Social Sciences, delivered a lecture on 'Sexual Harassment of Women at the Workplace: Why should we bother about it?,' on December 29, 2014.

**6.3.6 Does the university conduct any gender sensitization programmes for its faculty?**

**Yes.**

The Center for Women Development organized a lecture on 'Money Smart Women,' with the objective of creating economic empowerment of women. Ms. Deepa Nittala, a practicing financial planner and veteran banker and Mr. Muralidhar Menon (Regional Director, Principal Retirement Advisors, AP.) delivered a lecture and interacted with the female faculty members and students at IFHE. The Center for Women Development has also organized a program on gender sensitization.

### 6.3.7 What is the impact of the University's Academic Staff College Programmes in enhancing the competencies of the university faculty?

The Academic Staff College constituted by the University focuses attention on improving the teaching skills and research capabilities of staff members. New recruits are made to undergo induction program and thereby get acquainted with the culture, philosophy, rules and regulations of the University. There are knowledge sharing programs conducted throughout the year with a view to appraise faculty members of what their colleagues are doing in certain niche areas. To enhance the competencies of the faculty members 35 Faculty Development Programs were conducted during the period under review.

'ICFAI Staff College' began its operations from November 2014. It has conducted three programs. The details are presented below:

- Induction Program for Faculty Members of IBS Hyderabad during December 3-9, 2014.
- Faculty Development Program for Faculty Members of Law, during December 17-19, 2014.
- Faculty Development Program was conducted at Faculty of Science and Technology during December 23-24, 2014, titled, 'A Participative Method to Teach Programming' in partnership with Being Zero Consulting Pvt Ltd., Gurgaon.

It is also proposed to conduct a program for Ph.D Guides.

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 What is the institutional mechanism available to monitor the effective and efficient use of financial resources?

In terms of the statutes and provisions of the UGC, a full-fledged mechanism is in place consisting of various committees controlled by the Board of Management. The Board of Management is the Principal Executive Body to manage and control the various divisions / faculties / departments / committees of the University.

As regards Finance, Accounts and Audit, a Finance Committee is in place with the Vice Chancellor as the Chairperson and the Finance Officer as the Secretary of the Committee. The other members who are in the committee are well versed in Finance and Accounts. The Committee formulates procedures and systems for internal controls and monitoring and management of funds. At the same time, the Committee makes suggestions for efficient use of funds meeting regular working capital as well as capital expenditure requirements. Well laid procedures are in place for approvals to meet and making payments of various kinds.

The systems are comprehensive and foolproof and do not leave any scope for deviation in monitoring and utilization of funds. Finance Committee meets periodically and reviews the financial position of the Institute and necessary decisions are taken to ensure efficient and effective management of financial resources. (Refer serial no. III Finance Committee under Item No. 6.1.5)

**6.4.2 Does the university have a mechanism for internal and external audit? Give details.**

**Yes.**

The University has a dedicated team of auditors who are engaged for concurrent audit of the accounts of the University. The scope of audit of the team is exhaustive and comprehensive. They submit audit reports at fortnightly intervals with their comments and suggestions to the Management. They also make suggestions for improvement in the systems if any.

The University has Statutory Auditors who have been appointed on annual basis for scrutiny / audit of the accounts at regular intervals. They help in finalization of the annual accounts and filing of income tax returns. They also make suggestions in accounting treatment of critical issues and regulatory compliances.

The Finance Committee (the composition given under Item No. 6.1.5) interacts / discusses with the auditors for smooth functioning of the accounts department and for efficient monitoring of available resources.

**6.4.3 Are the institution's accounts audited regularly? Have there been any major audit objections, if so, how were they addressed?**

**Yes.**

As explained in item 6.4.2, the University accounts are audited regularly. The auditors find the accounts and systems and procedures to be satisfactory. There were no major audit observations that demand special attention here. All the concurrent audit reports are reviewed in the Finance Committee meeting and necessary corrective steps are being taken to comply with the requirements.

**6.4.4 Provide the audited income and expenditure statement of academic and administrative activities of the last four years.**

The audited consolidated income and expenditure statements of the University for the last four years are presented in Annexure 7.

