

Executive Summary of Academic Review (period 2008-2012)

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The academic review of the School was held on February 14, 2014. The members of the review committee were Prof. Kripa Shanker, Professor, Industrial and Management Engineering Department, IIT Kanpur, Prof. P. K. Jain, Professor, Department of Management Studies, IIT Delhi, and Mr Anil Verma, Executive Director, Godrej and Boyce Co.

The Head, presented a report on the progress of the School during the period 2008-2012 on various aspects such as faculty strength, research areas, growth of academic programmes and student strength, research output and outreach activities. In 2012, the School had on rolls 21 full-time faculty members, 4 adjunct faculty members, 2 distinguished faculty members and 17 visiting faculty members, which is a marginal improvement from that in 2008. The M.Mgt strength per batch has risen from 86 students in 2007-2008 to 123 students in 2011-2012. The number of Ph.D students on roll has also gone up from 45 scholars in 2008 to 64 scholars in 2012. The B.Tech minor (in Management) programme started in 2008 with two course offerings. Since 2010 the school is offering five minor courses. On the research publication front, the productivity per faculty has increased from 1.28 Journal papers and 1.50 conference papers in 2008 to 1.43 Journal papers and 1.71 conference papers in 2012.

The Review Committee evaluated the School on four broad parameters: Academics, Research, Infrastructure and Admissions & Recruitment. The Committee commended the course curriculum and course content for the M.Mgt. and also highly commended the placements of M.Mgt. students post their degree completion. However, the Committee recommended enhanced peer-based learning through closer location of first and second year hostels. The members of the Committee suggested changes in the method of allocation of elective courses to the students such as possibly removing the upper cap and allocation based on CGPA basis than on the first-come-first-served basis. The Committee opined that the Collaborative Practicum is an excellent idea to give industry exposure to students. However, the Committee recommended that the scheduling of semesters and internships should however be reviewed to include summer vacation and increased interaction with industry.

For the Ph.D. programme, the Committee praised the first year courses covering the research methodological foundation and particularly stressed on the need for additional courses in the core research areas of the School.

Regarding the research component at the School, the Committee highly rated the research ambience and research awareness among doctoral students. However, the evaluation committee recommended hiring more faculty, on an urgent basis, in the following areas:

1. Systems and IT
2. Strategic Management
3. Management Accounting and Financial Management
4. Marketing Management

The Committee further suggested adding more courses in the areas of Corporate Social Responsibility, Sustainability, Environment and Ethics.

Regarding the infrastructure, the Committee has some concerns which they have explicitly spelt out as follows: "There is an urgent need of a dedicated auditorium of 250+ capacity for industry lectures. There should be dedicated classrooms of 125+ capacity. There should be licenses for software such as Minitab. There should be dedicated Bloomberg, SAS terminals for SJMSOM. Classroom layout should be revisited to explore the increase in the seats". Also, the committee rated the seating space for the research scholars very low.

The action plan has been worked out to address some of the comments suggested by the Committee members as well as to meet our long term objectives for the future growth of the School.

1. Academic Programmes: We will introduce 3-4 advanced doctoral level courses in the next one year and will gradually add more courses with expected increase in faculty strength. We plan to introduce comprehensive examination to strengthen the Ph.D programme further. We have submitted a proposal to the PGPC for revision in M.Mgt programme to strengthen it further which will also take care of scheduling of summer projects.

2. Infrastructure and Systems: The request for an auditorium has already been made and met by the Institute and we have been allotted the IRCC auditorium (to be called as SOM auditorium) with an approximate capacity of 200. We are in the process of assessing our short and long term infrastructure requirements to be forwarded to the Institute soon. We shall request the Institute to allot the same hostel for SOM M.Mgt students, at least batch wise to allow better peer interaction.

3. Faculty Hiring: This has been a major challenge for us and we have not been able to make much progress on this front in the recent 2-3 years. We will critically examine our current hiring practices to devise a strategy for attracting quality faculty within the next two years, in the areas where we have shortages.