

MADHYA PRADESH: GOVERNANCE BENCHMARKING REPORT 2020-21

Institution Details

Name of the institution: Institute of Management Studies	District: Indore
Type: University Dept., Non-autonomous	
Affiliating University: Devi Ahilya Vishwavidyalaya, Indore	
Year of Establishment: 1969	
Program Levels offered: UG, PG & PhD	Student Enrolled (2019-20): 1604

Introduction

The Higher Education Governance Screening Card (HEGSC) is being used to benchmark governance practices in higher education institutions in the state of Madhya Pradesh. The HEGSC, which is an internationally recognized tool to benchmark governance practices, enables institutions to identify strengths and weaknesses in their governance practices and compare their practices with other institutions. The HEGSC measures institutional governance practices across 5 broad dimensions – (1) Overall Context, Mission and Goals (2) Management Orientation (3) Autonomy, (4) Accountability, and (5) Participation. A questionnaire is used to gather information on institutional practices across the 5 dimensions. This information is then translated into scores. The scores for your institution are provided below. The **self-assessment score** is based on responses from the institution, and the **assessment score** are provided based on review by an external assessor. The scores on each dimension should not be considered in isolation but along with other dimensions to assess the coherence of the institution’s governance practices and can be used to identify areas along dimensions where the institution can strengthen governance practices.

Benchmarking scores



	Axis 1: Mission &	Axis 2: Management	Axis 3: Autonomy	Axis 4: Accountability	Axis 5: Participation
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	Goals	Orientation			
Institute of Management Studies	4.18	3.02	3.64	3.53	2.34
State Average (Univ Dept.)	3.70	2.83	3.26	3.61	2.16

Scores Appraisal¹

- The institute has lower score on 'Participation' than other dimensions. The scores on other dimensions are more-or-less balanced.
- The institute scored higher than state average for university departments except on 'Accountability' dimension where the score is marginally lower than state average.
- The institute over-estimated its score on 'Management Orientation' and 'Participation' dimensions.

Good practices and Recommendations

Good Practices	Recommendations
<ul style="list-style-type: none"> • Mission & Goals: <ul style="list-style-type: none"> ○ Most of the relevant stakeholders, including students, alumni, faculty, civil society, and industry representatives, were involved in formulating the mission. ○ Institute leadership and senior management monitor the achievements. • Management Orientation: <ul style="list-style-type: none"> ○ The institute has strategic plan aligned to the vision, mission, and goals. ○ Institutional mechanism is in place to measure strategic achievements. ○ Staff council and executive council are involved in key decision-making processes. ○ The selection process, requirements, and mandates of decision-makers are well-defined. • Autonomy: 	<ul style="list-style-type: none"> • Mission & Goals: <ul style="list-style-type: none"> ○ Civil Society and industry sector can also be involved in monitoring the achievements. • Management Orientation: <ul style="list-style-type: none"> ○ Various stake holders committee can be involved in key decision-making processes. ○ Positive incentives such as performance bonus, promotion, recognition, etc. can be put in place. • Accountability: <ul style="list-style-type: none"> ○ The institute can set-up processes for standardized sanctions against financial irregularities. • Participation: <ul style="list-style-type: none"> ○ Alumni, donors, and industry partners can be given representation on decision-making bodies including academic and research councils.

¹ Balanced/Unbalanced scores: The 5 axes of the HEGSC complement each other and are equally important. So, a balanced score (i.e. similar score on 5 axes) indicates that the institute is likely at similar level of development of governance practices across these dimensions whereas an unbalanced score indicates lack of coherence among the governance practices across the dimensions.

<ul style="list-style-type: none">○ The institute has diversified its revenue sources well with a significant part contributed by research grants and consulting assignments.● Accountability:<ul style="list-style-type: none">○ The institute has internal (IQAC) as well as external (NAAC) quality assurance systems in place that address all relevant issues.○ The institute has in place the mechanism to follow-up on the suggestions of quality assurance process.○ The institute conducts tracking surveys for its graduates and widely disseminates the results.○ Financial audit report by external body is made widely available for general review.● Participation:<ul style="list-style-type: none">○ Students have representation on academic and research councils.○ Faculty have representation on decision-making bodies, academic council, and research councils.	
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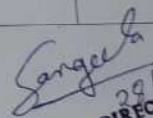
Other Notes and Observations

Director's financial autonomy can be increased.

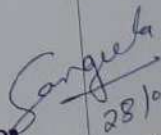
**Institute of Management Studies
Center of Excellence
Devi Ahilya Vishwavidyalaya, Indore**

ACTION PLAN

Institute Current Status	Actions to Improve Quality and governance	Expected Outcomes	Indicators	Monitoring Mechanisms	Time-line	Resources
Axis 4 : Accountability Score-3.53	<ul style="list-style-type: none"> • Further strengthen DQAC / IQAC Cell of the institute. • Sanction certain amount of funds to IQAC cell to undertake activities • Set up an internal mechanism to evaluate performance faculty and staff at regular intervals • Involve experts from outside Institute / University in the continuous evaluation of the Institutes overall performance • Set up a formal mechanism to continuously track students after they pass out. • Undertake more social outreach programmes 	<ul style="list-style-type: none"> • Improvement in IQAC cell will help in improving the teaching, research and infrastructure of the institute. • Mechanism to continuously evaluate performance of faculty and staff will bring efficiency in their work and help them identify areas of improvement • Involvement of outside experts in evaluation will bring new perspective in our working • Tracking of students post-graduation will further strengthen our alumni cell. • Social outreach programmes will help institute fulfill its social obligations 	<ul style="list-style-type: none"> Number of activities undertaken by IQAC cell. Students feedback of faculty members and staff, number of research papers published by faculty members etc Action Taken Report on the suggestions given by outside members Increase in the number of alumni members Number of outreach activities 	<ul style="list-style-type: none"> Institute has Department Committee constituted as per Ordinance 21. The Departmental Committee will monitor the activities every month 	9 -12 Months	Human, Financial and Technical resources will be required


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 Institute of Management Studies
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<p>Axis 5: Participation Score-2.34</p>	<p>More number of MOUs for excellence in education, training, research, consultancy and community development.</p> <p>Increase in number of Collaborations with Industry and other sectors.</p> <p>More involvement of students and industry in syllabus revision and other activities</p> <p>Increasing transparency through enhanced use of technology</p> <p>Giving Alumni, donors, and industry partners representation on internal decision-making bodies</p>	<p>Enhanced quality through more participation of different bodies in various activities of institute</p> <p>Help institute in further improving its academic and infrastructure facilities.</p> <p>Enhanced participation of Alumni, donors, and industry in decision making</p>	<p>Number of MOUs</p> <p>Number of collaboration with Industry and other sectors</p> <p>Number of industry representative and alumni participation on different committees of institute</p>	<p>Institute has Department Committee constituted as per Ordinance 21.</p> <p>The Departmental Committee will monitor the activities every month</p>	<p>9-12 Months</p>	<p>Human, Financial and Technical resources will be required</p>
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 Institute of Management Studies
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November 2020

- Review
- Preparation of Report

Sangeeta
28/04/21

DIRECTOR
Institute of Management Studies
II - V V Indore

May 2020

- Finalization of MOUs
- Alumni Meet

June 2020

- Vacatio

July 2020

- Interaction with Industry
- Implementation of suggestions by Alumni & Industry
- Review

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August 2020

- Feedback from students
- Implementation of suggestions

September 2020

- Training and Tracking
- Invited

lectures

October 2020

- Training
- Invited lectures
- Workshop/Seminar/Faculty Development Program

Sangeeta
28/04/21

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