**6.4.5 Narrate the efforts taken by the university for resource mobilization.**

The University is a self financing private institution and does not receive any grants / financial aids from the state government or any local authority or UGC. The fee received from the students is the major source of revenue to the University. The University is having Working Capital and Term Loan facility with IndusInd Bank in order to meet all its working capital as well as capital expenditure requirements that may arise from time to time.

**6.4.6 Is there any provision for the university to create a corpus fund? If yes, give details.**

**Yes.**

The University has created a **corpus fund** with an amount of **Rs.27.10 crores** being the value of assets gifted by the Parent Society in the form of Land and Buildings.

**6.5 Internal Quality Assurance System****6.5.1 Does the university conduct an academic audit of its departments? If yes, give details.**

**Yes.**

This is done through the mechanism of the Internal Quality Assurance Cell (IQAC). The Cell has been established in the university as a post accreditation quality sustenance measure. The IQAC ensures continuous improvement in all the academic and other operations of the university. It is a platform for planning, guiding, and monitoring Quality Assurance and Quality Enhancement activities of the university. It, therefore, acts as a nodal unit of the University for augmenting quality. The IQAC is chaired by the Vice Chancellor with Directors, Deans, Heads of the Department, and senior administrative officers as its members. It held twenty meetings during the last five years.

**6.5.2 Based on the recommendations of the academic audit, what specific measures have been taken by the university to improve teaching, learning and evaluation?**

Based on the recommendation of the academic audit, the following are some of the measures taken by IQAC to improve teaching, learning, research and evaluation:

- Periodic churning of the case studies discussed in the classes.
- Benchmarking of curriculum with the best international and national practices.
- Mid-term and end-term student feedback throwing light on faculty performance.

- Performance evaluation of the faculty.
- Prioritization of conferences that faculty members can choose to attend and present papers.
- Ranking of journals.
- Review of case research.
- Weekly faculty seminars.
- Themes of the conferences to be hosted.
- Long term plans for research and creation of 4/5 centers of excellence (Refer item No. 3.3.5).
- Forming a research committee.
- Allocating seed money of Rs. 50 lakhs for encouraging research at IFHE.

**6.5.3 Is there a central body within the university to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?**

The Academic Council is the body at the University which reviews the teaching and learning process continuously. It meets three times in a year. Matters related to student centric learning, pedagogy, need based curriculum, research, industry interface etc. are discussed threadbare and well meaning decisions arrived. The body also has external members of repute who contribute significantly to the review process. The details of the composition are provided in item no. 6.1.5. It held fifteen meetings during the last five years.

Apart from the Academic Council, the Internal Quality Assurance Cell (IQAC) was formulated to monitor the quality parameters of the University and enrich its performance. The cell quarterly reviews and evaluates the performance of teaching, learning process, research and other administrative aspects. The IQAC comprises of:

- Chairman (Vice Chancellor),
- IQAC Coordinator,
- 15 faculty members ,
- Senior Librarian,
- Administrative staff and
- Three external experts.

**6.5.4 How has IQAC contributed to institutionalizing quality assurance strategies and processes?**

The IQAC has put best quality practices in place through regular academic audit exercises of various kinds, aimed at improving teaching, learning, research, and administration within the University.

The participatory approach to management has resulted in collegiality and empowering the faculty members and other non-teaching staff. IQAC through its continuous evaluation mechanism enabled the faculty members to increase their quality performance viz. publication of research papers in quality journals, conducting faculty seminars, workshops, management development program, faculty development programs, hosting conferences and participating in national / international conferences.

Resultantly IBS Hyderabad was one of the first business schools to be re-accredited by SAQS for a period of five years ending 2018. It helped IBS Hyderabad to get rated by CRISIL and ICRA. It also helped in consistently being ranked as one of the top business schools by Business India and securing the 9th rank under perceptual ranking by Business World Magazine.

