



ANNUAL
REPORT
FY 2022-23



INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

Annual Report

वार्षिक प्रतिवेदन
(2022–2023)



Indian Institute of Management Kashipur
भारतीय प्रबंध संस्थान काशीपुर

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About Us

Indian Institute of Management Kashipur is an elite public business-school, playing a pivotal role in the growth of the corporate sector and management education in India for eleven years. The institute is set up with the goal of conferring quality management education while honing students' social and cultural awareness. It aspires to achieve excellence in high-quality research by using innovative and distinctive teaching methods, practicing sustainable leadership, and providing a meaningful contribution to society. IIM Kashipur has produced successful business leaders and job creators.

The Institute is bestowed with the stunning beauty of nature, lending a wholesome

experience to academic rigour. Its 200-acre sprawling campus situated just 25 km away from the Jim Corbett National Park in Uttarakhand, spread loudness and cheers in the serene town of Kashipur, nestled in the lap of the Himalayas.

The Institute has state-of-the-art infrastructure with lush green surroundings and a beautiful lake with a calm and serene atmosphere. The Institute is situated in the vicinity of one of the densest industrialized districts in India. This strategic geographical positioning provides a vantage point for the institute when it comes to living by its motto 'Learning by Doing' with regular interaction with industry experts and live projects.

Institute's Motto

The Institute's motto is '*Learning by Doing*'

Vision

To be an Institute of eminence that fosters management research and education and develops leaders for creating positive societal impact in a changing world.

Core Values

- 1 . Collegiality
2. Pro-active Engagement With All Stakeholders
3. Green Consciousness
4. Transparency

Mission

The Institute strives to create and disseminate knowledge through applied and interdisciplinary research and practices in emerging areas of management. The institute develops socially conscious, competent, and ethical business leaders and researchers capable of critical thinking, innovation, and entrepreneurship while being inclusive and focusing on both regional development and internationalization.



SALIENT

→ Master of Business Administration (MBA)

Total Number of Students 257

→ Master of Business Administration in Analytics (MBAA)

Total Number of Students 90

→ Executive Master of Business Administration (EMBA)

Total Number of Students 40

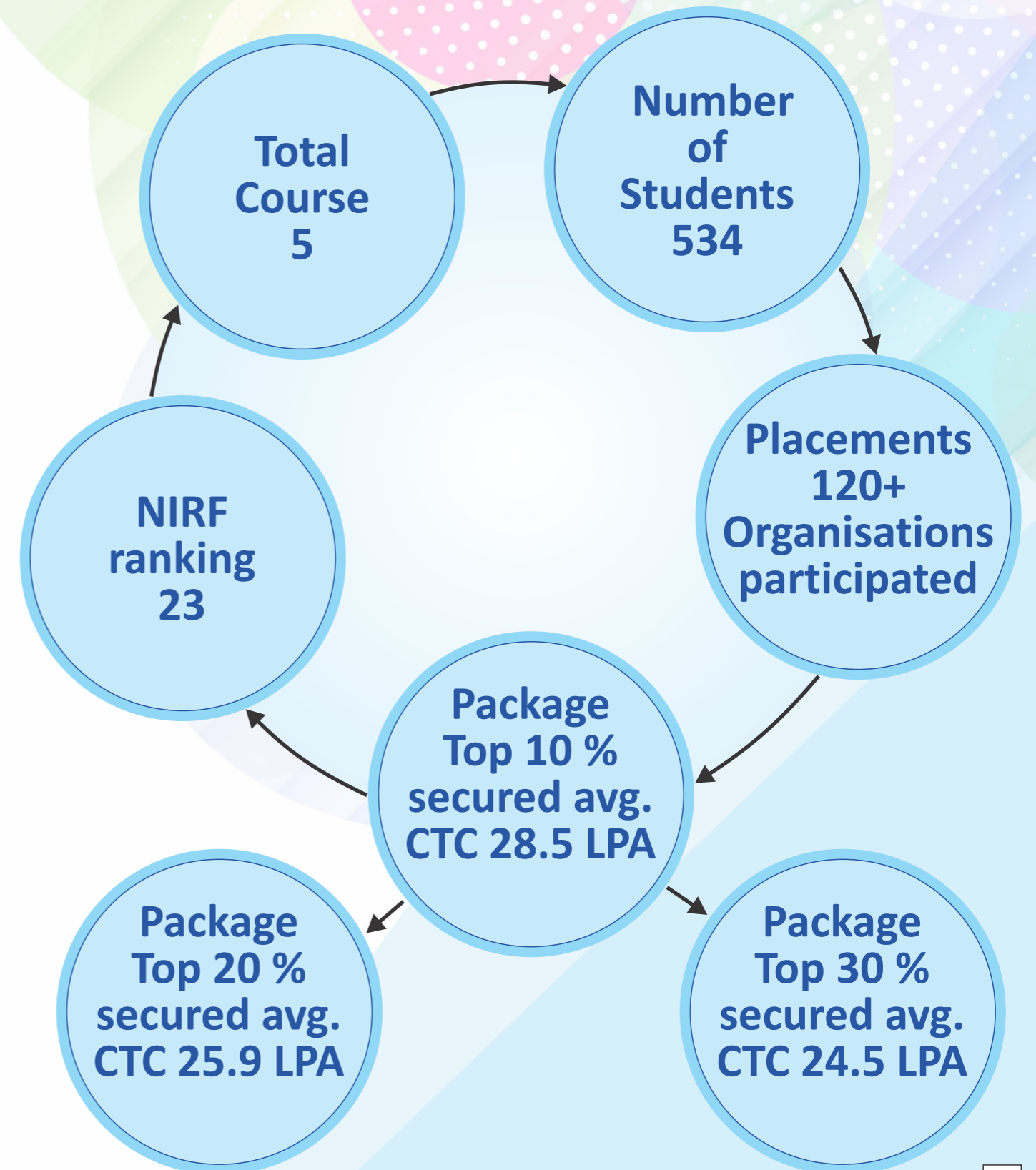
→ Executive Master of Business Administration in Analytics (EMBAA)

Total Number of Students 95

→ Doctoral Programme (PhD)

Total Number of Students 52

FEATURES



BOARD OF GOVERNORS

Board of Governors of IIM Kashipur as of 31st March 2023

Shri Sandeep Singh
Interim Chairperson
Author and Independent Director

Shri P.K. Banerjee
JS (Mgt and MC and Scholarship),
Ministry of Education, Govt. of India

Ms. Vibha Malhotra
Director, Confederation of Indian Industry

Dr. Sukhbir Singh Sandhu
Chief Secretary, Uttarakhand Government,
Uttarakhand Government Representative

Shri Nrip Singh Napalchya
Additional Chief Secretary, IAS (Retd.)

Shri. Vishwavir Ahuja
Former Managing Director & CEO, RBL Bank

Shri Arvind Mahajan
Founding Member of IIMPACT,
and renowned Management Consultant

Prof. B Mahadevan
Faculty in Production & Operations
Management Area, IIM Bangalore

Prof. Mala Srivastava
Professor, IIM Kashipur

Prof. Kulbhushan Balooni
Director, IIM Kashipur
(Ex-Officio Member)

Smt. Savita Mahajan
Former Deputy Dean,
Indian School of Business

Prof. Kirti Sharda
Faculty in Organizational Behaviour Area,
IIM Ahmedabad

Prof. Kunal K Ganguly
Professor, IIM Kashipur

Dr. M. Ramasubramanian
C.A.O, IIM Kashipur,
and Secretary to BoG



From Chairman's desk

Dear Stakeholders,

I am delighted to share the impressive achievements and significant stride of IIM Kashipur in the year 2022-23.

The education industry landscape presented formidable challenges throughout the year. Despite these hurdles, IIM Kashipur has demonstrated remarkable resilience, adapting swiftly to the changing circumstances. There is an unwavering commitment to fostering an environment of continuous learning, cutting-edge research, and holistic development, and I extend my sincere gratitude to the IIM Kashipur Community for sustaining a competitive spirit.

I am particularly pleased to note the outstanding performance in research, as reflected in the numerous publications in reputed journals and the

substantial increase in citations. The emphasis on experiential learning, industry workshops, and unique course structures is a testament to our commitment to producing industry-ready professionals.

“ I am particularly pleased to note the outstanding performance in research, as reflected in the numerous publications in reputed journals and the substantial increase in citations. The emphasis on experiential learning, industry workshops, and unique course structures is a testament to our commitment to producing industry-ready professionals. ”

The achievements in gender diversity are commendable, showcasing our dedication to providing equal opportunities for all students. The success of our students in corporate competitions and the stellar placements of the batch of 2023 further solidify our standing as a leading management institute.

The institute's expansion into executive education, online programs, and collaborations with international institutions demonstrates our adaptability to the evolving education landscape. The initiation of the Director's Merit List and the continuous improvement in NIRF rankings underline our pursuit of excellence. IIM Kashipur has surged

from the 33rd position in NIRF 2021 to an impressive 23rd position in NIRF 2022. This big leap is a testament to the relentless pursuit of academic and operational excellence by the IIM Kashipur Community.

I am grateful to the Ministry of Education, the Government of India, and the Government of Uttarakhand for their cooperation. I extend my gratitude to the members of the Board of Governors at IIM Kashipur, for their active and continuous involvement in the decision-making. I also acknowledge the involvement

and support of the local community, industrialists, and members of the civil societies.

As we celebrate these achievements, I have great confidence that with the continued dedication of our community, IIM Kashipur will reach even greater heights.

Best Regards,

Sandeep Singh
Interim Chairperson, IIM Kashipur



Chief Guest at 9th Convocation Ceremony 13th May 2022

Mr. Sanjeev Sanyal, Member of the Economic Advisory Council to the Prime Minister was the Chief Guest at the Ninth Convocation of the Indian Institute of Management Kashipur held on 13th May 2022.

374 students were awarded degrees. This included 273 students from the MBA Programme, 58 students from the MBA (Analytics) Programme, 12 from the Doctoral Programme, and 31 from the Executive MBA Programme.

SH. SANJEEV SANYAL'S REMARKS IN THE VISITOR'S BOOK

"Must say it is wonderful to see the developing campus and plans to build more. Hope you can retain the green feel and some of the wildlife. Hope to come back again."



From Director's desk

IIM Kashipur continues to serve the nation and society at large. As one of India's top management education destinations, it has constantly evolved to match the contemporary practices in the industry and produce tech-driven managers. It is now broadening its outlook while maintaining its unparalleled focus on continuous learning, performance-centric values, and innovative teaching methods.

IIM Kashipur strives to create and disseminate knowledge through applied and interdisciplinary research and practices in emerging management areas. The institute seeks to develop socially conscious, competent, and ethical business leaders and researchers capable of critical thinking, innovations, and entrepreneurship while being inclusive and focusing on regional development and internationalization.

When IIM Kashipur commenced its operations in 2011, it was envisioned to build an institute that would, in addition to fostering academic rigor, be aligned with the evolving industry trends, drive social transformation, and become a harbinger of entrepreneurship and inclusive growth. Now we are doubling down on the same and embarking on holistic development for the institute and its stakeholders.

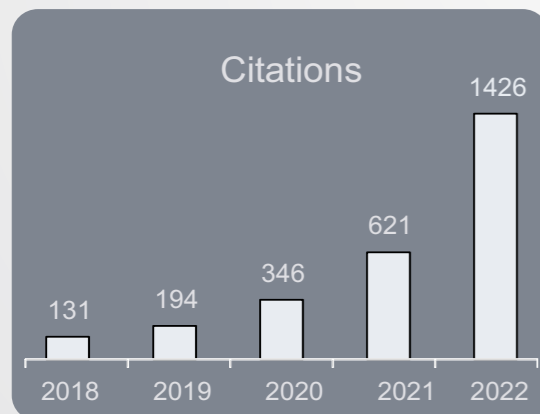
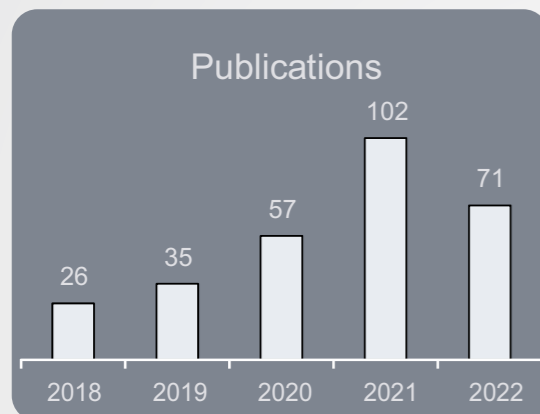
It is with pride that I present a note on our notable achievements during the year 2022–23.

Within a relatively short time, IIM Kashipur has attracted outstanding faculty talent and has excelled, specifically in research. IIM Kashipur is constantly innovating teaching methods. Being an institution of national importance, our fundamental responsibilities are to in the frontier for knowledge creation and dissemination. IIM Kashipur promotes and supports faculty members and doctoral scholars to undertake rigorous, collaborative, and interdisciplinary research. Our faculty members have a continuous track record of publishing impactful research; the academic year 2022–23 was no exception.

Our faculty and doctoral scholars published 77 research articles in peer-reviewed journals. IIM Kashipur was associated with another publication in a reputed Financial Times Top 50 Journal (Journal of Business Ethics) in 2022–23. Besides, we have published 34 papers in A* and A category Scopus-indexed journals like Annals of Operations Research, Behaviour and Information Technology, Business Strategy and the Environment, Computers and Industrial Engineering, Computers in Human Behavior, Empirical Economics, European journal of Marketing, IEEE Transactions on Engineering Management, International Journal of Intercultural Relations, International Journal of Logistics Management, International Journal of Operations and Production Management, International Journal of Production Research, International Review of Financial Analysis, Journal of Business and Industrial Marketing, Journal of Business Ethics, Journal of Business Research, Journal of Contemporary Accounting and Economics, Journal of Database Management, Journal of Forecasting, Journal of Knowledge Management, Journal of Retailing and Consumer Services, Journal of Service

Theory and Practice, Production Planning and Control, Systems Research and Behavioral Science, Transportation Research Part E: Logistics and Transportation Review, among others.

We are optimistic to achieve greater heights in terms of quality publications. It is evident that over the years, the citations of IIM Kashipur research publications have increased significantly. According to the Scopus Database, the number of citations has increased from 621 in 2021 to 1426 in 2022. Our research publications (on a calendar-year basis) have risen from 26 in 2018 to 71 in 2022, and citations from 131 in 2018 to 1426 in 2022, as shown below:



Our doctoral scholars, increasingly publishing in reputed journals, are adding to this research ecosystem. It bodes well for our doctoral scholars, who are getting placed in well-known institutions, including other IIMs.

This year, we organized the first-ever International Conference on our campus. Led by Institute's

'Strategy Area' and 'Foundation for Innovation and Entrepreneurship Development,' the three-day Conference on 'People, Ecosystems and Emerging Trends in Entrepreneurship' was organized in association with 'Hunter Center of Entrepreneurship, Strathclyde Business School in the United Kingdom in December 2022. After a rigorous review process, 26 papers were accepted for presentation. We too, organized a 'Paper Development Workshop' for doctoral scholars attended by 40 scholars and an 'Entrepreneurship Mindset Workshop' for local entrepreneurs that 100-plus participants attended. The conference also had a 'Meet the Editors' session where Editors from renowned journals participated.

Research endeavours depend highly on research culture, and we promote, recognize, and evaluate quality research.

IIM Kashipur has updated all its offerings by integrating technology, analytics, data sciences, design thinking, critical thinking, entrepreneurship, environmental and sustainable business practices, industry workshops, and a massive focus on experiential learning initiatives.

Here we would like to highlight industry workshops and experiential learning initiatives to show how we leverage corporate, governmental, and non-governmental expertise to improve our student's skill sets and inculcate their responsibility towards society.

Industry workshops are conducted by reputed industry professionals in the second year of the MBA programme to bridge the gap between academic and practical knowledge. Contemporary topics such as blockchain, AI-based marketing, and management consulting are taught from a practice perspective by industry professionals from American Express, Accenture, E&Y, and Infosys, among others. Industry workshops have been instrumental for us in creating industry-ready students and forging strong relationships with corporate partners.

IIM Kashipur has a different course structures and components than most management schools. Here we emphasize Experiential Learning, which is unique in the way it values, encourages, and embraces the principles of equity, social inclusion, and greater social relevance in its vision "To be an Institute of eminence that fosters management research and education and develops leaders for creating positive societal impact in a changing world."

The graduating MBA batch of 2021–23 was engaged with 55 organizations over 64 intriguing projects. All the organizations were segregated into three cohorts: 'Environmental and Social Business Practices', 'Unlocking Rural Potential', and 'MSME Development,' per the programme structure. Client locations were spread across Uttarakhand state, the nearest being Kashipur / Rudrapur and the farthest being Joshimath, Rudraprayag, and Pipalkoti.

Field visits to client places provided students with an opportunity to make empirical observations on business problems that are socially embedded, giving them valuable hands-on exposure. They have delivered on operations, marketing, general management, and finance projects. The feedback from the client's side has also been encouraging. Most of the clients, like the Foundation for Organic Agriculture and Rural Development, Aadhar Association, Mount Valley Development Association, NABARD, Mountstriebe, and Himshakti Global, have expressed contentment with the performance of students and articulated their interest in roping up again for the next academic year.

Learning from our three years of Experiential Learning, IIM Kashipur intends to start the Centre for Excellence on Experiential Learning to strengthen our relationship and outreach with stakeholders at the grassroots, including businesses, and train faculty members of other business schools in this innovative learning

component of the MBA programme.

Likewise, the dissertation component in MBA (Analytics) is a differentiator of the programme. Students work with industry leaders under the guidance of faculty members on real-life problems and try to develop research-based solutions using analytics and data sciences in this year-long component. This makes the student industry ready, on the one hand, and grooms the freshers to have considerable experience in real-life problem-solving using analytics, making them unique MBA (Analytics) graduates poised for success in the industry.

In recent years, more female students are entering management studies. The social change of accepting women as career-makers is also starting to show in management education, and the number of women students across programme offerings has increased. IIM Kashipur is doing its bit to ensure they get an equal opportunity to express themselves and fulfil their ambitions while following their dreams. IIM Kashipur has performed exceedingly well on gender diversity, and we boast of one of the highest proportions of female students across IIMs.