**6.5.5 How many decisions of the IQAC have been placed before the statutory authorities of the university for implementation?**

An indicative list of the decisions of the IQAC that have been placed before the Academic Council and Board of Management for implementation is presented below:

- Periodic churning of the case studies discussed in the classes.
- Benchmarking of curriculum with the best international and national practices.
- Mid-term and end-term student feedback on the faculty members.
- Performance evaluation of the faculty members.
- Prioritization of conferences for faculty members to attend.
- Ranking of journals.
- Review of case research.
- Weekly faculty seminars.
- Themes of the conferences to be hosted.
- Long term plans for research and centers of excellence.
- Allocation of research fund.

**6.5.6 Does the IQAC have external members on its committees? If so, mention any significant contribution made by such members.**

**Yes.**

The IQAC has distinguished academicians and researchers as committee members ensuring highest standards and best practices in all the programs offered by the University - namely, Management, Science and Technology, Law, Social Sciences, Humanities etc.



The external members, Prof Dr. Briz-Kishore, Former Member UGC and Prof. R. P. Kaushik, Former Member, UGC and former Indian Ambassador to Turkmenistan, Prof. Phadke have contributed in great measure to the enrichment of the teaching and learning processes at the University. They have also helped enrich the research culture and the industry interface at the University.

**6.5.7 Has the IQAC conducted any study on the incremental academic growth of students from disadvantaged sections of society?**

On the basis of recommendations of the IQAC remedial classes were conducted for students having less than 5.5 CGPA, so as to enable them to improve their grade.

**6.5.8 What policies are in place for the periodic review of administrative and academic departments, subject areas, research centres, etc.?**

A periodic review mechanism is in place for reviewing the administrative and academic departments. The university regularly reviews the progress under teaching, learning and research through internal quality review meetings held every quarter. Regular review meetings are also held at departmental level to monitor the academic and research progress.

The University encourages regular audit of academic as well as non-academic matters aimed at delivering value to the student community. During the period under review, the following steps have been taken to improve academic standards and administrative efficiency:

- Encouraging faculty members to get their research papers published in journals listed in SCOPUS, ABDC, Web of Science, EBSCO host, Cabell's Directory etc.
- Supporting faculty participation in national as well as international conferences.
- Offering research grants to researchers and faculty members to focus on emerging areas of great significance.
- Motivating faculty members to come out with innovations in teaching.
- Stimulating efforts aimed at bringing out quality case studies.



## Criteria VII: Innovations and Best Practices

### 7.1 Environment Consciousness

#### 7.1.1 Does the university conduct a Green Audit of its campus?

The University is highly environment conscious. It uses several proactive steps to reduce energy consumption and to meet the challenges and opportunities of climate change. The Academic blocks and libraries are planned architecturally to get natural light during the daytime and are well illuminated. This has ensured that there is no wastage of power.

It is in touch with the environment with some 600-odd mango trees, apart from the coconut and guava plantations surrounding it. Special care is taken to ensure that energy and environment conservation is visible in every aspect of the campus. The ACs use ozone-friendly non-CFC refrigerants, the bricks are composed of fly ash and the furniture is either made of rubber wood or recycled wood.

Solar panels, installed at various places within the campus, are used to power solar water heaters. The entire hot water requirement in the hostels and mess is met through these heaters. "This is a no-bike zone—which means we breathe fresh air all the time. There is a wonderful mix of modern facilities and green environs.

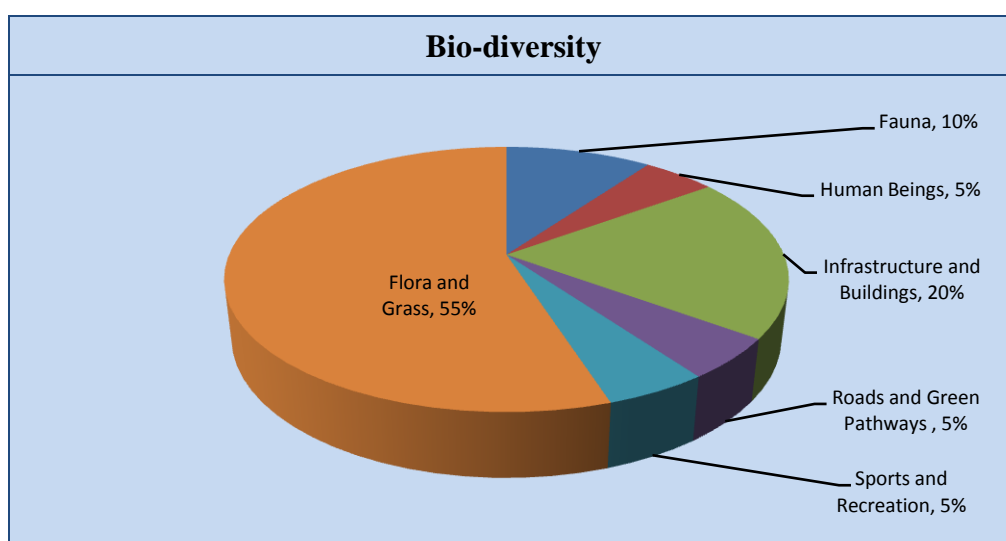
The underground water is treated in the Reverse Osmosis (RO) Water Treatment plant to make it potable for drinking. The University has a Sewerage Treatment Plant which has been upgraded to treat 950 KLD for sewerage/waste water treatment. This water is used for watering the green vegetation on the campus. This helps ensure that the University does not pollute any of the surrounding water bodies.

As a part of Green Computing, when desktops in labs are replaced with new desktops, the old desktops are put to use for general administration purposes. The old desktops that no longer support the University's needs are sold to third parties for further use after refurbishing.

**Bio-diversity:** The campus has a total area of 92 acres. About 70% of the area (65 acres) is devoted to biological diversity with 55% for flora and grass, 10% for fauna, and 5% for human beings. They co-exist in a happy and symbiotic relationship. Infrastructure and buildings account for 20%; roads and green pathways constitute 5%; and another 5% is for grounds and facilities (for sports and recreation). The rich bio-diversity at the campus won us laurels from the Japanese delegates of the 2012 Hyderabad Conference of the Parties to the UN Convention on Biological Diversity who visited the University in 2012.



Green Campus



The slogan ‘Prakruti Rakshati Rakshita (”Nature protects if she is protected”) is imbibed in the students, faculty members and staff for raising awareness about their responsibility to help awaken biodiversity consciousness. The University has a full time horticulture manager on the campus.

The University has hosted an International Conference of Environmental Management (ICEM) in 2010. It also hosted a two-day national seminar on ‘Solid Waste Management: Legal Faces’ in February 2012. A course on environment is compulsory for Undergraduate courses and environment issues are also covered in the subject, Public policy for Postgraduate students. The University also has a course on Macro economics and Business environment for covering environmental sustainability issues. We also have Prakriti a student club, which deals with environmental consciousness. The University organized a Big Green National Consultation On Up-scaling Green Livelihoods at the campus on Nov 1, 2014. It was a platform for dialogue among academicians, livelihood practitioners and policy makers.

The Case Research Center has developed several case studies on environmental sustainability and even won awards in international case competitions. For e.g. the case, ‘Husk Power Systems: Lightening up the Indian Rural Lives’ won a second Prize in oikos Global Case Writing Competition (Social Entrepreneurship track), organized by oikos International, Switzerland. Another case, ‘Water Health International: Providing Safe Drinking Water to the Bottom of the Pyramid Consumers’ was a winner in the EFMD Case Writing Competition under the category –Best of the Best (Overall Winner)”, organized by European Foundation for Management Development, Brussels, Belgium.

**Center for Environmental Studies:** The University has started a Center for environmental studies to serve as a knowledge center on key sustainable issues and as a resource base for comprehensive and relevant information through research. It would undertake projects in environmental aspects by conducting seminars in environmental protection, laws and other related fields.

#### 7.1.2 What are the initiatives taken by the university to make the campus eco-friendly?

- **Energy conservation**

Solar panels on roofs help us tap solar energy which is used for water heating in hostels.

- **Use of renewable energy**

Solar heating modules are provided on all roofs.

- **Water harvesting**

Numerous rain harvesting pits have been dug to collect rain water from the roofs of buildings. RO waste water is recycled in the garden.

- **Check dam construction**

Large water body is made at the lowest level for all run off water to be collected.