The flagship MBA programme has seen impressive growth in terms of women participants showing an increasing trend from 11% batch composition in 2019–21 to 18% in 2020–22 to 22.5% in 2021–23. The 2020–22 batch of the MBA (Analytics) registered an impressive 49% women students, which further increased to 55% in the 2021–23 batch, breaking the myth that very few women candidates are seeking quantitative-oriented careers. Most of the groundwork towards this achievement has been based on developing culture, sensitization, and building awareness, and the efforts have culminated in a meaningful offering.

In 2022–23, IIM Kashipur introduced Director's Merit List. This honorary merit list based on

Cumulative Grade Point Average (CGPA) considers the top 5% of the passing out MBA and MBA (Analytics) batches.

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Our students have actively enhanced their corporate presence with impressive wins in various

corporate and business-school competitions in 2020–22. Our students participated in over 42 corporate competitions and 72 competitions business-school competitions.

In the case of corporate competitions, one team was declared National Winners; Akila from MBA (Analytics) and Shwetabh Sinha from MBA programme were the national winners of ABFRL Show Stopper organized by Aditya Birla Fashion and Retail Ltd. There were two national 1st runner-ups, seven national finalists, seventeen national semi-finalists, and fifteen campus round winners. In the case of business-school competitions, there were twenty-one national winners, sixteen national 1st runner-ups, eleven national 2nd runner-ups, twenty-eight national finalists, and two national semi-finalists.

IIM Kashipur's story spans multiple chapters of excellence, networking, and impressive placement records. We are pleased to inform that the Class of 2023 has secured stellar placements, exceeding the previous years. In 2022–23, we saw active participation by 120+ organizations extending 320+ offers to the graduating MBA and MBA (Analytics) batch of 2023. The Average CTC for the Batch stands at 18.11 LPA, which is a growth of 19% compared to the previous year. The Median CTC for the batch is 17.2 LPA, with a year-on-year increase of 16%. The top 10% of the batch secured an Average CTC of 28.5 LPA, while the top 20% and 30% secured an Average CTC of 25.9 LPA and 24.5 LPA, respectively.

During the recruitment drive, IIM Kashipur saw the addition of numerous new and reputable organizations to its list of esteemed recruiters. Prominent names such as HashiCorp, EXL Analytics, Royal Bank of Scotland, Nomura, and MTR Group joined a host of other recruiters. The number of Pre-Placement Offers and Pre-Placements, compared to 2021, has almost doubled to 67 in 2023, revealing that our students are performing well during the Summer Internships. This accomplishment was followed by another milestone wherein IIM Kashipur went through an

independent audit for both summer and final placement reports as per The Indian Placements Reporting Standards.

IIM Kashipur participated in long-term exchange after a gap of two years. While two students from ESDES Business School, France, spent one semester in IIM Kashipur, nine students from IIM Kashipur enrolled at the three business schools in Europe and one in South Korea. To further the global outreach agenda we are in various stages of collaboration with many institutions abroad.

Considering the business education sector needs new strategic drivers for their growth, IIM Kashipur focuses on online education delivery, especially for executive training and courses for working executives. On the other hand, to keep pace with the surge in demand for reskilling and upskilling by working executives, we are following more adaptive education paths and making significant shifts in curriculum design and programme management.

IIM Kashipur has expanded Executive Education by offering online short- and long-term certificate programmes and a two-year Executive MBA (Analytics), which commenced in April 2022 with an intake of 90 participants. With this development, IIM Kashipur is the first management school in the country to offer MBA (Analytics) (launched in February 2020) as well as Executive MBA (Analytics) programme. Executive MBA (Analytics) is a blended learning programme comprising online and on-campus modules. It aims to train aspirants in technical skills, business

fundamentals, management practices, leadership and strategy, and contemporary skills specific to business analytics. The programme boasts a meticulously reverse-engineered curriculum based on industry needs and trends, enabling learners to implement everything they learn in the workplace immediately.

We have also been offering a two-year Executive MBA at our Dehradun Campus since 2014. Our Dehradun Campus plays a crucial role by establishing institutional relationships with various Institute stakeholders, including central autonomous bodies and organizations, specifically those based in and around Dehradun.

In 2022–23, IIM Kashipur offered fifteen short-duration online certificate programmes and launched thirteen new programmes in different facets of management. We also offered four One-year Executive Post Graduate Certificate Programmes in Strategy and Leadership, Operations and Supply Chain Management,

General Management, and Senior Management. This ensured the participation of all the faculty based on their respective strengths following a collective approach. Besides online executive programmes, IIM Kashipur has organized training programmes for the State Government and Central Government Organizations like the Directorate of Industries Uttarakhand, National Academy of Defence Production, DRDO, and IOCL.

We plan to launch diploma programmes in line with National Education Policy 2020 and link the

“ In 2022–23, IIM Kashipur introduced Director’s Merit List. This honorary merit list based on Cumulative Grade Point Average (CGPA) considers the top 5% of the passing out MBA and MBA (Analytics) batches. ”

programmes with the Academic Bank of Credits as proposed in this policy.

We want to highlight that the government initiatives and programmes being undertaken at IIM Kashipur have started making visible impacts. IIM Kashipur, by charting out a vision and mission related to the actual situation of India and its location, has ensured that government programmes and initiatives will be necessary for the institution. Our Centers of Excellence, Design Innovation Centre, Foundation for Innovation and Entrepreneurship Development, and Centre of Excellence in Public Policy and Government are adding to fulfilling our vision and mission by enabling the institution to reach out to the local communities and organizations.

Our Centres of Excellence have been awarded generous grants and funding from the government towards contributing to the unique mission of the government. We thank the various government agencies and look forward to their continued support and encouragement. Today IIM Kashipur can

“During the last six years, FIED has incubated over 140 start-ups generating about Rs. 320 Crores in funding, and these startups have generated direct employment of over 1,200 and have impacted over half a million farmers.”

programme.

Institute's Design Innovation Centre has been actively promoting innovation by developing a design thinking and creative problem-solving culture. In 2022–23, the center organized several workshops and events to foster innovation in different spheres of society, particularly in the North-West Himalayan region.

During the last six years, FIED has incubated over 140 start-ups generating about Rs. 320 Crores in funding, and these startups have generated direct employment of over 1,200 and have impacted over half a million farmers. A few of the FIED incubated start-ups' success stories include Bijak, LoopWorm, and Greenpod Labs. Additionally, over 700 students have participated in various entrepreneurship-related events and programmes the institute offers.

Out of twenty-eight agri-tech startups trained by FIED under the RABI programme of the Ministry of Agriculture and Farmers Welfare in 2022–23, eleven startups got collectively recommended for grant disbursement of Rs. 1.65 crores.

FIED conducted eighteen Start-up boot camps across all the districts of Uttarakhand supported by the Directorate of Industries, Uttarakhand, from January–March 2023. So far, these boot camps have generated 200+ start-up ideas from local youth on subjects like healthcare, e-commerce,

green energy, food processing, smart devices, etc. FIED will assist top ten start-up ideas in their establishment.

FIED organized a three-day Mega Entrepreneurship Event called Uttishtha in February 2023. Uttishtha has been proven to be one of the most significant entrepreneurship events in Uttarakhand and North India, with the participation of 100-plus Agri-based startups and emerging enterprises. The event consisted of an investor's meet where 15+ Investors comprising PinCap, Alpha Value Consulting, Omnivore, and Your-nest assessed 35+ start-ups' pitches. The event received a footfall of 8,000 plus from Kashipur and nearby areas exploring various products provided by startups and enterprises based in the Uttarakhand Himalaya region.

Over the course of the inception of IIM Kashipur, more than 50 start-ups have been established by our Alumni in various industries, to name a few: Lamamia Pvt Ltd, Ikigai, Fitsol Supply Chain, Infinite Sustainable Fashion, among others.

We are pleased to inform you that FIED has been awarded a grant by NITI Aayog – Atal Innovation Mission of the Government of India to establish the Atal Community Innovation Centre at the campus of IIM Kashipur in December 2022. This makes IIM Kashipur the only IIM among the IIM fraternity to receive this prestigious community incubation project supported by Atal Innovation Mission. This will help IIM Kashipur to increase our capabilities to incubate 150+ community-owned start-ups in the coming five years.

Our intent to do well in the innovation arena, led by FIED and DIC, is evident from the fact that we have done well in the Institute Innovation Council Rating of Higher Education Institutions undertaken by the Ministry of Education's Innovation Cell. Based on the institutions' performance in year-round activities around Innovation and Entrepreneurship, IIM Kashipur has secured 3.5 stars in the IIC rating for 2021–22 announced in November 2022. This rating is the highest among all

six participating IIMs and second among six participating IIMs and 22 participating IITs.

This recognition highlights the continuous efforts of IIM Kashipur in promoting innovation and entrepreneurship through various activities like startup boot camps, incubation programmes, training for start-ups, and an annual entrepreneurship event, among others.

The Institute's Centre of Excellence in Public Policy and Government (COEPPG) organized a two-day national seminar on 'Delivering Justice for Women: Lessons from Fast Track Courts in India' during 10–11 December 2022, with financial assistance from the National Commission for Women. The seminar aimed to discuss the efficacies of the fast-track special courts (FTSC) to provide timely justice. More than two hundred participants from different institutions, colleges, universities, judiciary, and the legal profession, which included teachers, researchers, lawyers, students, and judges, discussed the challenges facing the FTSCs while making a clear distinction between 'quick' justice and 'undesirable hurried' justice.

Like in the past, COEPPG contributed to the Uttarakhand Economic Survey 2022–23 (Volume II) published by the Uttarakhand Department of Economics and Statistics. This year the Centre delivered a part of the review on the Services Sector focusing on growth drivers such as Tourism and Hospitality, Education, Environmental Services, IT and ITES, healthcare, and wellness services. COEPPG also hosted its first Fulbright Senior Scholar, Dr. Akhlaque Haque, Professor of Public Administration from the University of Alabama at Birmingham (USA), from November to December 2022.

The Ministry of Education invited IIM Kashipur to participate in the National Education Policy Pavilion at New Delhi World Book Fair 2023 (NDWBF 2023) from 25th February to 5th March 2023. The Pavilion provided an excellent opportunity for IIM Kashipur to contribute to becoming a dynamic

partner in carrying forward the message of National Education Policy by displaying / showcasing our innovations, publications and promoting our programmes.

I am pleased to highlight that IIM Kashipur's ranking has elevated from 33 in NIRF (National Institutional Ranking Framework) 2021 to 23 in NIRF 2022. It is a 10-place jump from the 2021 ranking and a positive step for the institute as the ranking in the previous two years was constant at 33. In 2021, the institute stabilized its position by not following the previous years' trends of continuous falling in the rankings and after stabilizing its position in 2021. While we owe it to our collective efforts, I must point out that the IIM Kashipur Board of Governors has been playing a very active role since the inception of the Institute, and we owe this success to them.

“ IIM Kashipur's ranking has elevated from 33 in National Institutional Ranking Framework (NIRF) to 2021 to 23 in 2022 ”

In most successful Institutions, Alumni play an integral role in the development of the Institution, and here at IIM Kashipur, we look forward to leveraging this resource in the coming years.

The National Education Policy 2020 encourages higher education institutes to increase the students' intake so that the Gross Enrolment Ratio (GER) can be enhanced. In this direction, IIM Kashipur, using its resources, initiated the construction of 240 single-occupancy hostel rooms in the Financial Year 2022–2023. As an outcome, we are increasing the intake in MBA and MBA (Analytics) Programmes together from 340 Students to 480 Students from the next Academic Year starting in July 2023. Besides, the construction of 12 staff quarters on the campus that began in

2022–2023 is expected to be ready by September 2023. Altogether, we deposited around Rs 60 crores from the Institute's Corpus Fund in 2022–2023 to expand campus infrastructure. This significant milestone reveals that the Institute has now become financially self-sustainable. And this is possible because of the stakeholders' wholehearted and collective efforts.

After the Government of India stopped providing capital / revenue grants from Financial Year (FY) 2019–20, IIM Kashipur is bound to use its self-generated revenue to meet the yearly revenue and capital expenditure cost. During FY 2022–23, the Institute generated a gross revenue income of Rs. 78.06 crores against the previous year's figure of Rs. 62.52 crores. Out of these incomes, 'Institute Revenue Generation' (IRG) was Rs. 67.71 Crores in FY 2022–23, which increased by 22.39% compared to FY 2021–22. Overall, the Institute generated a gross surplus of

Rs. 21.15 crores during the FY 2022–23, 16.4% more than the surplus of Rs. 18.14 crores generated in FY 2021–22. After adding revenue surplus and capital expenditures during FY 2022–23 from the corpus fund, the corpus was reduced to Rs. 146.96 crores at the end of FY 2022–23 from Rs. 149.60 crores.

The Annual Report demonstrates that the institute is on the right path to wholesome development. The support we have received from the Ministry of Education, the Government of India, and the Government of Uttarakhand is commendable. I record my appreciation and regards to all. I would like to thank the Chairperson and the Members of the Board of Governors of the Institute, Deans, Programme Chairs, Activity Heads, Faculty

colleagues, all the colleagues in the Administration,

“ Overall, the Institute generated a gross surplus of Rs. 21.15 crores during the FY 2022–23, 16.4% more than the surplus of Rs. 18.14 crores generated in FY 2021–22. ”

nance, Estate, Works, Students, and Alumni who have put in their best for the overall growth of the

Institute.

I must highlight that the District and Local Administration, Kashipur Municipal Corporation, Kashipur-based Industrialists, Businessmen, and Civil Society Members belonging to various forums are keenly interested in supporting IIM Kashipur and participating in the Institute's activities. We also support their activities wherever possible.

To conclude, IIM Kashipur is committed to giving back to society and co-creating a future that serves humanity. We recognize and acknowledge stakeholders from different strata of society for their valued contribution to institution building.

Kulbhushan Balooni
Professor and Director



Academic Programmes

IIM Kashipur has a mission to develop socially responsible leaders who can deliver across functions, cultures, and geographies. The Institute offers five programmes: Master of Business Administration (MBA), Master of Business Administration in Analytics (MBAA), Executive Master of Business Administration (EMBA), Executive Master of Business Administration in Analytics (EMBAA), and Doctoral (PhD) Programme.

The Master of Business Administration (MBA) Programme aims to prepare managers and future leaders to shape the increasingly technology-oriented and data-driven world. The rigorous curriculum seeks to instil a passion for knowledge and develop an ability to apply that knowledge to real-life scenarios. The institute focuses on grooming its participants to acquire knowledge, skills, and attitudes for leadership profiles so that they can seamlessly navigate the ever-changing business landscape. The programme lays emphasis on all-round personality development and inculcates the values of leadership and integrity into participants. Experiential Learning in this programme intends to bridge the gap between IIM Kashipur and the social sector to engage institutional stakeholders in issues pertaining to societal development and sustainability.

The Master of Business Administration Analytics (MBAA) programme at IIM Kashipur is a two-year full-time residential programme and aims to prepare managers and future leaders who will shape the increasingly technology-oriented and data-driven world. The curriculum is created to enable the graduating class's specialization in analytics and decision-making skills. The programme equips the participants with application orientation based on a strong foundation of theory and experience from across industries.

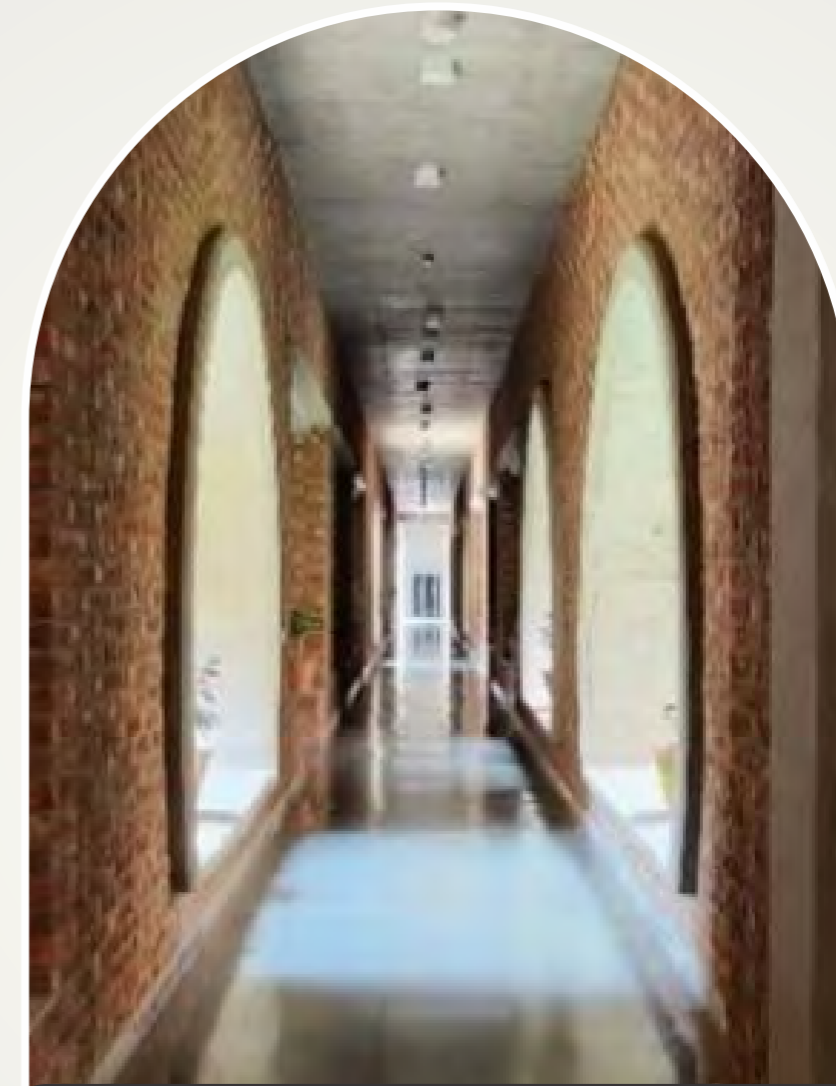
The Executive Master of Business Administration (EMBA) is a specialized two-year post-graduate programme conducted during weekends at IIM Kashipur's Dehradun Campus, exclusively designed for middle and senior-level professionals. The Executive MBA has also been restructured to align with entrepreneurial and intrapreneurial trends by introducing digital dexterity and strengthening the orientation towards social situations, industry trends, and global practices. The programme conforms to globally accepted norms of Executive MBA, enhancing the value-addition to participants and the acceptance across industries, sectors, and geographies. The programme has a rich blend of electives and choices for participants to design an individual journey of learning.