- **Efforts for Carbon neutrality**

The campus has a rich bio-diversity with adequate open spaces. The University ensures that it doesn't contribute to the pollution levels in the neighborhood.

- **Plantation**

The campus is full of green trees and vegetation. It has a healthy bio-diversity.

- **Hazardous waste management**

Sewage treatment plant has been installed to treat all waste water and the filtered water is used for gardening.

- **e-waste management**

It is ensured that electronic items are properly processed before disposal.

- **Any other (please specify)**

## **7.2 Innovations**

### **7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the university.**

The University has implemented several innovations. An indicative list is provided below:

- Case pedagogy.
- Online examinations.
- Continuous evaluation system.
- Focus on faculty research.
- Faculty seminars.
- National / International conferences.
- Visiting scholar program.

- 19 Ph.D student workshops.
- Hosting Doctoral Thesis Conference.
- Collaboration with foreign Universities.
- Student Internship Projects with faculty and company executive involvement.
- Committee approach to decision making.
- Dealing room to provide hands on experience in integrated treasury operations.
- Cafeteria approach in electives.
- Syndicated learning.
- Market driven electives.
- Student Information Management System.
- Parents' corner.

### **7.3 Best Practices**

The best practices followed at the University are:

- Case Pedagogy.
- Unique Ph.D Program.
- Excellent placement track record.
- Academic freedom to the faculty members.
- Weekly faculty seminars.
- Faculty participation in international conferences.
- Hosting of Doctoral thesis Conference.
- Collaborative approach in hosting conferences.
- University has nine peer reviewed journals.
- Incentivizing research publications.
- Research seed money of Rs.50 lakhs per year.
- Fellowships to Research scholars pursuing Ph.D.
- Online examinations.
- Management Development Programs.
- Syndicated learning.

- Mock interviews, GDs, Mock company tests.
- Summer Internship Projects with faculty members and company executives involvement.
- Student mentoring through several channels.
- Continuous evaluation.
- Transparency in evaluation.
- Merit based admissions.
- Merit Scholarships.
- Homogenous delivery in the class through teaching group meetings.
- Welfare measures for teaching and non teaching staff.
- Co-curricular and Extra-curricular clubs.
- Committee approach for decision making.
- Transparency in decision making.
- Lab-oriented classes and Training on software like SAP and SAS.
- Industry visits.

**7.3.1 Give details of any two best practices which have contributed to better academic and administrative functioning of the university.**

The two best practices which have contributed to better academic and administrative functioning of the university out of the above are detailed below:

**Best Practice - 1**

1. Title of the Practice : **Case Based Teaching**

2. Objectives of the Practice:

**What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?**

The case method compels a student to think through a situation, analyze facts objectively, and choose an optimal solution— putting the gifted mental faculties to best use. The student is encouraged to think and act independently. Unlike the traditional lecture method the case method dignifies and dramatizes student’s life by opening the way to make positive contributions to thought and by doing so prepare them for action. Independent, constructive thinking is encouraged.

Cases involve situations where students encounter real life situations, contexts and surrounding information. The complexity built around the situation forces them to think in a holistic manner. This becomes a habit over time and the students learn to appreciate complexity and ambiguity, traits that hold them in good stead in industry. After going through 300 odd cases in a two year program they are equipped to analyze, think and act like a professional manager.

Instead of being passive receivers the students learn to listen carefully to others' point of view and appreciate criticism and contrarian views. This also helps them develop an open mind about situations, contexts and others. The case method helps generate new ideas as the discussion is revolving amongst the students. The teacher is only a facilitator in the process.

### **1. The Context**

**What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?**

The case method as a pedagogy was introduced in the year 2009 and seen as a major departure from the traditional lecture method by creating a highly different learning environment. The experience of global business schools was taken into account and the pedagogy was adopted across all the courses.

The first challenge was regarding the paucity of cases in papers relating to quantitative methods, financial accounting, financial management etc. The next challenge was to train the faculty members. The University invited top academia from leading IIMs as well as senior industry executives to train the faculty members.