The Executive Master of Business Administration in Analytics (EMBAA) programme is designed for working executives and entrepreneurs who wish to pursue management education. The programme provides flexibility to working executives to be engaged in their respective professions and upgrade their knowledge base simultaneously. EMBAA comprises a rigorous curriculum, exposing participants to various analytical tools and providing avenues for creative collaborations with their peers, faculty, and their organizations. The programme is equivalent in content and rigour to the regular MBAA.

The Doctoral programme is a full-time residential programme designed to address the needs of professionals for research, teaching, and building promising academic careers. The programme encourages intellectuals and hone their skills to undertake high-quality research. The updated design of the doctoral programme aligns it with current global academic trends. The programme emphasises training to develop cutting-edge interdisciplinary research trends and future teaching and management roles. This is attained by

delivery based on three fundamentals of theory, concepts, and research methodology. The programme allows complete flexibility to Areas to offer a highly specialised programme while

developing research and writing skills across the various areas that the programme is offered in by respective Areas.



Programme Offerings

Master of Business Administration (MBA)

Master of Business Administration in Analytics (MBAA)

Executive Master of Business Administration (EMBA)

Executive Master of Business Administration in Analytics (EMBAA)

Doctoral Programme (PhD)

Master of Business Administration Programme

IIM Kashipur provides a two-year full-time residential Master of Business Administration (MBA) programme, which has all the salient features of a world-class management education delivered using relevant and ragogy. The MBA, being the flagship programme of the institute, is the main instrument to achieve this mission. The MBA is a two-year, full-time residential programme. The rigorous curriculum seeks to instil a passion for knowledge and the ability to apply that knowledge to real-life scenarios. The programme lays emphasis on all-round personality development and inculcates the values of leadership and integrity.

The programme offers a wide range of interesting courses and activities facilitated by outstanding faculty members who consistently engage with students. The course structure is designed in a way

that students are encouraged to think out of the box, giving emphasis on critical thinking, innovation, experiential learning, and entrepreneurship. It also challenges them to achieve high levels of excellence and offers opportunities to become future business leaders.

Curriculum: The MBA programme is divided into six terms: three terms in the first year and three terms in the second year. Each term is of around twelve weeks in duration. In the first year, all the core courses are covered, which are designed to build a common foundation of management theory. During the summer internship participants get an opportunity to build a practical perspective of whatever they have learned in the classroom and to warm up themselves for deeper insight through elective and self-study courses in the second year.

Core Courses in MBA in Academic Year 2022–23

Term I

Courses	Credits	Hour
Business Statistics	1.0	25
Financial Accounting	0.5	12.5
Financial Markets	0.5	12.5
Microeconomics	1.0	25
Marketing Management I	1.0	25
Organizational Behaviour	0.5	12.5
Workshop-Computational Tools for Business	0.5	12.5
Workshop-Written and Oral Communication	0.5	12.5
Workshop-Critical Thinking / Interpersonal Skills	0.5	12.5
Total Term- I Credits	6	150

Term II

Courses	Credits	Hour
Decision Modelling	1.0	25
Organizational Design	0.5	12.5
Management Information Systems	1.0	25
Corporate Finance	1.0	25
Marketing Management II	0.5	12.5
Operations and Supply Chain Management	1.0	25
Macroeconomics and Public Policy	1.0	25
Entrepreneurial Organization and Society	0.5	12.5
Legal Aspects of Business	0.5	12.5
Workshop-Critical Thinking / Interpersonal Skills	0.5	12.5
Total Term-II Credits	7.5	187.5



Term III

Courses	Credits	Hour
Leadership	0.5	12.5
Marketing Research	0.5	12.5
Analytics for Business	0.5	12.5
People Management in Organizations	1.0	25
Management Accounting	1.0	25
Strategic Management	1.0	25
Leadership Communication	0.5	12.5
Design Thinking and Innovation	0.5	12.5
Business Ethics	0.5	12.5
Experiential Learning I (Environment and Sustainable Business Practices + Himalayan Inbound / Namami Gange) / (MSME Development+ Social Entrepreneurship) / (Unlocking Rural Potential + Unnat Bharat Immersion)	0.5	12.5
Total Term III Credits	6.5	162.5

Electives offerings: In the second year, elective courses are offered in different areas, as shown below.

Electives offerings in MBA in Academic Year 2022–23

Communications

- ▶ Content Development Strategy for Social Media Campaigns
- ▶ Corporate Communication and Crisis Management
- ▶ Media and Entertainment Business Management
- ▶ Movies for Management

Economics

- ▶ Advanced Monetary Economics
- ▶ Agribusiness Entrepreneurship
- ▶ Applied Econometrics for Managers [Cross-listed with Analytics]
- ▶ Behavioral Economics for Decisions
- ▶ Economic Growth, Development, and Indian Economy
- ▶ Managing Sustainability
- ▶ Trade Analytics and Export-Import Business [Cross-listed with Analytics]

Finance and Accounting

- ▶ Behavioral Finance
- ▶ Business Valuation
- ▶ Commercial Bank Management
- ▶ Digital Finance
- ▶ Entrepreneurial Financial Management
- ▶ Financial Analytics [Cross listed with Analytics]
- ▶ Financial Derivatives
- ▶ Financial Machine Learning
- ▶ Financial Risk Measurement and Management
- ▶ Financial Statement Analysis and Forensic Accounting
- ▶ Fixed Income Markets
- ▶ Investment Management
- ▶ Mergers and Acquisitions [Cross-listed with Strategy]
- ▶ Private Equity and Investment Banking

Marketing

- ▶ Advanced Media Marketing
- ▶ Applications of Design Thinking
- ▶ Business to Business Marketing
- ▶ Consumer behavior
- ▶ Digital Marketing
- ▶ Marketing Analytics [Cross-listed with Analytics]
- ▶ Marketing Strategy
- ▶ Pricing Management
- ▶ Product and Brand Management
- ▶ Retail Management
- ▶ Rural Marketing
- ▶ Sales and Distribution Management
- ▶ Services Management – Integrating Marketing and Operations Management Perspectives [Cross-listed with Operations]

Organizational Behaviour and Human Resource Management

- ▶ Diversity and Inclusion at Workplace
- ▶ Fostering Performance in Digital Workplaces
- ▶ HR Analytics [Cross-listed with Analytics]
- ▶ Industrial Relations and Labour
- ▶ Managing Organizational Change
- ▶ Negotiation and Conflict Management
- ▶ Power and Politics
- ▶ Talent Management for Organizational Excellence

Information Technology and Systems

- ▶ Artificial Intelligence and Deep Learning [Cross-listed with Analytics]
- ▶ Big Data Management [Cross listed with Analytics]
- ▶ Data Science and Machine Learning [Cross-listed with Analytics]
- ▶ Data Visualization [Cross listed with Analytics]
- ▶ Enterprise Resource Planning Systems [Cross-listed with Operations]
- ▶ Frontier Technologies for Business
- ▶ Information and Network Security
- ▶ Information Technology Product Management
- ▶ Information Technology Project Management
- ▶ Social Media and Web Analytics [Cross-listed with Analytics]

Operations Management and Decision Sciences

- ▶ Advanced Data Analysis [Cross-listed with Analytics]
- ▶ Advanced Managerial Decision Analysis
- ▶ Logistics Management
- ▶ Management of Technology
- ▶ Operations Strategy
- ▶ Project Management
- ▶ Quality Management and Six Sigma
- ▶ Strategic Sourcing Management

Strategy Area

- ▶ International Business
- ▶ Management Consulting
- ▶ Strategies for Emerging Markets

Industry Workshops: Other than elective courses, participants are also offered Industry Workshops in the second year of the Programme. The goal of the Industry Workshops in the second year of the Programme is to provide the participants with a glimpse of the newest data-driven business practices being deployed in the industry and the economy through directed interactions with industry practitioners.

Industry Workshop offerings in Academic Year 2022–23

Term IV

Area	Course Name
Strategy and Consulting	Consulting Industry in India Region
IT	Practical Applications of Data Science
IT	Business with Blockchain
Marketing	How to Discover Customer Value
IT	Digital Business Transformation

Term V

Area	Course Name
IT	Consulting in Information and Technology
IT	Advanced Analytics Strategy and Consulting: Enabling Digital Transformation
Finance	Investment Banking and Capital Markets

Term UH

Area	Course Name
HR	HR Analytics Use Cases in the Industry
HR	Re-New Work Skills to Co-Win the Next Normal
IT / Analytics	Application of Statistics and Machine Learning in Solving Business Problems
Marketing	AI-powered Precision Marketing
IT / Analytics	Data Analytics: A Practitioner's Perspective

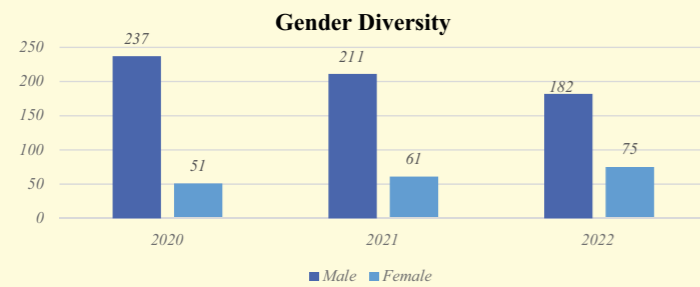
Admission: Admission to IIM Kashipur is based on the overall performance of the candidate on various parameters. The parameters include CAT score, written analysis test, and personal interview of candidate (WAT and PI) based on candidate's profile. The WAT and PI process is conducted through a common admission process with Nine IIMs, namely IIM Bodh Gaya, IIM Jammu, IIM Kashipur, IIM Raipur, IIM Ranchi, IIM Sirmaur, IIM Sambalpur, IIM Trichy, and IIM Udaipur.

257 candidates were admitted to IIM Kashipur for the MBA 2022–24 batch from 25 states / union territories across India. The number of girl students has increased from 61 to 75 this year. The girl students admitted for the MBA batch 2022–24 were 23% more as compared to the previous batch. This is the highest strength of girl students in MBA of IIM Kashipur across batches. The batch of MBA 2022–24 is a mixed bag of enthusiastic and talented students belonging to various cultures and ethnicities. This batch is a healthy mix of fresh graduates stepping out from prestigious institutes from across the country and experienced professionals who have been a part of leading national and multinational companies.



Batch Diversity in MBA 2021-23 Batch

(Data as of 8th July 2022)

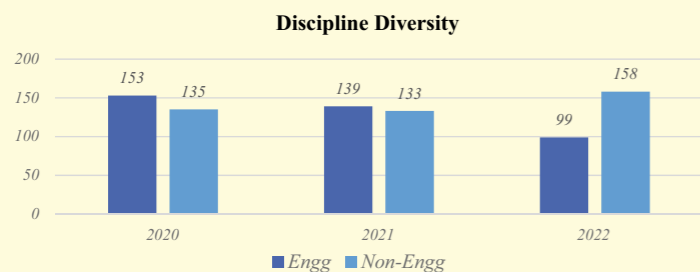


Category	Number of Students
General	85
NC-OBC	67
SC	45
ST	24
DAP	-
EWS	29

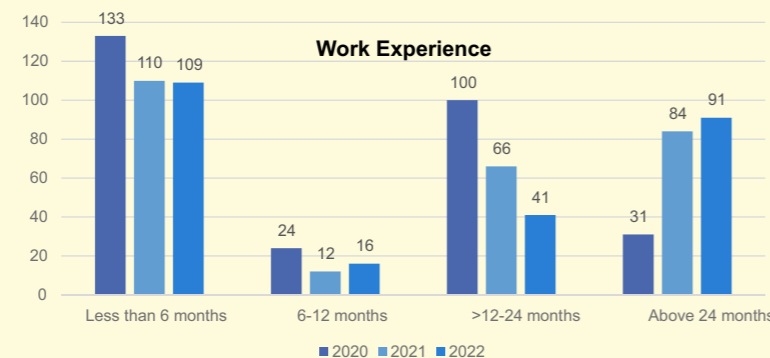
Discipline Diversity

Discipline	Number of Students
Engineering	99
Non-Engineering	158

Work Experience: A total of 132 students were admitted with work experience greater than one year as compared to 150 in the previous year. Overall, 51.36% of the batch has more than a year's experience. However, the number of students with more than two years of work experience increased by approximately 5%.



Work Experience	Number of Students
Freshers	109
6 to 12 months	16
12-24 months	41
Greater than 24 months	91



Fee Structure

Year	Admission Fee	Course Fee	Total Fee	Refundable Caution Deposit	Grand Total
1st Year	25,000	7,37,500	7,62,500	20,000	7,82,500
2nd Year	--	7,50,500	7,50,500	9,000	7,59,500
Total	25,000	14,88,000	15,13,000	29,000	15,42,000

Master of Business Administration (Analytics) Programme

The Master of Business Administration in Analytics is a two-year intensive and fully residential programme at IIM Kashipur, specifically designed for participants who wish to join the big data revolution and emerge as future leaders in the field of data analytics.

divided into six terms. In the first year, a perfect blend of management and analytics core courses are taught that help students to build foundations of management and analytical concepts. In the second year, students get a more advanced flavour of analytics through a variety of analytics-oriented elective courses to understand and create creative analytics-driven business solutions. The programme also comprises a dissertation component which is spread over the three terms of the second year of the programme. This component helps a student to identify and explore his area of interest in-depth, define research questions, and then use appropriate research tools to demonstrate his / her capability to do research, thereby gaining valuable skills in the process itself.

The course provides a comprehensive learning environment to enable students to perform complex data analysis for better decision-making in the current business scenario. A judicious mix of managerial and analytics subjects equips students with the necessary skills for handling intricate business problems. This programme aims to produce future-ready business leaders with sound managerial and analytical skills coupled with impeccable communication skills to define business and social challenges, use analytical tools and techniques to identify patterns, gain insights, develop business strategies, and make superior management decisions.

Practitioners bring industry perspectives through courses and workshops in the class. The students enrolling in this programme will have the perfect mix of industry exposure, hands-on experience in handling business problems, and a wide array of electives to choose from.

The two-year MBA (Analytics) programme is



Core Courses in MBA (Analytics) in Academics Year 2022-23

First-Year MBA (Analytics) Courses

Term I

Course	Credit	Hour
Organizational Behaviour	0.5	12.5
Business Statistics	1	25
Financial Accounting	0.5	12.5
Financial Markets	0.5	12.5
Microeconomics	1	25
Marketing Management I	1	25
Mathematical Foundations	1	25
Workshop- Written and Oral Communication	0.5	12.5
Term Total	6	150

Term II

Course	Credit	Hour
Decision Modelling	1	25
Management Information Systems	1	25
Corporate Finance	1	25
Marketing Management II	0.5	12.5
Operations and Supply Chain Management	1	25
Legal Aspects of Business	0.5	12.5
Business Computing- I	1	25
Introduction to Business Analytics	1	25
Term Total	7	175

Term III

Course	Credit	Hour
People Management in Organizations	1	25
Strategic Management	1	25
Business Computing II	1	25
Seminar on Research Methods	1	25
Data Visualization	1	25
Data Management and Big Data	1	25
Term Total	6	150

Second-Year MBA (Analytics) Courses

Term IV

Course	Credit	Hour
Applied Econometrics for Managers	1	25
Data Science and Machine Learning	1	25
Social Media and Web Analytics	1	25
Elective(s) 1 / 2 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 3 / 4 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Part A	1	25
Term Total	6	150

Term V

Course	Credit	Hour
Natural Language Processing	1	25
AI and Deep Learning	1	25
Advanced Data Analysis	1	25
Elective(s) 5 / 6 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 7 / 8 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Part B	1	25
Term Total	6	150

Term VI

Course	Credit	Hour
Elective(s) 9 / 10 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 11 / 12 / 13 / 14 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Final	2	50
Term Total	5	125
Total Second Year Credit Requirement = 17		
Total Two-Year Credit Requirement = 36		

Electives Offerings in Academic Year 2022-23

Term IV

Area	Elective Type	Course Name	Credits
Analytics Track	Analytics Elective	Analytics Using Infographics and Advanced Visualization Techniques	0.5
IT and Systems	Analytics Elective	Automated Data Collection	0.5
Analytics Track	Analytics Elective	Feature Engineering	0.5
OM and DS	Analytics Elective	Multivariate Data Analysis	1
Economics	Analytics Elective	Analytics for Business of International Trade	1
OM and DS	Management Elective	Industry 4.0-Transforming Business Operations	1
OM and DS	Management Elective	Logistics Management	1
OB and HR	Management Elective	Managing Organizational Change in A Disruptive World	1
Marketing	Management Elective	Sales and Distribution Management	1
Marketing / OM and DS	Management Elective	Services Management	1
Strategy	Management Elective	Strategies for Emerging Markets (SEM)	1
OB and HR	Management Elective	Talent and Competency Management	1
Accounting and Finance	Management Elective	Business Valuation	1
Accounting and Finance	Management Elective	Commercial Bank Management	1
Marketing	Management Elective	Consumer Behavior	1
IT and Systems	Management Elective	E-Commerce	1
OB and HR	Management Elective	Employment Relations Management	1
Accounting and Finance	Management Elective	Entrepreneurial Financial Management	1
Accounting and Finance	Management Elective	Financial Derivatives	1
Accounting and Finance	Management Elective	Investment Management	1
IT and Systems	Management Elective	IT Consulting	1
OM and DS	Management Elective	Quality Management and Six Sigma	1
OB and HR	Management Elective	Talent Management for Organizational Excellence	1

Term V

Area	Elective Type	Course Name	Credits
Accounting and Finance	Analytics Elective	Financial Analytics	1
OB and HR	Analytics Elective	HR Analytics	1
OB and HR	Analytics Elective	HR Analytics	1
Marketing	Analytics Elective	Marketing Analytics	1
OM and DS	Analytics Elective	Advanced Managerial Decision Analysis	1
Economics and OM and DS	Analytics Elective	Causal Machine Learning	1
OM and DS	Analytics Elective	Decision Making Using R: A Case Study Approach	1
Accounting and Finance	Analytics Elective	Financial Econometrics	1
IT and Systems	Analytics Elective	Image Analytics	0.5
IT and Systems	Analytics Elective	Robotics Process Automation	0.5
Marketing	Management Elective	Advanced Media Marketing	1
Economics	Management Elective	Applied Time Series Econometrics	1
Economics	Management Elective	Behavioural Economics for Decisions	1
Communication	Management Elective	Corporate Communication and Crisis Management	1
IT and Systems / OM and DS	Management Elective	Enterprise Resource Planning	1
Accounting and Finance	Management Elective	Financial Risk Measurement and Management	1
Accounting and Finance	Management Elective	Fixed Income Markets	1
OB and HR	Management Elective	Fostering Performance in Digital Workplaces	1
Economics	Management Elective	Growth, Development, and Indian Economy	1
IT and Systems	Management Elective	Information and Network Security	0.5
IT and Systems	Management Elective	IT Project Management	1
OB and HR	Management Elective	Leading New Age Innovation for Corporate Creativity	0.5
Communication	Management Elective	Media and Entertainment Business Management	1
Accounting and Finance / Strategy	Management Elective	Mergers and Acquisitions	1
OB and HR	Management Elective	Power, Politics and Organisations	1
Accounting and Finance	Management Elective	Private Equity and Investment Banking	1
OM and DS	Management Elective	Strategic Sourcing Management	1
Marketing	Management Elective	Applications of Design Thinking	1
Marketing	Management Elective	Digital Marketing	1
OB and HR	Management Elective	Diversity and Inclusion at Workplace	1
Strategy	Management Elective	Management Consulting	1
OB and HR	Management Elective	Performance Management and Appraisal in the New World of Work	1
Marketing	Management Elective	Product and Brand Management	1
OM and DS	Management Elective	Project Management	1

Term VI

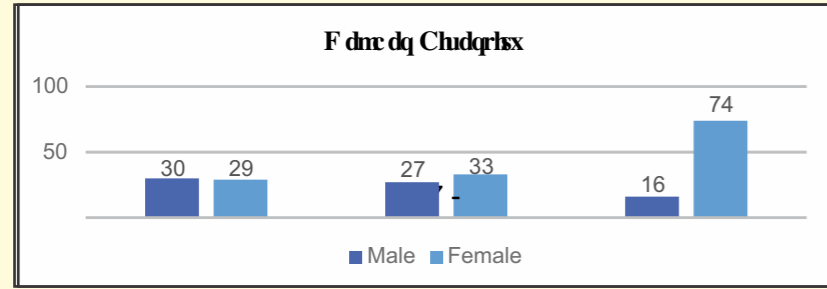
Area	Elective Type	Course Name	Credits
IT and Systems	Analytics Elective	Advanced AI Using Reinforcement Learning	0.5
IT and Systems	Analytics Elective	AI Applications	0.5
IT and Systems	Analytics Elective	Artificial Intelligence in Cloud	0.5
Analytics Track	Analytics Elective	Explainable AI	0.5
OM and DS	Analytics Elective	Fuzzy Sets and Fuzzy Logic in Decision-Making	1
Analytics Track	Analytics Elective	Healthcare Analytics and Strategy	0.5
IT and Systems	Analytics Elective	ML Applications with Spark	0.5
Analytics Track	Analytics Elective	Sport Analytics	0.5
OM and DS	Analytics Elective	Supply Chain Analytics	1
Analytics Track	Analytics Elective	Tourism Analytics and its Applications	0.5
Economics	Management Elective	Advanced Monetary Economics	1
Accounting and Finance	Management Elective	Behavioral Finance	1
Marketing	Management Elective	Business-To-Business Marketing	1
OB and HR	Management Elective	Conflict and Negotiation Management	1
Communication	Management Elective	Content Development Strategy for Social Media Campaigns	0.5
OB and HR	Management Elective	Cross-Cultural leadership	0.5
Accounting and Finance	Management Elective	Digital Finance	1
Accounting and Finance	Management Elective	Financial Statement Analysis and Forensic Accounting	1
Economics	Management Elective	Food-Tech and Ag-Tech Entrepreneurship	1
IT and Systems	Management Elective	IT Product Management	1
Marketing	Management Elective	Marketing Strategy	1
Communication	Management Elective	Movies for Management	1
OM and DS	Management Elective	Operations Strategy	1
Marketing	Management Elective	Retail Management	1
Accounting and Finance	Management Elective	Trading Strategies	1
Marketing	Management Elective	Bootstrap Marketing	1
Strategy	Management Elective	International Business	1
OM and DS	Management Elective	Operations and Technology Management	1
Marketing	Management Elective	Pricing Management	1

Admission: IIM Kashipur started the 3rd Batch of the MBA (Analytics) admission process in December 2022. Applications for MBA (Analytics) programme were invited from CAT and GMAT valid scorecard holders as per the admission policy. Admission to MBA (Analytics) programme is based on the overall performance of the candidate on various parameters. The parameters include CAT / GMAT score and personal interview (PI) and on the candidate's profile.

- A total of 4343 applications were received this year for MBA (Analytics) as compared to 2027 applications received last year.
- A total of 90 students were admitted to the programme, with the representation of students from 21 states / union territories across India. However, the current strength of the batch is 89 as one student dropped out after the first term.
- The number of girl students has increased from 33 to 74 as compared to the previous year. The girl students admitted for MBA (Analytics) Batch 2022–24 were close to 124% more as compared to the previous batch.

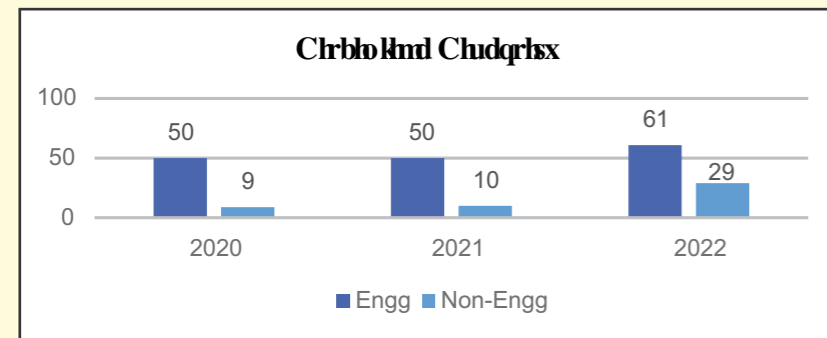
Batch Diversity in MBA (Analytics) 2022-23

(Data as of 8th July 2022)



Gender	Number of Students
Male	16
Female	74

Discipline Diversity in MBA (Analytics) 2022-24 Batch: The non-engineers comprise of 32% of the batch with 29 out of 90 students from non-engineering. This is considering the technical focus of the MBA (Analytics) Programme.

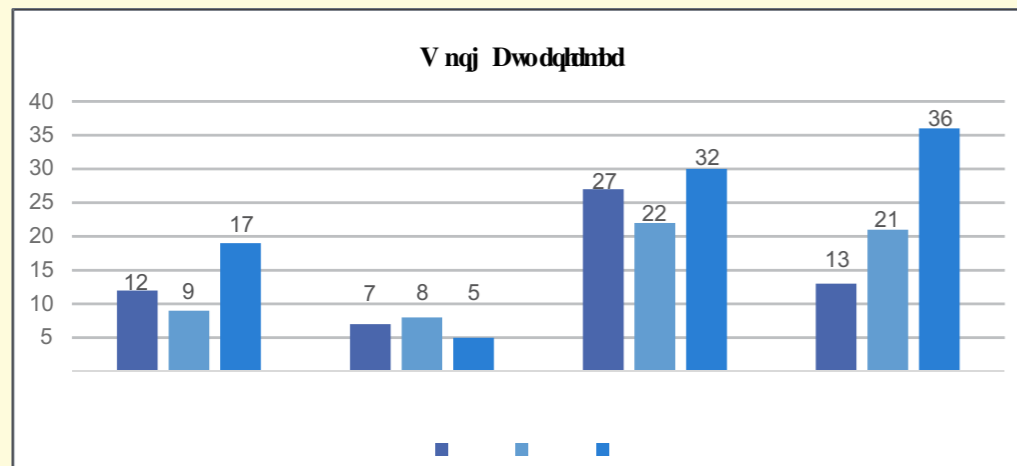


Discipline	Number of Students
Engineering	61
Non-Engineering	29

Category-Wise Break-up

Category	Number of Admitted Candidates
General	38
NC-OBC	21
SC	13
ST	6
DAP	4
EWS	8
Total	90

Work Experience: Total 66 students were admitted with work experience greater than one-year as compared to 43 in the previous year. Overall, 73.3% of the batch has more than one year's experience.



Work Experience Break-up

Work Experience (in months)	Number of Students
Freshers	17
Less than 12 months	5
12-24 months	32
Greater than 24 months	36

Fee Structure

Fee Structure for MBA (Analytics) 2022-24 Batch (in Rs.)

Head	1 st Term	2 nd Term	3 rd Term	4 th Term	5 th Term	6 th Term	Grand Total
Admission	25,000	-	-	-	-	-	25,000
Course Fee	2,91,000	2,91,000	2,91,000	2,91,000	2,91,000	2,91,000	17,46,000
Caution Deposit	20,000	-	-	9,000	-	-	29,000
Total	3,36,000	2,91,000	2,91,000	3,00,000	2,91,000	2,91,000	18,00,000





Executive MBA Programme

The Executive MBA (EMBA) is an intensive two-year post-graduate programme in management exclusively designed for middle and senior-level professionals. This is a specialized programme that arms practicing executives with the knowledge and skills to excel in today's rapidly changing and competitive global business environment. This is a rigorous, fully classroom-based programme. The programme is conducted during weekends as it seeks to provide executives with an opportunity to quickly upgrade their managerial skills without interfering with their professional activity. Participants bring their diverse experiences to the classroom and work on real-world and live projects. The programme actively explores ways to enable participants to apply concepts learned in the classroom to their workplace. In short, this programme seamlessly transitions executives to bigger and more successful leadership roles.



Objectives: The following are some specific objectives of the programme.

To develop a knack of digital dexterity to effectively use existing and emerging technology.

To instill entrepreneurial spirit to encourage startup culture.

to enhance business communication especially in business applications.

To contribute to their organizational develop with greater confidence and competence

Highlights

Digital Dexterity

Future Skills

Value Added Course Pack

Capstone Simulation

Flexibility in course for Executives

Admission: The applications for the EMBA programme were invited from CAT and GMAT valid scorecard-holders as per the admission policy. For Admission to EMBA, the candidate must have the following:

- A bachelor's degree duly recognized by UGC / AIU with minimum aggregate marks of 50% for General, 47% for NC-OBC, and 45% for SC / ST / DAP
- Minimum three years of Managerial/ Entrepreneurial/ Professional experience after graduation

Admission to the EMBA programme is based on the overall performance of the candidate on various parameters. The parameters include CAT/ GMAT score, or Marks obtained in the Executive Management Aptitude Test (EMAT) conducted by IIM Kashipur, and the performance of the candidates in the personal interview.

40 candidates were admitted to the EMBA 2022–24 batch. This batch is a healthy mix of experienced professionals stepping out from prestigious institutes from across the country who have been a part of leading national as well as multi-national companies.

Course Structure of Executive MBA Programme

Term I	Term II
Business Statistics	Business Simulation
Executive Communications	Corporate Communication Strategy
Financial Reporting and Analysis	Design Work Organization
Marketing Management-I	Management Accounting
Organizational Behavior	Managerial Economics
	Marketing Management-II

Term III	Term IV
Critical Thinking and Interpersonal Skills	Corporate Finance
Decision Modelling	Corporate Law
Digital Marketing	Design Thinking and Innovation
Macro-Economic Analysis and Public Policy	Managing People in Organizations
Management Information System	Operations and Supply Chain Management

Term V
Artificial Intelligence and Machine Learning
Capstone Simulation
Entrepreneurial Organization and Society
Formulation and Reporting of Projects
Leadership
Negotiation, Arbitration and Conciliation
Strategic Management

Area wise Indicative Elective Course in EMBA

General Management	Finance and Accounting
Competitive Landscape	Advance Financial Statement Analysis
Corporate Ethics Governance	Business Valuation
Cross-Cultural Skills for Global Business	Commercial Bank Management
Entrepreneurship	Entrepreneurial Financial Management
Social Entrepreneurship	Financial Behaviour
	Financial Derivatives and Risk Management
	Investment Management
	Trading Strategies in Financial Markets
	Venture Capital and Investment Banking
	Personal Finance
	Private Equity and Investment Banking
	Financial Statement Analysis and Forensic Accounting

Operations Management and Decision Sciences	Organizational Behaviour and Human Resource Management
Business Process Management Crafting Research Output Industry 4.0- Transforming Business Operations Management of Technology Operations Strategy Project Management Quality Management and Six Sigma Service Operations Management Exploratory Data Analysis Applied Survey Data Analysis Supply Chain Analytics Industry 4.0: Transforming Business Operations Technology Management in Business Operations	Business Ethics Compensation and Benefits Employment relations HR Analytics Labour Laws and Industrial Relations Negotiation and Conflict Management Organizational Change and Development Performance Management Power and Politics Talent Acquisitions Management Rethinking Teams for Digital Transformation
Strategy	Information Technology
Business Models Foundation for International Strategic Management Innovation and Corporate Entrepreneurship Strategies for Emerging Markets	Advance Machine Learning Business Intelligence and Business Analytic Data Science and Machine Learning Data Visualization Digital Business and Frontier Technology Foundation of Business Analytics IT Project Management Web and Social Media Analytics Text Analytics
Marketing	Communications
B2B Marketing Application of Design Thinking Digital Marketing Price Management Product and Brand Management Rural Marketing Sales and Distribution Strategic Brand Management	Business Management International Business Media Management Movie Management
Economics	
Agricultural Business Economics for Development and Indian Economy Economics of Entrepreneurship Economics of International Business Managing Sustainability Strategic Cost Management	

Batch Diversity in EMBA 2022-24 Batch

Discipline Diversity

Discipline	Students Admitted
Engineering	25
Non-Engineering	15

Industry Experience

Industry	Students
IT	6
Automobile	1
Banking	4
E-Commerce	1
FMCG	6
Manufacturing	3
Infrastructure	2
Media	1
Pharma	3
Govt. / PSU	1
Other	12

Gender Diversity

Gender	Number of Students
Male	38
Female	2

Work Experience

Work Experience	Number of Students
Freshers	-
Less than 12 months	-
12-24 months	-
Greater than 24 months	40

Category-Wise break-up

Category	Number of Admitted Students
GENERAL	35
NC-OBC	4
SC	1
ST	-
DAP	-
EWS	-
F q̇ n̄ S n̄ s` k	40

Executive MBA (analytics) Programme

The two-year Executive MBA (Analytics) (EMBAA) programme by IIM Kashipur aims to prepare participants to become business leaders who can harness the power of analytics to improve organizational processes. The programme trains learners in the emerging and interdisciplinary areas of analytics, technology, and management through cross-functional academic and practical learning.

The programme structure is designed for working executives and entrepreneurs who would like to take the opportunity to pursue management education but find it difficult to pursue a full-time programme in management. EMBAA is designed to provide flexibility to working executives to be engaged in their respective professions and at the same time to upgrade their knowledge base simultaneously.

EMBAA comprises a rigorous curriculum, exposes participants to various analytical tools, and provides avenues for creative collaborations with their peers, faculty, and their organizations. The EMBAA programme is equivalent in content and rigour to the regular MBAA.

The objective of the programme is to provide the participants with a platform to enhance their knowledge base and hone their skills and competencies to grow higher in their careers and eventually become leaders in their organizations.

The innovative approach of EMBAA, need-based curriculum, data-driven approach, and experienced faculty deliver an integrated learning experience that is powerful enough to make a positive impact on the managerial career of the participants by maintaining high academic standards.

This programme has 900 contact hours spread across six terms over 24 months. Academic input is delivered through two types of courses: core courses and elective courses. The classes are held online over the weekends and each term is preceded by a Campus Immersion and Learning Module.

The first three terms comprise core courses, while the fourth, fifth, and sixth terms comprise core and elective courses. The courses introduce and equip the participant with analytics and management concepts. This blended learning programme aims to train aspirants in technical skills, business fundamentals, management practices, leadership and strategy, and contemporary skills specific to Business Analytics. In addition, it equips participants with the cross-functional skills required to succeed in Industry 4.0.

There are many executives who are looking to upgrade their education profile by acquiring management qualifications without having to quit the job. EMBAA helps to meet this need. Thus, the learning goals of the programme are aligned with the mission of being present in emerging segments of management education and producing business leaders who are capable of critical thinking and innovation.

The learning goals of the programme are aligned with various elements of the mission statement. The mapping of goals with elements of the mission statement is presented below.

Mapping of Goals with Elements of The Mission Statement

Learning Goals	Alignment with the Mission Statement
Demonstrate knowledge about modern business practices and contexts	Applied and interdisciplinary research and practices in emerging areas of management
Analyze business phenomena and evaluate them from a critical perspective	Critical thinking, innovation, and entrepreneurship
Apply course learnings, understand, and create analytics-driven business solutions	Critical thinking, innovation, and entrepreneurship
Demonstrate knowledge of management and analytical concepts	Applied and interdisciplinary research and practices in emerging areas of management
Demonstrate critical thinking for real-world problem-solving	Critical thinking, innovation, and entrepreneurship

Programme Structure: The programme is divided into six terms, three terms each in the first year and second year.