A third challenge was to create the required trust in students. The first year students were exposed to cases developed in-house which were less complex but descriptive in nature while the second year students were taught through Harvard Business School cases that were complex and more decision oriented in nature.

### **2. The Practice**

**Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?**

Indian higher education especially in post graduate management education got stuck in age old pedagogies. It did not metamorphose with the rapid pace of change in the environment. The desire to make education globally relevant made the University look at these changes and to overhaul the traditional practice with globally relevant ones. The case method is one such change.



The case method of instruction was introduced by taking the help of two Case repositories – our in-house Case Research Center and Harvard. The former cases are developed and written by the faculty members of the Case Research Center in the University and have a mix of Indian as well as global cases and are introduced for the first year students.

Indian managers today face challenges that are more global in nature. The Harvard Business School Cases in general have a global flavor and are introduced in the second year. By the second year the student has been exposed to the core concepts and adapting the more complex Harvard cases is not difficult.

Decision contexts vary with every situation. The students learn the art of argument, analysis and group behavior. The students also learn to take criticism in their stride.

Group learning is enhanced when students present case solutions in the class. Going through the text book enhances the relevance of theory to practice. All these outcomes were not possible if one were to just restrict to traditional pedagogies.

There were some minor constraints in its implementation. Students had to be motivated to take the ownership of learning, a hitherto unheard phenomenon. The evaluation pattern underwent a metamorphosis with greater emphasis on class participation.

Students as well as faculty members took time to adjust to this emerging scenario. Despite these constraints the benefits far outweighed the limitations. Occasionally, students found it challenging to cope with three to four cases in a day. This had to be viewed positively. Students learnt to cope with stress which benefited them in the long run in preparing them for the challenging corporate profession.

### **3. Evidence of Success**

**Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.**

The case method creates a decision and analytical focus in the students. Going through nearly 300 odd case studies across different core and functional disciplines, the students mature in their approach to complex and ambiguous situations.

Post implementation of case pedagogy employers observed a visible change in the students in terms of their overall approach to business



situations, greater analytical ability, better presentation and team building skills.

A small percentage of students found the adaptation to the case method challenging, due to inherent variations in student abilities to grasp the situation and concepts simultaneously. These students were counseled by the faculty members during the consultation hours.

### **Problems Encountered and Resources Required**

Please identify the problems encountered and resources required to implement the practice (in about 150 words).

Apart from the issues mentioned in the sections above we have not encountered any major problems. Faculty members who join IBS without prior exposure to case teaching are inducted into the system through an orientation program spanning two to three days. This helps them get into the system and integrate with the bigger group.

In terms of being more relevant we review every case at the end of the year and through a churning process new cases are introduced. One criterion for replacement is to look at cases which have become redundant.

Faculty members are encouraged to write cases with active help from the IBS Case Research Center. A proof of our prowess lies in the awards the Faculty Members have won at the global level.

### **4. Notes**

Optional. Please add any other information that may be relevant for adopting/ implementing the Best Practice in other institutions (in about 150 words).

The case studies developed by our Case Research Center have found extensive usage around the world. More than **500,000** individual copies of our case studies have been purchased by leading B-Schools and universities around the world. In addition to the top ranked B-Schools in India such as the IIMs, premier international B-Schools like Wharton School of Business, London School of Economics, University of Oxford, INSEAD and premier consulting firms such as McKinsey, PricewaterhouseCoopers, The Boston Consulting Group, etc. use our case studies.

To spread the case methodology, the Case Research Center has initiated 'Workshop on Case Study Methodology' in 2013. These workshops are conducted at IIM Ranchi, TAPMI, Manipal, other IBS Centers etc.

### **Best Practice – 2**

**1. Title of the Practice : Ph.D Program****2. Objectives of the Practice**

What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?

Indian Universities face the challenge of faculty shortage. The number of qualified academicians produced by various Universities in India is inadequate to meet the requirements of higher education. Moreover, these faculty members seldom maintain their academic standards by conducting continuous research and regular publishing in peer reviewed journals.

The Ph.D Program of the University has adopted the practices of American Universities and customized it to meet Indian academic needs. It has four phases, namely, Advanced Coursework, Qualifying Examination, Preparation of Research Proposal and Thesis Work and Submission of Thesis. The program also has a visiting scholar program, wherein the scholar spends ten months in a foreign university under the mentorship of a senior professor, exploring contemporary research topics towards shaping up of the thesis proposal. It also has a series of workshops on soft skills, management games, traditional and innovative teaching techniques, research writing, industry interaction, consultancy, leadership etc. These are aimed at overall professional development of the scholar as an academician and researcher.

At the end of the first year (comprising of Course Work, Associateship and Research Project), students undertake a Summer Research Project (SRP) and then the Ph.D Qualifying Examination. In the second year, Doctoral Advisory Committee is formed and students undertake research seminars (at least one per semester). By beginning of third year students have to defend their thesis proposals and in fourth year students have to complete the Ph.D thesis work and submit for evaluation.

**1. The Context**

What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?

The Ph.D Program is designed with a focus on three aspects: Content, Research and Pedagogy. Advanced courses in Management offer the content. The Research Methodology courses and Summer Research Projects offer training in nuances of research techniques. The Associateship offers training in Pedagogy. The Advanced Courses are a basis for development of doctoral thesis. This is supplemented by

courses in research methods so as to generate scientific research work. In pedagogy, students are exposed to basic teaching aids and practices required for efficient and effective management teaching.

## 2. The Practice

Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

The program is unique in the context of Indian higher education as it attracts the best available talent in the country and nurtures them into quality Management Teachers and researchers.

### Uniqueness of the program:

- i. **Course work:** In the first year the student takes 8 courses. They consist of Seminar Courses, Inter disciplinary Courses, and Research Methods. The course work paves the way to develop Doctoral Thesis Work.
- ii. **Ph.D qualifying comprehensive Examination:** The advanced course work is followed by Qualifying Examination, which paves the way for the thesis work subsequently. The qualifying examination tests the candidate's knowledge in the prescribed areas and their ability to apply the same in research.
- iii. **Preparation of Thesis Proposal:** On successful completion of the qualifying examination, the candidates register for independent study courses and present research seminars relating to their area of work and prepare the research proposal under the guidance of a Doctoral Advisory Committee.
- iv. **Thesis documentation and submission:** Upon successful thesis proposal defense, as approved by the screening committee, the scholar can work towards completion of thesis under the guidance of a Ph.D supervisor and submit the thesis for evaluation and subsequent viva voce. A 4-member panel consisting of two external (Foreign/Indian) and two internal examiners would examine the thesis.
- v. **Visiting scholar Program:** The candidates spend a semester abroad under the Visiting Scholar Program at selected universities / institutes. These are:
  - Oklahoma State University, USA.
  - University of Memphis, Tennessee, USA
  - McCallum Graduate School of Business, Bentley College, Boston, USA.

- Martin J Whitman School of Management, Syracuse University, Syracuse, New York, USA.
  - College of Business Administration, University of Toledo, Ohio, USA.
  - ICN School of Management, University of Nancy, France.
  - University of Johannesburg, South Africa.
  - Flinders University, Australia.
- vi. **Professional Development Grant:** The University also sponsors the scholars to attend national and international conferences.
- vii. **Scholarship/Stipend:** The scholars are paid a fellowship of Rs. 20,000/- till they defend the thesis proposal. After successful defense, they are paid a fellowship of Rs. 35,000/ per month.
- viii. **Employment:** After successful completion of Ph.D, Scholars are normally absorbed as Assistant Professors.

The University also offers a Ph.D (Part-time) Program for Executives and Working Professionals.

### 3. Evidence of Success

Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.

The results have been very encouraging, which is reflected in the research papers published by these research scholars in reputed national and international journals. On an average, each scholar publishes about 5 research papers (at least one in Scopus indexed or ABDC ranked journals) before they submit the thesis. The cases developed by them are also accepted in the Case Center (ecch), UK, which are used by reputed business schools world-wide. These scholars are emerging as excellent management teachers at IBS as well as in various IIMs and other leading B-schools in India and abroad.

### 4. Problems Encountered and Resources Required

Please identify the problems encountered and resources required to implement the practice (in about 150 words).

We do not foresee any major problems.