Course Structure of EMBA (Analytics) Programme

EMBA (Analytics) – First Year Courses

Sdq H

Bnt qrd	Bqdc ls	Gnt q	Qdl `qj r
Organizational Behaviour	1	25	Management Core
Financial Accounting	0.5	12.5	Management Core
Financial Markets	0.5	12.5	Management Core
Microeconomics	1	25	Management Core
Statistics I	0.5	12.5	Analytics Core
Mathematical Foundations	1	25	Analytics Core
Introduction to Excel and SQL	1	25	Analytics Core
Programming in R	1	25	Analytics Core
Sdq Sns`k	5.4	051.4	L B < 2+@B < 2.4

Sdq HI

Bnt qrd	Bqdc ls	Gnt q	Qdl `qj r
Marketing Management	1	25	Management Core
Operations and Supply Chain Management	1	25	Management Core
Entrepreneurship	0.5	12.5	Management Core
Design Thinking and Innovation	0.5	12.5	Management Core
Decision Modelling	1	25	Analytics Core
Statistics II	1	25	Analytics Core
Management Information Systems	0.5	12.5	Analytics Core
Introduction to Business Analytics with Python	1	25	Analytics Core
Sdq Sns`k	5.4	051.4	L B < 2+@B < 2.4

Sdq HH

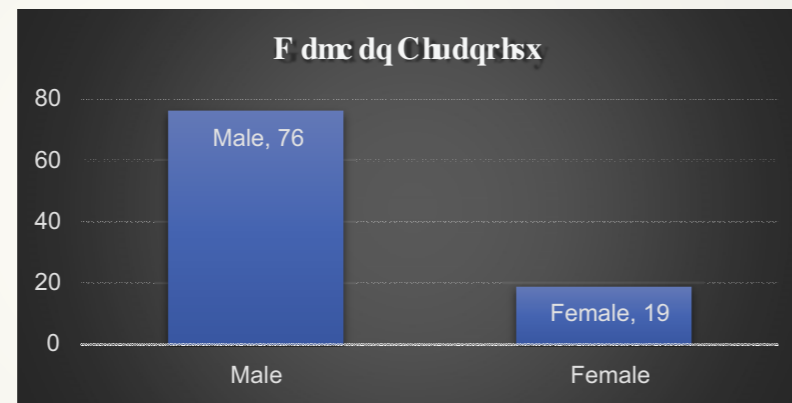
Bnt qrd	Bqdc ls	Gnt q	Qdl `qj r
People Management in Organizations	1	25	Management Core
Strategic Management	1	25	Management Core
Corporate Finance	1	25	Management Core
Marketing Research	0.5	12.5	Analytics Core
Data Visualization	1	25	Analytics Core
Data Science and Machine Learning	1	25	Analytics Core
Econometrics	1	25	Analytics Core
Sdq Sns`k	5.4	051.4	L B < 2+@B < 2.4
Elqrs Xd`q Sns`k	08.4	376.4	L B < 8+@B < 0/ .4
Bnqd < 08.4+Dkdbshudr < Mk			

EMBA (Analytics) – Second Year Electives

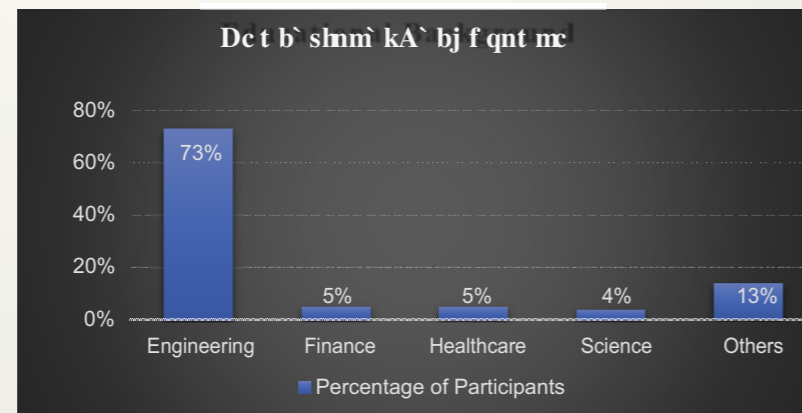
@qf	Dkdbshud Bnt qrd M l d	Bnt qrd sxod
Nodq`shnr L`m`fdl`dms	Six Sigma	Management Elective
	Decision making using R: A Case Study Approach	Analytics Elective
	Advanced Operations Research	Analytics Elective
	Multivariate Data Analysis	Analytics Core
	Project Management	Management Elective
	Supply Chain Analytics	Analytics Elective
	Data mining for Business Analytics using R	Analytics Elective
	Advanced Managerial Decision Analysis	Analytics Elective
	IS`nc Rrdsd`r	Natural Language Processing
Social Media and Web Analytics		Analytics Elective
Artificial intelligence and Deep Learning		Analytics Elective
Data Management and Big Data		Analytics Core
IT for Business		Analytics Core
Enterprise Resource Planning Systems		Management Elective
Social Network Analytics		Analytics Elective
Business Intelligence and Business Analytics		Analytics Elective
Business Innovation through Blockchain		Analytics Elective
Robotics Process Automation		Analytics Elective
Advanced AI Using Reinforcement Learning		Analytics Elective
Artificial Intelligence in Cloud		Analytics Elective
NA`nc GQL	ML Applications with Spark	Analytics Elective
	Emotional Intelligence and Organizational Excellence	Management Elective
	Making Teams Work	Management Elective
	Digital Leadership	Management Elective
NA`nc GQL	Managing Change in a Disruptive World: Learning Through Simulations	Management Elective
	Sustainability Analytics,	Analytics Elective
Dbnml`hr		

	International Trade Analytics	Analytics Elective
Elm nbd`nc @bnt nshf	Financial Derivatives	Analytics Elective
	Business Valuation	Management Elective
	Commercial Bank Management	Analytics Elective
	Financial Risk Measurement and Management	Analytics Elective
	Private Equity and Investment Banking	Analytics Elective
Rsq` sdf x	Strategies for Emerging Markets (SEM)	Management Elective
L` qj dshf	Digital Marketing	Management Elective
	Social Marketing	Management Elective
	Business-to-Business Marketing	Management Elective
	Consumer Behavior	Analytics Elective / Management Elective
	Marketing Analytics	Analytics Elective

Admission: A total of 338 applications were received for the first batch of EMBAA 2022–24, and 95 participants took admission. Out of 95 participants, 76 participants were male and 19 were female participants.

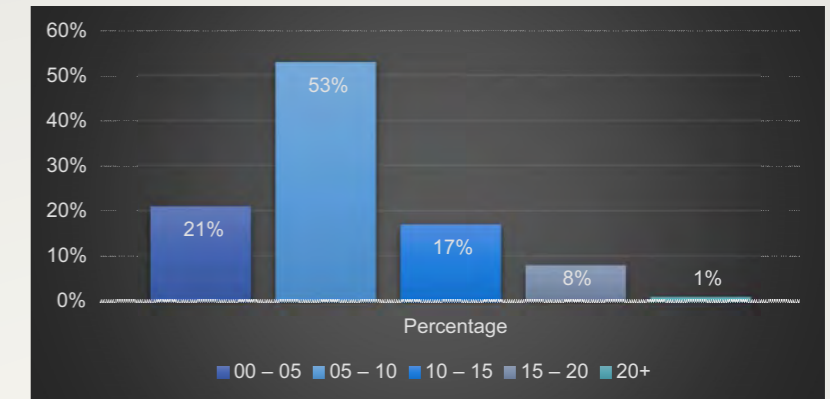


Educational Qualification Breakup as per Graduation: Most of the participants (73%) are from engineering background. The remaining 27% of participants are from different academic backgrounds as depicted in the chart.

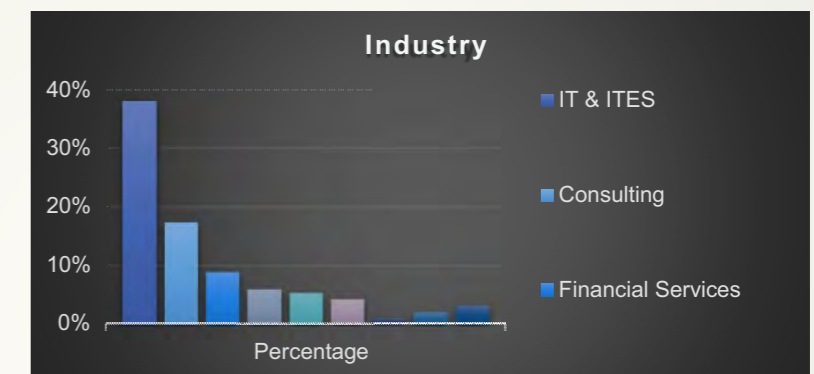


*Others Include – Agriculture, Arts, Economics, Hospitality, Management, Marketing, Media, and Public Administration

Work Experience: Three years' experience is the basic criterion to apply for this programme. More than half of the participants have between five-to-ten years of work experience, and the average work experience is nine years. The table below represents the same.



Discipline: Majority of the participants are from IT / ITES. Apart from the IT / ITES we have participants from consulting, financial services, healthcare, manufacturing, and other domains as well.



Doctoral Programme

The Doctoral programme is a full-time residential programme designed to address the academic and research needs of professionals. The main objective of the programme is to provide scholars with the necessary skills to identify and research complex issues in the field of management. The doctoral programme seeks candidates with outstanding academic backgrounds, intellectual curiosity, and discipline needed to make scholarly contributions.

In the course work doctoral scholars need to fulfil 28 credits, i.e., min 700 hours. The qualifying CGPA at the end of the first year (i.e., at the end of Term III) and the end of the second year (i.e., at the end of Term VI) should be at least 6.5 on a 10-point scale.

Admission: The Doctoral programme of the IIM Kashipur is a rigorous research programme in various areas of business management. The main objective of the programme is to provide scholars with the necessary skills to undertake independent research in the field of management.

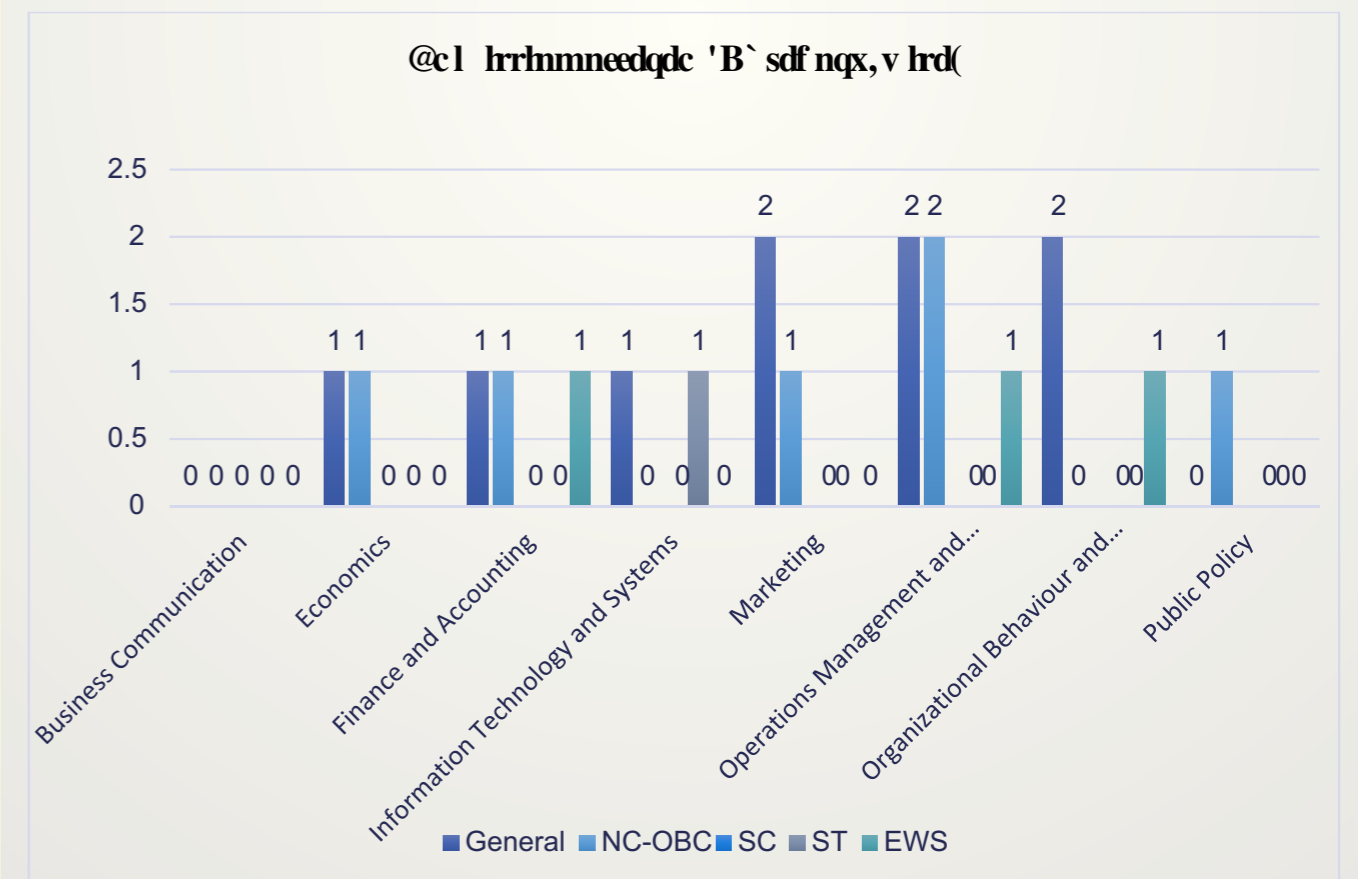
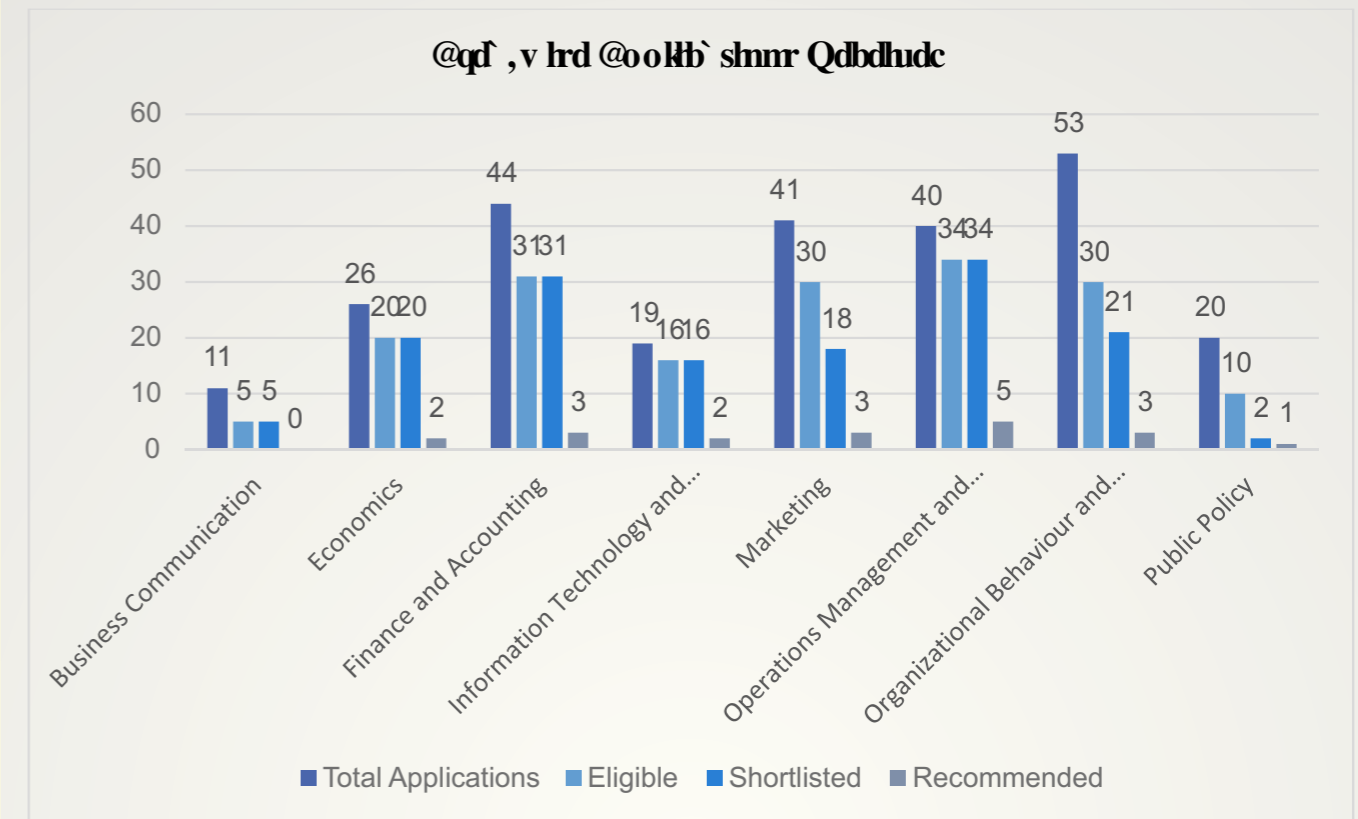
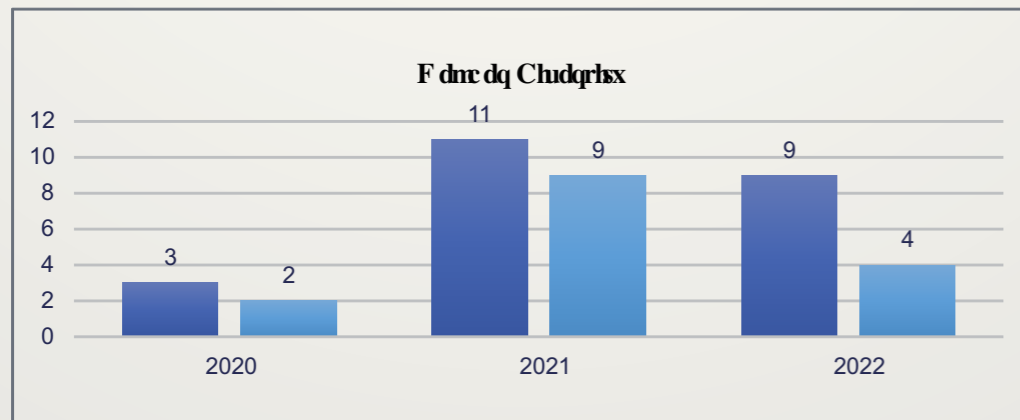
The programme is committed to training individuals to excel in their area of research through the publication of quality work of an international standard. The objectives of the programme are:

The Doctoral programme seeks candidates with outstanding academic backgrounds, intellectual curiosity, and the discipline required to make a scholarly contribution. The programme is committed to training individuals to excel in their area of research through the quality publication of an international standard.

- To encourage scholars to carry out research in the field of management, leading to publication in internationally reputed research journals and finding solutions to real-world management problems.
- To equip scholars with the necessary understanding and skills to identify and research on complex issues in the field of management.
- To develop expertise among prospective scholars for careers in management research and teaching and thereby address the shortage of high-quality management faculty in the country.

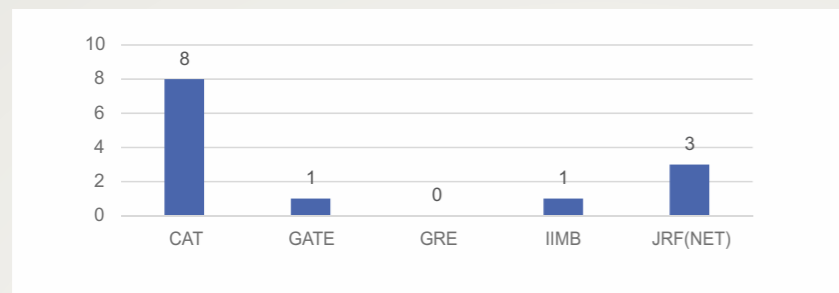
The number of applications received for the doctoral programme this year was 254 compared to 225 applications in the previous year. Given a large pool of applications (while ensuring quality checks), we finally onboarded 13 scholars across the academic areas. Details are given below.

Gender Diversity: Out of thirteen scholars four are female, making 34% representation of admitted scholars.



- Eleven scholars were admitted with work experience greater than one year.
- Admitted scholars represent Qualifying exams CAT, GATE, GRE, IIMB, JRF (NET) and IIMB Test.

Qualifying Exam



F dnc dq Chudqrlsx

F dnc dq	Rbgnk qr
Male	33
Female	19

Doctoral Programme – Scholars' Strength as of 31 March 2023

@qf V hrd Chrsqat slmm

B` sdf nqx, V hrd Aqf j t o

B` sdf nqx	Oqdrns Rbgnk qr	B` sdf nqx	Oqdrns Rbgnk qr
Operations and Decision Sciences	10	GENERAL	33
Organizational Behaviour and HRM	10	NC-OBC	9
Marketing	6	SC	4
Finance and Accounting	8	ST	-
Information Technology and Systems	4	DAP	-
Strategy	3	EWS	6
Economics	7	F q` ne Sns` k	41
Communication	2		
Public Policy and Governance	2		

Executive Fellow Programme in Management

The executive Fellow Programme in Management (EFPM) programme has been discontinued since 2018. However, we are continuing this programme as enrolled scholars are yet to graduate.

Executive FPM Programme – Scholars' Strength as of 31 March 2023

@qf , V hrd Chrsqat slmm

F dnc dq Chudqrlsx

B` sdf nqx	Oqdrns Rbgnk qr	F dnc dq	Rbgnk qr
Operations and Decision Sciences	5	Male	25
Organizational Behaviour and HRM	3	Female	4
Marketing	6		
Finance and Accounting	2		
Information Technology and Systems	6		
Strategy	2		
Economics	2		
Business Communication	3		

Scholarships

Institute-Sponsored Scholarships

In its endeavours that no aspirant is deprived of the opportunity to pursue an MBA and MBA (Analytics) Programmes at the Institute due to a lack of financial resources, IIM Kashipur extends generous financial aid to deserving participants every year. In the AY 2011–20, IIM Kashipur instituted financial assistance for up to 10% of the participant intake based on their family income and academic performance. However, from AY 2020–21, the Institute decided to provide a full waiver of tuition fees to the eligible participants of

the MBA and MBAA Programmes. The following three types of institutional scholarships are available for MBA and MBAA participants:

- Need-Based Scholarship
- Need-cum-Merit Based Scholarship
- Merit-Based Scholarship

In 2022–23, a total of 66 students (52 MBA and 14 MBAA) received institute sponsored scholarships. See the table below for details.

Scholarship	MBA 2022–24 Batch	MBA 2021–23 Batch	MBAA 2022–24 Batch	MBAA 2021–23 Batch	Total
Need-Based Scholarship	11	10	4	3	28
Need-cum-Merit based Scholarship	11	14	1	1	27
Merit-based Scholarship	3	3	4	1	11

Government of India Scholarships

The following Government of India Scholarships are available to the students:

- Central Sector Scholarship Scheme of Top-Class Education for Scheduled Castes Students, awarded by the Ministry of Social Justice and Empowerment
- National Fellowship and Scholarship for Higher Education of ST Students, awarded by the Ministry of Tribal Affairs
- Merit-cum-means based Scholarship scheme belonging to the minority communities, awarded by the Ministry of Minority Affairs

A total of 46 students received grants under central scholarship schemes offered by different ministries / departments under the Government of India in 2022–23. Detailed information is shown below.

Rbgnk qrglo Rbgdl dr	Eqdrg	Qdndv` k
Central Sector Scholarship of Top-class Education for SC students	10	9
National Fellowship and Scholarship for Schedule Tribe Students	12	5
Merit Cum means Scholarship for Minority Communities	4	6
Sns` k	15	1/

Other Government Scholarship Schemes

Nsgdq F nudqnl dns Rbgnk qrglo Rbgdl dr	Eqdrg	Qdndv`k
Dr. Punjabrao Deshmukh Saarthi Scholarship (Government of Maharashtra)	1	-
Department of Backward Classes Welfare (Government of Tamil Nadu)	4	1
Indira Gandhi Single Girl Child Scholarship (University Grants Commission)	1	-
Sns`k	5	0

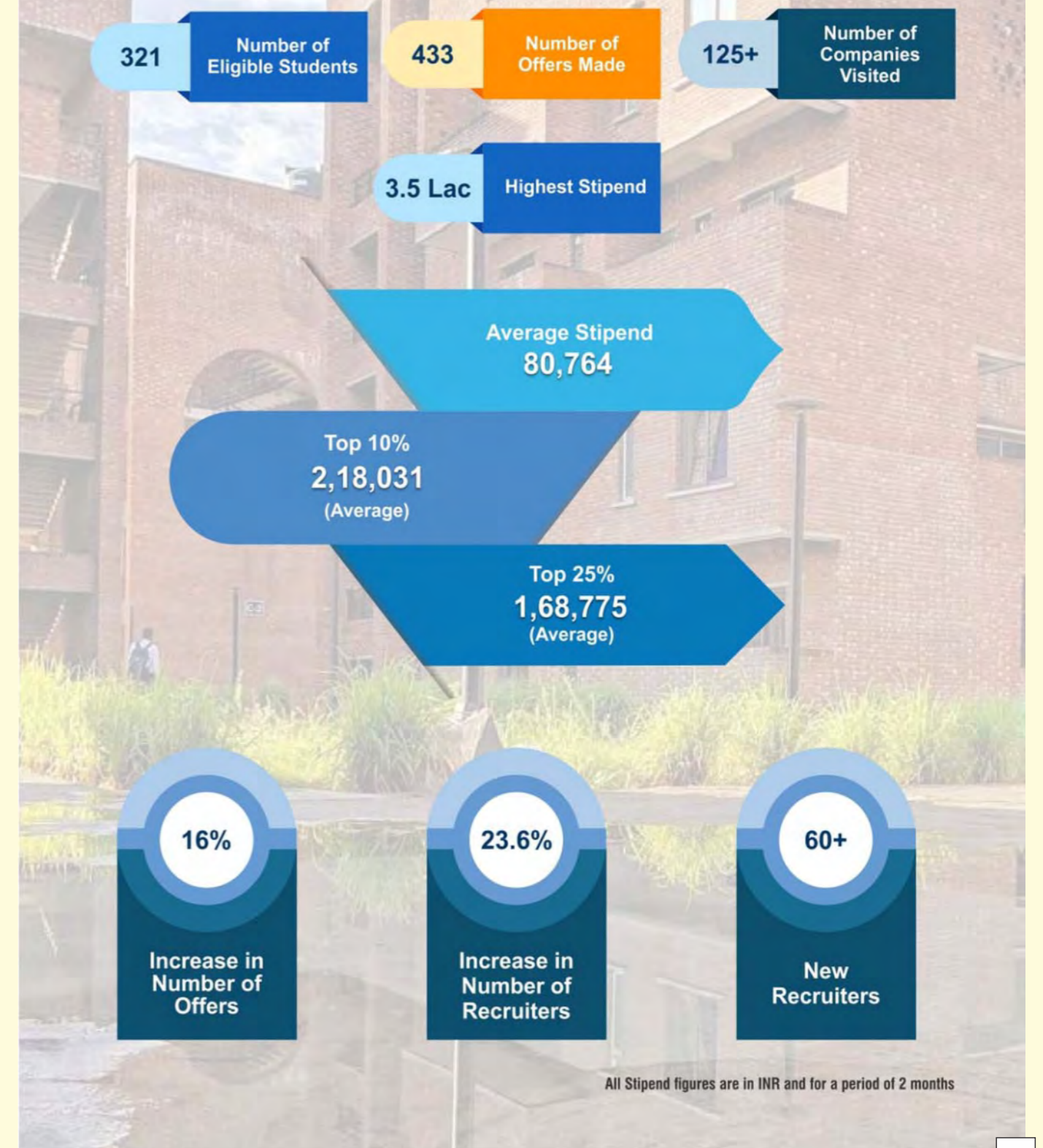
Other Scholarship Schemes

Apart from the Institute’s sponsored and Government of India Scholarships, the following organizations are also providing financial aid to deserving students.

Nsgdq Rbgnk qrglo Rbgdl dr	Eqdrg	Qdndv`k
IDFC First Bank Scholarship	11	-
Indian Air Force Benevolent Association (IAFBA) Scholarship	-	1
Sns`k	00	0

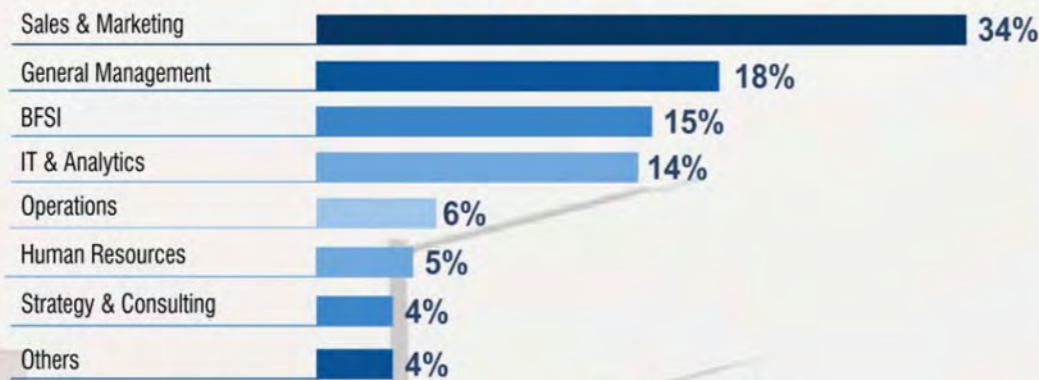
Summer Placement Report 2021-23
SUMMER PLACEMENTS 2021-23 HIGHLIGHTS

STATISTICS OF THE PLACEMENT SEASON



Summer Placement 2021-23 Highlights

DOMAIN WISE PLACEMENTS



BATCH POINTERS

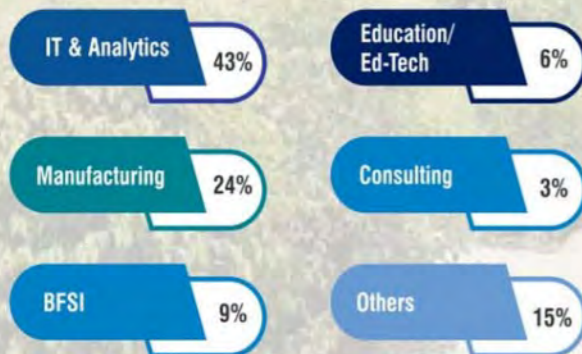


MBA
263

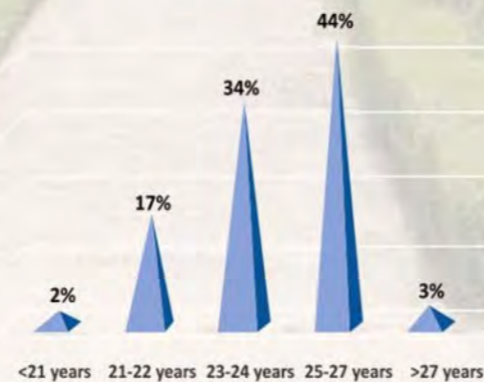


MBA(Analytics)
58

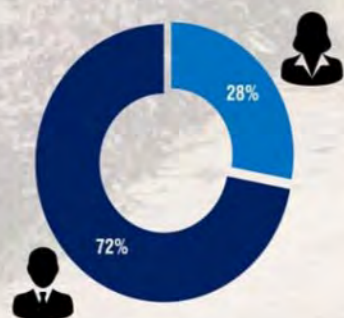
PROFESSIONAL BACKGROUND



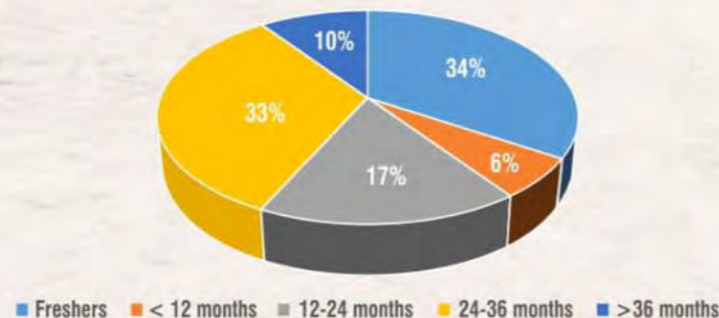
AGE GROUP



GENDER DIVERSITY

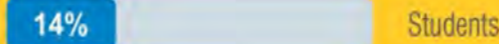


WORK EXPERIENCE



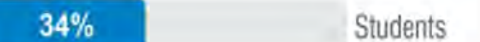
IT & Analytics

Students bagged roles like Big Data Service Management, Business Solution Enabler, Data Analytics & Process Improvement, Market Research & Business Planning, Project Management, Product Quality Analyst, Product Quality Analyst, Process Improvisation and Automation Intern, Senior Research Analyst and Quality and Data Management Analyst in organizations like Bhartiya Urban, Bizup, ClearExam, Cognizant, DigiDzn, IOCL, JustDial, LendenClub, MAQ Software, Microsoft, MrFixPro, Numocity Technologies, SEP, Shorthill Tech and Tridege.



Marketing

Organizations like AIMS Consulting Services, Arachnomesh Technologies, Ashirvad Pipes, B:Live, Bajaj Allianz, Cynoteck, Digital Marveled, Droom, FlipFake, Grow Junction, HP, Incture, Jio Creative Labs, KSA Enterprises, Liqvd Asia, Logy.AI, Mindful Souls, My Home Group, Niswey, OfBusiness, Origo Commodities, Outlook Group, Puma, RoadBounce, SEED CSR, Simplex Services, SurveySparrow, Talent Litmus, Tata Steel, The House of Artisans, Rivigo offered multiple profiles ranging from B2B Marketing, B2C Marketing, Brand Management, Business Development, Campaign Management, Digital Marketing and Marketing Strategy, Key Account Management, Pre Sales, Retail Marketing Social Media Marketing and many more.



Summer Placement 2021-23 Domain Highlights

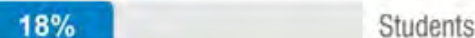
Finance

Student bagged roles in multiple profiles spanning from Asset Management, Equity Research, Financial Modeling, Financial Research, International Banking, Investment Analyst, Risk Assessment, Treasury, Retail Credit Strategy Analyst and Senior Business Associate in organizations like ArcelorMittal Nippon Steel, Ashirvad Pipes, Bloomberg, Digit Insurance, HDFC Bank, ICICI Bank, Invest India, Lendenclub, Liqvd Asia, RBI, Tata Capital and Yes Bank.



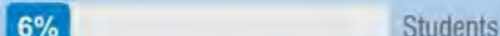
General Management

Leading Organizations like Applied Materials Inc, ICICI Bank, Indofil Industries, Liquid Loans, MAQ Software, Microsoft, NowPurchase, Numocity Technologies, OfBusiness, RBL Bank, Revos, Skilling India, Sureti IMF, Tata Capital, TechTree IT Systems, TVS Credit, Yes Bank offered roles in Business Development and Corporate Advisory, Growth and Strategy Analyst, New Product Initiative, Product Executive, Product Management and Project Management.



Operations

IIM Kashipur continued to remain a popular destination for major organizations like ArcelorMittal Nippon Steel, Ecom Express, Freight Tiger, IOCL, Kalpataru Power Transmission Ltd, Miles Education, Nestle, Outlook Group, Talent Litmus, Xiaomi, Zversal in roles like Intermodal Logistics intern, Logistic Intern, Operations Management Intern, Operations Planning, Service Delivery Intern, Service Quality and Strategic Planning Intern.



Strategy & Consulting

Summer Placement 2021-23 Domain Highlights

There was an increase in the number of Strategy and consulting roles offered to the students. Companies such as CIBC Consulting, Indofil, Liqvd Asia, Puma and many others recruited for Summer Interns this year. Some of the prominent roles offered were of Corporate Advisory Intern, New Market Strategy and Financial Consultant, Strategic Consultant, Management Consultant among many.



Human Resources

The HR domain saw the participation of CGI, Ernst and Young, Grow Junction, IOCL, Middle Earth, Shorthills Tech, Skilling India to name a few in roles like Compensation Management, HR Advisory, Strategic Performance, Strategic Performance and Global Initiative Intern and HR Generalist.



ACCOLADES IN COMPETITIONS

IIM Kashipur students have yet again hit a home run in the competitive arena of case study competitions.

We have 4 National Winners, 1 National Runner up, 1 International Finalist, 9 National Finalists and 18 National Semi-Finalists who have bagged positions in reputed competitions like Airtel iCreate 2021, Flipkart Wired 5.0, Hero Campus Challenge 7.0, HP Solve, L'Oreal Sustainability Challenge 2021, Optum Stratethon, Reliance T.U.P 7.0, VOIS Vantage 2021, Welspun Disruptor and many more.

National Winners

Bottoms Up 2.0	The Analytics Conundrum!	Virtusa Business Cipher Challenge
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International Finalist

Data Hackathon: Dubai Taxi Corporation & Middlesex Insights Lab

National Finalist

Credit Research Challenge 2021	GMC	Bottoms Up 2.0	Virtusa Business Cipher Challenge	Welspun Disruptor
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National Semi-Finalist

Airtel iCreate 2021	Flipkart Wired 5.0	Gameplan	Hero campus challenge 7.0
HP Solve	L'Oréal Sustainability Challenge 2021	Optum Stratethon Season 3	Reliance T.U.P 7.0
Resolvr 2021 The Smart Cube	Welspun Disruptor	VOIS Vantage 2021	

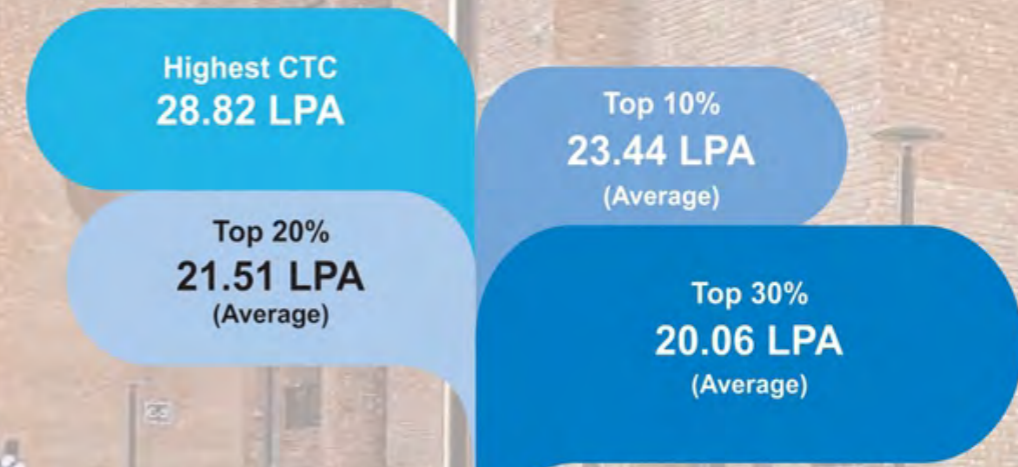
OUR RECRUITING PARTNERS



Summer Placement Report 2020-22

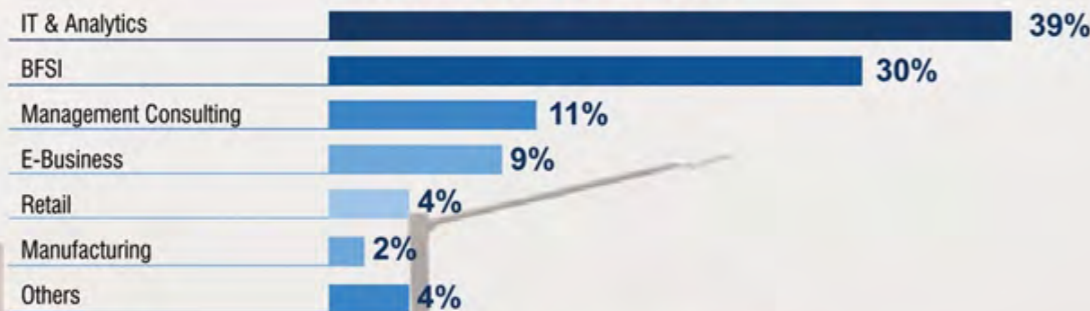
Final Placement 2020-22 Highlights

STATISTICS OF THE PLACEMENT SEASON



Final Placement 2020-22 Highlights

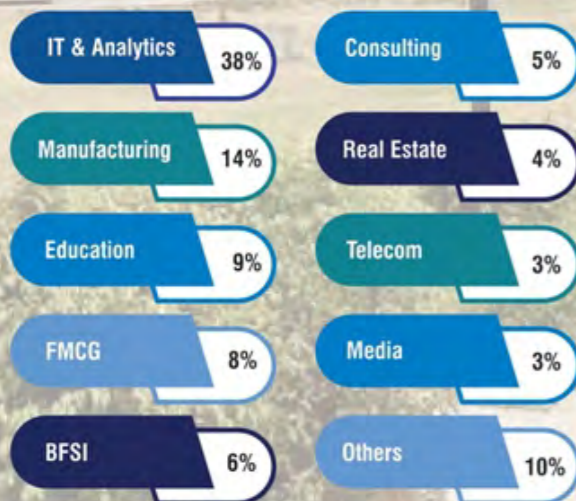
SECTOR WISE PLACEMENTS



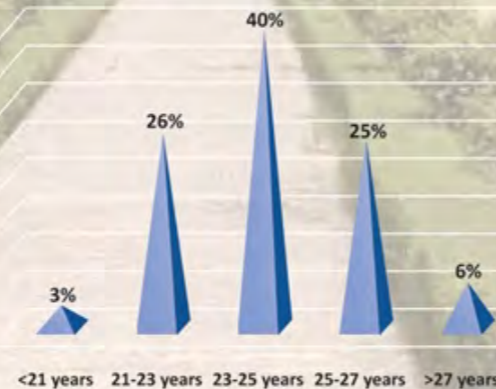
BATCH POINTERS



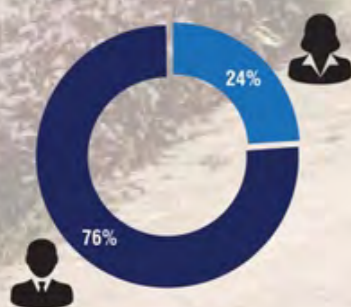
PROFESSIONAL BACKGROUND



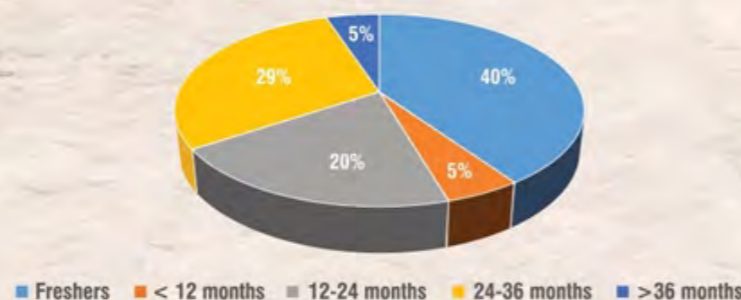
AGE GROUP



GENDER DIVERSITY



WORK EXPERIENCE



IT & Analytics

Big names such as Accenture, Accolite Digital, Agrostar, Bain Capability Center, Capgemini, Cognizant Technology Solutions, Conga, Factri.ai, FedEx, IDFC First Bank, Latentview Analytics, Merilytics, Mindtree, Optum, PUMA Sports, TA Digital, Tredence Analytics, Virtusa offered profiles such as BFS Analytics, BI Analytics, Big-Data Services Management, Business Intelligence, Research, Program Manager, Business Solution Enabler, Cloud Business Analyst, Data Analytics Consultant, Financial Analytics, IT Project Management, Operational Analytics, Product Quality Analyst, Senior Business Analyst, Senior Research Analyst, and Technical Project Manager.

Highest CTC
23.6 LPA

21% Students

Marketing

Market leaders like Acuvate Software, Adani Wilmar, BPCL, Byjus, CL Educate, Frontizon Business Services, HCL, HDFC Bank, Holcim Group, ICICI Securities, IDFC First Bank, iQuanti, Khimji Ramdas, OfBusiness, PharmaAce, RBL Bank, Reliance Retail, Shree Malani Group, Specialty Polyfilms, TVS Credit, Xtraas Corp etc. offered coveted profiles such as Agri-Marketing, B2B Marketing, B2C Marketing, Territory Business Head, Area Manager,

Highest CTC
28.8 LPA

Final Placement 2020-22 Domain Highlights

Research Associate, Marketing Manager, Enterprise Sales Specialist, Deputy Branch Head, Growth Manager, Project Manager, Digital Marketing Associate, Associate Engagement Partner, Enterprise Sales Manager, Brand Manager, Market Research Specialist, Digital Marketing Executive, Pricing Manager, Channel Manager, Marketing Intelligence, Corporate Sales Manager, Relationship Manager - Retail Branch, Retail Marketing, Rural Marketing, Sales Development Executive, and Strategic Marketing.

17% Students

Finance

Students bagged roles like Associate Consultant, Senior Associate Analyst, Capital Market Analyst, Corporate Banking, Credit Analyst, Equities Research, Financial Advisory, Finance Controller, Financial Analytics, Financial Strategy, Internal Auditor, International Banking, Investment Analyst, Associate Research and Investment, Financial Risk Management, Mergers & Acquisitions, Private Equity, Relationship Manager, Retail Banking, Senior Business Associate - Financial Services, Research Analyst, Treasury, and Wealth Management offered by organisations of repute such as ArcelorMittal Nippon Steel, Axis Bank, Bajaj Allianz, Bank of America, Capgemini, Care Ratings, Cred Avenue, Decimal Point Analytics, Deloitte USI, Digit Insurance, Equitas Small Finance Bank, ICRA Limited, IDFC First Bank, KPMG, RBL Bank, Tata Capital, Tresvista, TVS Credit, Vivriti Capital, Yes Bank.

Highest CTC
20.8 LPA

15% Students

General Management

IIM Kashipur continued to be a popular destination for major organisations such as Amazon, Axis Bank, Bajaj Allianz, Capgemini, CL Educate, DarwinBox, Dell Technologies, Digital Jalebi, Hawkins Cookers Limited, HCL, ,ICICI Bank, IDFC First Bank, Indiamart, JK Lakshmi Cement, RBL Bank, Reliance Retail, TATA Technologies, Xiaomi etc. who offered general management roles such as Management Trainee, Senior Management Trainee, Program Manager, Key Account Manager, Company Secretary, Project Manager, Assistant Manager, Deputy Manager and Global Operations Graduate.

Highest CTC
20.8 LPA

19% Students

Operations

Bank of America, Bajaj Allianz, Birlasoft, Cognizant Technology Solutions, Cogoport, DMI financials, Flipkart, HCL, HSBC, L&T, Lendenclub, Nowpurchase, Tata Steel (BSL), Xiaomi offered roles such as AVP - Operations, Operations Coordinator, Operational Planning, Operations Management Trainee, Procurement Analysis, Product Operations, Service Delivery, Manager, Service Quality Manager and Strategic Operational Planning Associate.

Highest CTC
27.3 LPA

8% Students

Strategy & Consulting

Top organisations like BlackBrix Advisors, Capgemini, Cognizant Technology Solutions, Deloitte USI, DS Group, Equitas Small Finance Bank, EY, Hashedin, HCL, IDFC First Bank, Infosys, Kantar Analytics, Loyalty Juggernaut, O9 Solutions, Porter.in, TheMathCompany offered opportunities in the strategy and consulting domain, offering roles such as Associate Business Consulting, Associate Engagement Partner, Consultant, Management Consultant, Senior Business Associate, Senior Functional Consultant, Workforce Advisory Consultant, Corporate Advisory, Corporate Strategy, Financial Consultant, Functional Consultant, Leadership and Group Strategy, MT - Strategic Alliance and Strategic Consulting.

Highest CTC
20.8 LPA

12% Students

Final Placement 2020-22 Domain Highlights

Human Resources

Highest CTC
20 LPA

The HR domain saw the participation of Deloitte USI, EY, Gartner, HireTale, IDFC First Bank, Infosys, Morgan Stanley and more. They offered core profiles such as HR Generalist, HR Analyst, Senior Associate Lead Talent Acquisition, Executive Talent Acquisition, Management Trainee HR, HR Business Partner, Senior Analyst HR, HR Advisory, Industrial Relations Management, Strategic Performance and Compensation Management.




8% Students

ACCOLADES IN COMPETITIONS

IIM Kashipur students have yet again hit a home run in the competitive arena of case study competitions.

We have 4 National Winners, 1 National Runners up, 1 International Finalist, 9 National Finalists and 18 National Semi-Finalists who have bagged positions in reputed competitions like Airtel iCreate 2021, Flipkart Wired 5.0, Hero Campus Challenge 7.0, HP Solve, L'Oreal Sustainability Challenge 2021, Optum Stratethon, Reliance T.U.P 7.0, VOIS Vantage 2021, Welspun Disruptor and many more.






National Winners:

 Bottoms Up 2.0	 The Analytics Conundrum!	 Virtusa Business Cipher Challenge
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International Finalist

 Data Hackathon: Dubai Taxi Corporation & Middlesex Insights Lab
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National Finalist

 Credit Research Challenge 2021	 GMC	 Bottoms Up 2.0	 Virtusa Business Cipher Challenge	 Welspun Disruptor
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National Semi-Finalist

 Airtel iCreate 2021	 Flipkart Wired 5.0	 Gameplan	 Hero campus challenge 7.0
 HP Solve	 L'Oréal Sustainability Challenge 2021	 Optum Stratethon Season 3	 Reliance T.U.P 7.0
 Resolvr 2021 The Smart Cube	 Welspun Disruptor	 VOIS Vantage 2021	

OUR RECRUITING PARTNERS



Executive / Management Development Programmes

Building capabilities and enhancing skills is a lifelong process. With the ever-changing dynamics of corporate management, keeping abreast with the latest skill sets has become a need of the hour. To stay relevant and ahead of the competition in the corporate world, Executive / Management Development Programmes offered by IIM Kashipur provide an opportunity to learn and upgrade oneself. The content for these programmes is designed based on a strong analytical understanding of future market trends. The programmes offer dynamic management skill sets that give the participant a head start to take the lead and be an asset at their workplace.

IIM Kashipur understands business challenges and provides learning solutions to help companies and individuals stay ahead of the curve. IIM Kashipur's Executive / Management Development Programmes are designed in conjunction with the current business dynamics and translate them to actionable learning content, use of interactive methodology based on case studies, role-plays, and simulations, exposure to open discussions and one-on-one coaching along with Experiential Learning helps in bringing out the best business learning for participants.

IIM Kashipur's strength lies in its diverse faculty traits and experience of nearly one decade of training public and private sector executives. Experts from the Corporate sectors are also included in the faculty team as and when required to make the programmes contemporary and more practical. The MDP programmes are either customized in-house / in-company programmes designed to suit an organization's specific needs, or open programmes where participants from different organizations enrol. The Institute has been organizing these programmes for past 10 years for officers of state and central governments and practicing managers of public and private sector organizations.

In essence, Executive / Management Development Programmes offered by the Institute epitomize the quest for knowledge that ties together the IIM Kashipur faculty and the industry / corporate through mutual exchange. As a result, IIM Kashipur equips the leaders with not only the tools to build what tomorrow will be but also with the knowledge of today that works effectively.



Customized Management Development Programmes

The Institute accepts requests from organizations for conducting customized training programmes for their executives at different levels and offers unique programmes to suit the business and developmental needs of client organizations. Standard modules from regular MDPs are also combined and adapted, wherever necessary, to suit the requirements of client organizations. The duration of these programmes ranges from three to five days depending upon the variety, magnitude, and complexity of topics covered. In the year 2022–23, IIM Kashipur conducted the following MDPs.

Programme Name	Client Organization
Management Development Programme on Emotional Intelligence for Improved Decision Making, Batch 3	Indian Oil Corporation Ltd (IOCL)
Madhyama- 1, Mid-Career Programme	Indian Oil Corporation Ltd (IOCL)
Management Development Programme for the District Industries Centre (DIC) officials of Uttarakhand	Directorate of Industries, Uttarakhand
Management Development Programme on Creativity and Innovation Management in Research	Defence Research and Development Organization (DRDO)
Mid-Career Training Programme (MCTP) Level-III for the officers of Ordnance Factory nominated by National Academy of Defence Production (NADP)	National Academy of Defence Production (NADP)
Management Development Programme on Business Strategy and Financial Performance	Indian Oil Corporation Ltd (IOCL)



Online Certificate Programmes

In the new normal of blurring boundaries between work and personal life, the advent of high-speed internet, and enabling technology platforms, online education can be imparted without participants leaving their comfort zones. IIM Kashipur, being a frontrunner in Executive education has forayed into this domain and has been offering online programmes since 2017. IIM Kashipur endeavours to provide management education through online mode and prepare participants for dynamic careers in industry, across functional areas and an array of topics.

These programmes equip participants with strong conceptual and analytical skills to manage businesses in an integrated manner. The emphasis is on developing a holistic manager with a vision to take of the challenges of the future in a socially sensitive manner.

Our online programmes thus intend to serve the needs of such professionals who are hard-pressed for time to help them acquire new skills, build expertise in a specialized area, update their professional profile for career advancement, and broaden their knowledge base. For our Online Certificate Programmes logistics, technology, and delivery infrastructure-related issues are taken care of by contractual agreements with other organizations which are competent to do the task. Currently, Bennett Coleman and Co. Ltd – A Times Professional Learning Division (Times TSW), Human Racers Advisory Pvt Ltd (Nulearn, and Arrina Education Pvt Ltd (Talentedge) provide the required support for sales-marketing and programme operations, etc. At present IIM Kashipur offers two types of Online Certificate Programmes:

One-Year Post Graduate Certificate / Executive Programmes

Executive Development / Certificate Programmes

One-year Post Graduate Certificate / Executive Programmes

One-year Postgraduate Certificate / Executive Programmes offered by IIM Kashipur are designed to impart skills that are necessary to thrive in today's corporate environment and are aimed to develop managerial skills of the participants, to keep abreast of today's fast-changing business environment using different pedagogical tools such as case studies, simulation, and exercises to best deliver the course content. These programmes are offered in a mixed mode of synchronous classroom teaching making use of information and communication technology with a balanced dose of face-to-face physical sessions with the professors at the IIM Kashipur campus. The duration of these programmes ranges between 150 to 200 hours.

These programmes are offered in direct-to-device (D2D) mode where competent participants from multiple organizations join a course. The duration of such programmes is one year, and a participant can attend the sessions from the convenience of a studio located in his / her city or even from the office or the comfort of their home. Participants are admitted based on selection criteria befitting the requirements of the professional needs and the rigour of the curriculum of the specific programme.

Certification is done following due examination and evaluation process. Academic contents are designed and delivered following state-of-the-art pedagogy by the faculty members of IIM Kashipur with occasional inputs from outside professional experts. These programmes have an in-built component of campus visits of short durations.

These visits are meant to offer the participants opportunities to interact with our faculty members including the ones who may not have directly participated in each programme. These visits turn

out to be memorable events for our participants as they experience the serene campus life with its bountiful flora and fauna. Participants enrolled in these programmes are eligible for the IIM Kashipur Executive Alumni Status.

One-year Post Graduate Certificate/Executive Programmes offered by IIM Kashipur in 2022–23

Programme Name	Programme offered in association with
Executive Programme in Strategy and Leadership, Batch 3	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Post Graduate Certificate Programme in General Management, Batch 3	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Programme in Operations and Supply Chain Management, Batch 2	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Programme in Operations and Supply Chain Management, Batch 3	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)

One-year Post Graduate Certificate / Executive Programmes launched by IIM Kashipur in 2022–23 (Programmes are yet to start)

Programme Name	Programme offered in association with
Executive Programme in Strategy and Leadership, Batch 4	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Senior Management Programme, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Programme in Operations and Supply Chain Management, Batch 4	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Post Graduate Certificate Programme in General Management, Batch 3	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)



Executive Development / Certificate Programmes

The Executive Development / Certificate Programme offered by IIM Kashipur is a blended programme comprising both online and on-campus modules. For the online modules, the primary method of instruction is through LIVE lectures that are delivered online via the internet to participants' desktops / laptops or classrooms. The lectures are delivered by the eminent faculty from IIM Kashipur and professionals / experts from the industry.

These programmes are primarily taught through a combination of class exercises, presentations, take-home exercises, simulations, and case studies. The course content is organized in a way that provides the participants with an introduction to the application of content to various business aspects. There are periodic evaluations built in throughout the course. These may be in the form of a quiz,

assignment, exercises, or objective / subjective assessments.

The evaluations are designed to ensure continuous student engagement with the course and encourage learning. Students who successfully clear the same along with the requisite attendance criteria are eligible for the Certificate of Completion else a Certificate of Participation is issued to the participant who fails to fulfil the completion criteria of the course. The duration of these programmes ranges between 60 to 100 hours.

The on-campus modules are delivered in classrooms at IIM Kashipur campus. The duration of on-campus modules can be two to five days as per the course demand.

The following are the Executive Development / Certificate Programmes offered by IIM Kashipur in 2022–23

Programme Name	Programme offered in association with
Executive Development Programme in Financial Data Analytics, Batch 6	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Strategic Management, Batch 12	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Applied Financial Risk Management, Batch 7	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Digital Marketing and Analytics, Batch 6	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Strategic Management, Batch 13	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Operations Management with Six Sigma, Batch 4	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Certificate Programme in Products and Brand Management, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Certificate Programme in Project Management, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)

Executive Certificate Programme in Project Management, Batch 2	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in Strategic Brand Management, Batch 1	Arrina Education Pvt Ltd (Talentedge)
Executive Development Programme in Strategic Marketing Management, Batch 1	Arrina Education Pvt Ltd (Talentedge)
Executive Certificate Programme in Project Management, Batch 3	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in Applied Financial Risk Analytics, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in Strategic HRM, Batch 1	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Advanced Supply Chain Management and Analytics, Batch 1	Human Racers Advisory Pvt Ltd (Nulearn)

The following are the Executive Development / Certificate Programmes launched by IIM Kashipur in 2022–23 (Programmes are yet to start)

Programme Name	Programme offered in association with
Executive Certificate Programme in Project Management, Batch 4	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in Strategic Management, Batch 14	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Financial Data Analytics, Batch 7	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Applied Financial Risk Management, Batch 8	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Programme in Strategic Marketing Management, Batch 15	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in Strategic Marketing Management for Senior Professionals, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Certificate Programme in Digital Strategy for Organizational Transformation, Batch 1	TIMES PRO (A Unit of Bennett Coleman and Co. Ltd.)
Executive Development Programme in HR Analytics, Batch 1	Arrina Education Pvt Ltd (Talentedge)
Executive Development Programme in Talent Management, batch 1	Arrina Education Pvt Ltd (Talentedge)
Executive Development Programme in Applied Finance, Batch 1	Arrina Education Pvt Ltd (Talentedge)

International Relations

As a Global Center of Excellence for Management Studies, we strive to make our organizations with foundations across the globe more collaborative and holistic in nature. To achieve this, the Institute proposes to collaborate with our partners in as many arenas as will add value to our respective Visions, Missions, and Goals. The International Relations Committee is primarily involved in forging and maintaining international partnerships with esteemed universities across the globe.

The prime objective of this committee is to ensure a seamless interchange of academics and culture through mutual assistance in areas of education and research, surpassing various cultural and geographical frontiers. This is achieved through cooperation in multiple areas, including programmes offered at partner institutions, through the following activities.

- ◆ Trimester and Short-term exchange of students
- ◆ Exchange of Faculty
- ◆ Development of joint research activities

In the flagship student exchange program, students from IIM Kashipur can complete their one trimester in one of the partner universities. It aims to send the best students to its partner institutes, where students are evaluated on several parameters before getting nominated. Also, IIM Kashipur hosts exchange students from its partner institutes, which is a culturally and academically immersive program. In the year 2022–23, it successfully hosted two students for the Long-Term Exchange Program at IIM Kashipur from ESDES Lyon Business School (France). It also facilitated the Long-Term Exchange Program for nine students of IIM Kashipur with our international partner universities.

We also encourage a short-term exchange program (typically ranging from a week or two) from our partner institutes, which is a bespoke programme. IIM Kashipur aims to become an institute of international excellence in the upcoming years. In the journey, it aims to expand its presence via collaborations with prominent institutes around the world. Every collaboration with IIM Kashipur strives to generate value for the students and more importantly society at large.

Collaborating Institutions

Alba Graduate Business School	Linnaeus University
Autonomous University of Madrid	Solbridge International School of Business
Brunel University	Soochow University
Coller School of Management	Syracuse University
CTBC Business School	Turiba University
ESDES School of Business and Management	University of Salford
International Centre for Promotion of Enterprises (ICPE), Slovenia	Universidad de Lima

Long-Term Exchange Program

In 2022–23, the International Relations Committee facilitated the Long-Term Exchange Program for nine students with our prominent partner University like ESDES Lyon (France), Woosong University (South Korea), Alba Graduate School of Business (Greece), Turiba University (Latvia) et cetera.

We also hosted two students from ESDES Lyon (France) for the Long-Term Exchange Program at IIM Kashipur.



Centre of Excellences

The institute has established three centres of excellence that are envisaged to serve as the intersection of scholarship, education, training, research, and consultancies putting a breakthrough interdisciplinary approach at the service of students as well as government and private entities. These centres of excellence facilitate interdisciplinary programs and research. Currently, there are three centres of excellence: the

Centre of Excellence on Public Policy and Government (COEPPG), the Design Innovation Centre (DIC), and the Foundation for Innovation and Entrepreneurship Development (FIED). Each centre is committed towards cutting-edge research, innovation, entrepreneurial spirit, and sustainability while enabling the ecosystem to achieve the institute's strategic goals.



Centre of Excellence in Public Policy and Government

The Centre of Excellence on Public Policy and Government (COEPPG) is a centre of excellence set up by the institute as a platform to serve as a bridge between policymakers, government agencies, civil societies, industry, and academia for scholarly research, public policy studies, and capacity building activities.

Since its inception in 2014, the Centre has taken up several major projects and programmes in niche areas like disaster management, sustainable management (Green MBA), judicial service delivery, legal education through open access, gender diversity in the corporate sector, and the removal of violence against women. Combining action research, training, and advisory services based on thematic public policy analyses, the centre has executed a series of projects funded by The World Bank, ICSSR, Shastri Indo-Canadian Institute, National Commission for Women as well as central and state governments.

Doctoral Programme in Public Policy

During this period, one scholar was admitted to the doctoral programme in Public Policy. He will receive his doctoral fellowship (JRF / SRF) from the University Grants Commission (UGC). The scholar started his PhD coursework in July 2022.

Management Development Programme

During 2022–23, COEPPG successfully organised a Management Development Programme for the Directorate of Industries, Govt. of Uttarakhand, from 6–10 October 2022. Sixteen participants nominated by the Directorate included senior officials at Joint / Assistant / Deputy Director or General Manager level positions. The overall objective of the MDP is to impart training on Cluster Development, Business facilitation, interpersonal skills, and other areas related to the functions of the officials.

ICSSR IMPRESS Research

The Centre successfully completed a major research project on "Witch-hunt Violence against Women in India: A Study in Socio-Legal Policy Recommendations and Response" under the Indian Council of Social Science Research (ICSSR)'s scheme called Impactful Policy Research in Social Science (IMPRESS). The project investigated witch-hunts as structural violence that remains invisible and banal. This issue was addressed in this study with a policy analysis perspective that includes poverty, law, society, culture, and kinship as intimately connected to the efficacy of these laws. The lived experiences of the participant interviews revealed many interesting themes.

The words used by the interviewees led to the identification of these themes. These themes reflect the experiences of the survivors, community workers, lawyers, and police officials who are closely associated with the events around the witch-hunt. The psychological effects, social fallouts, apprehensions, fear, anguish, and other emotions are mirrored in the language and expression used by the participants. Among the emerging themes, the impact of laws and processes of the justice systems and social rehabilitation of the survivors within the community also found a significant place in this study.



Fulbright Programme

The Centre hosted its first Fulbright Senior Scholar during the month of November– December 2022. Supported by the US Government, Dr. Akhlaque Haque, Professor of Public Administration from the University of Alabama at Birmingham (USA), stayed on the campus and taught two PhD programme courses on (i) ICT for Development and Urban Governance (ICTUG) and (ii) Gender in Public Policy (GPP). He also conducted a Research Writing Workshop for the research students and faculty from 12–16 December 2022. He delivered a special seminar on the theme "Technological Interdependence and Social Networks" at the institute.

National Seminar

COEPPG organised a two-day national seminar on Delivering Justice for Women: Lessons from Fast Track Courts in India on 10–11 December 2022,



with financial assistance from the National Commission for Women, New Delhi. The seminar aimed to discuss the efficacies of the fast-track special courts (FTSC) to provide timely justice. More than two hundred participants from different institutions, colleges, universities, judiciary, and the legal profession, which included teachers, researchers, lawyers, students, and judges, discussed the challenges facing the FTSCs while making a clear distinction between 'quick'

justice and 'undesirable hurried' justice. Selected delegates presented their research papers at the seminar, and several invited resource persons delivered thematic speeches around the main theme of the seminar. The seminar was not intended to present quick solutions for such a complex issue but to give the stakeholders a platform to inspire a broad exchange of ideas among the delegates. The consensus we could reach was very clear – there is a need to improve the functioning of FTSCs and rise above simple statistical verification of the decided cases. The delegates were also conscious of the structural, procedural, and operational difficulties and the cost of the desired improvements in FTSCs. Dr Gyanendra Kumar Sharma, former Judge and Director of Uttarakhand Judicial and Legal Academy delivered the plenary address on the occasion. Prof M Afzal Wani, Former Member of the Law Commission of India and Dean of Guru Gobind Indraprastha University, New Delhi, delivered the valedictory address.

International Collaborations

COEPPG continued collaborating with the International Telecommunication Union (a UN agency) during 2022–23. The Centre was invited to participate as an academic representative at the ITU Regional Standardization Forum on "Regulatory and Policy aspects of Telecommunications /ICTs" on 8th August 2022 in New Delhi. The Ministry of Communications of India hosted the forum, followed by the ITU-T Study Group 3 Regional Group for Asia and Oceania



(SG3RG-AO) meeting from 9–12 August 2022. The

Study Group 3 regional group meeting preceded a Bridging the Standardization Gap (BSG) interactive Workshop on "Effectiveness in Standardisation". Prof Baharul Islam delivered a thematic session on "Infrastructure Sharing" at the event.

The Centre was also invited to participate in the opening of the ITU Area Office for South Asia by the Hon'ble Prime Minister of India, Sri Narendra Modi, on 22nd March 2023 in New Delhi. COEPPG also participated at the Regional Innovation Forum (RIF) held on 23rd March 2023, aimed to facilitate the exchange of knowledge among a pool of multistakeholder audiences and provide support towards building partnerships that mainstream entrepreneurship-driven innovation and competitive digital ecosystems in the lead-up to the Global Innovation Forum (GIF) scheduled for later in 2023. This event was built upon ASP Regional Initiative 4: Enabling Policy and Regulatory Environments to accelerate digital transformation. It was a platform to bring together all stakeholders in the ecosystem to bridge the digital innovation gap. Chairperson, COEPPG delivered his address on Localizing Innovations: Innovating for the Multilingual Internet, an opportunity to bridge the digital divide.

Uttarakhand Economic Survey

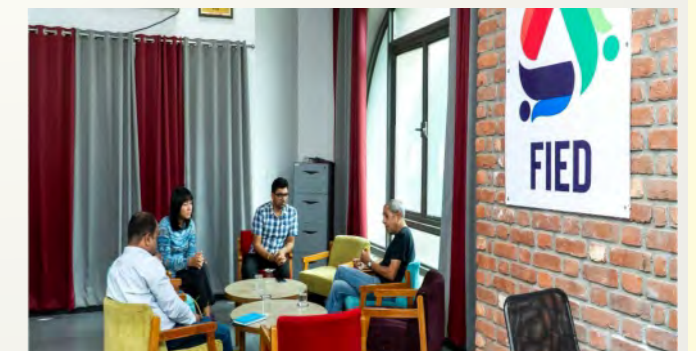
Like in the past, the Centre contributed to the Uttarakhand Economic Survey 2022–23 (Volume II) published by the Uttarakhand Department of Economics and Statistics (DES) every year. This year the Centre delivered a part of the review on the Services Sector focusing on growth drivers such as Tourism and Hospitality, Education, Environmental Services, IT and ITES, healthcare, and wellness services. A road map was required to achieve the



expansion of the services sector and increase exports in services. The review recommended that the government should adopt a policy of compulsory use of ICT in schools up to a certain level as 60% of primary school students in Uttarakhand still do not have access to a computer. For that purpose, requisite funds should be allocated, and proper government machinery should be installed to utilize the funds allocated optimally.

Foundation for Innovation and Entrepreneurship Development

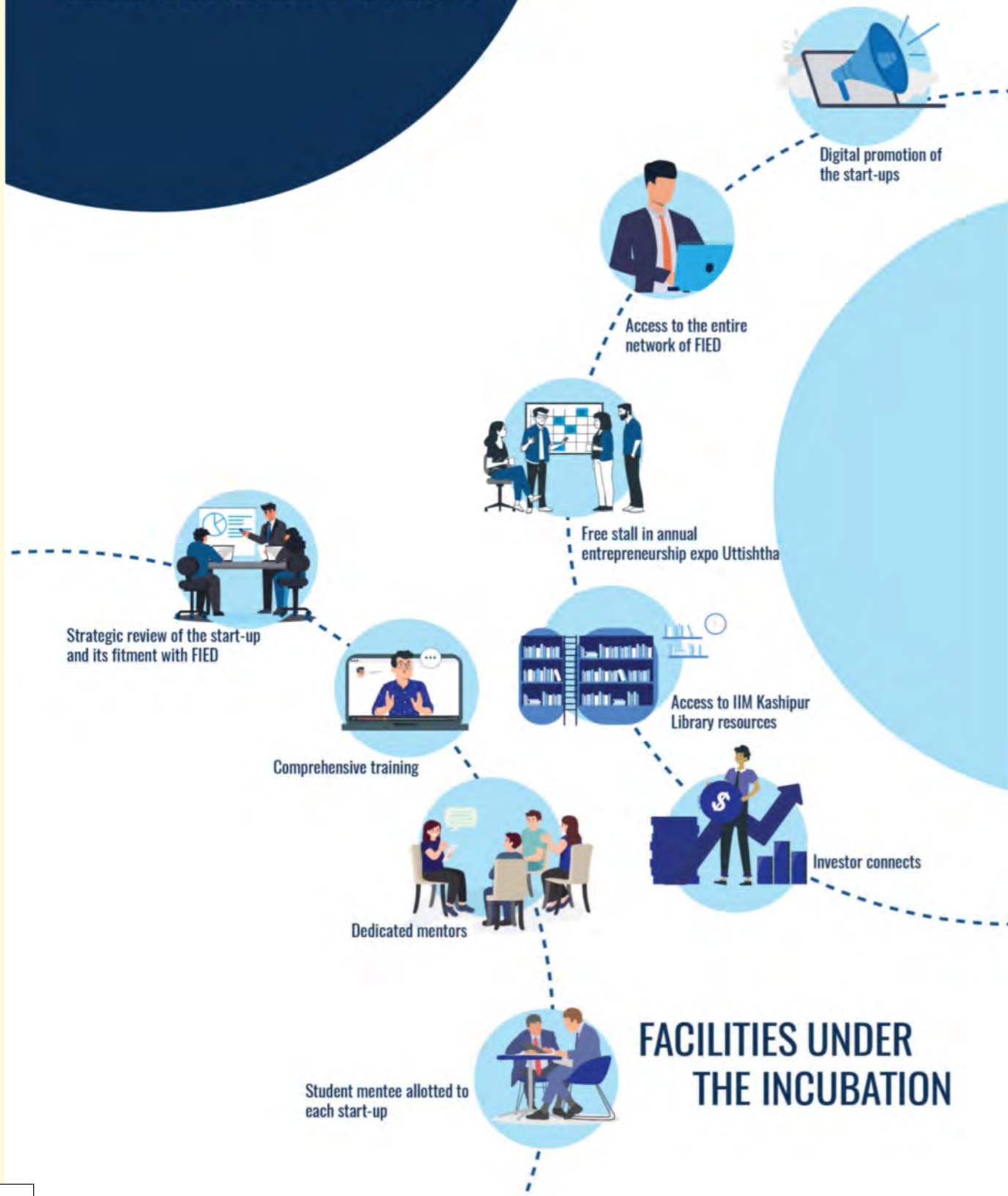
Foundation for Innovation and Entrepreneurship Development (FIED), the incubation center of IIM Kashipur, a Section-8 Company, has been instrumental in creating an ecosystem of innovation and entrepreneurship in Uttarakhand. FIED is built in an area of 20,000 sq. ft., running projects of the Department of Science and Technology; and the Ministry of Agriculture and Farmers' Welfare. FIED is channeling its efforts majorly in Agriculture Technology and Agri-entrepreneurship but also working in the domains of Tourism, Education, and Sustainable Technologies. FIED operates within the IIM



Kashipur campus, but it is a separate unit and is headed by its management team, which is responsible for the execution of the tasks and responsibilities. The management team is guided by the Operations Committee composed of eminent professors from IIM Kashipur. Its mission is to nurture and strengthen the entrepreneurship ecosystem of Uttarakhand.

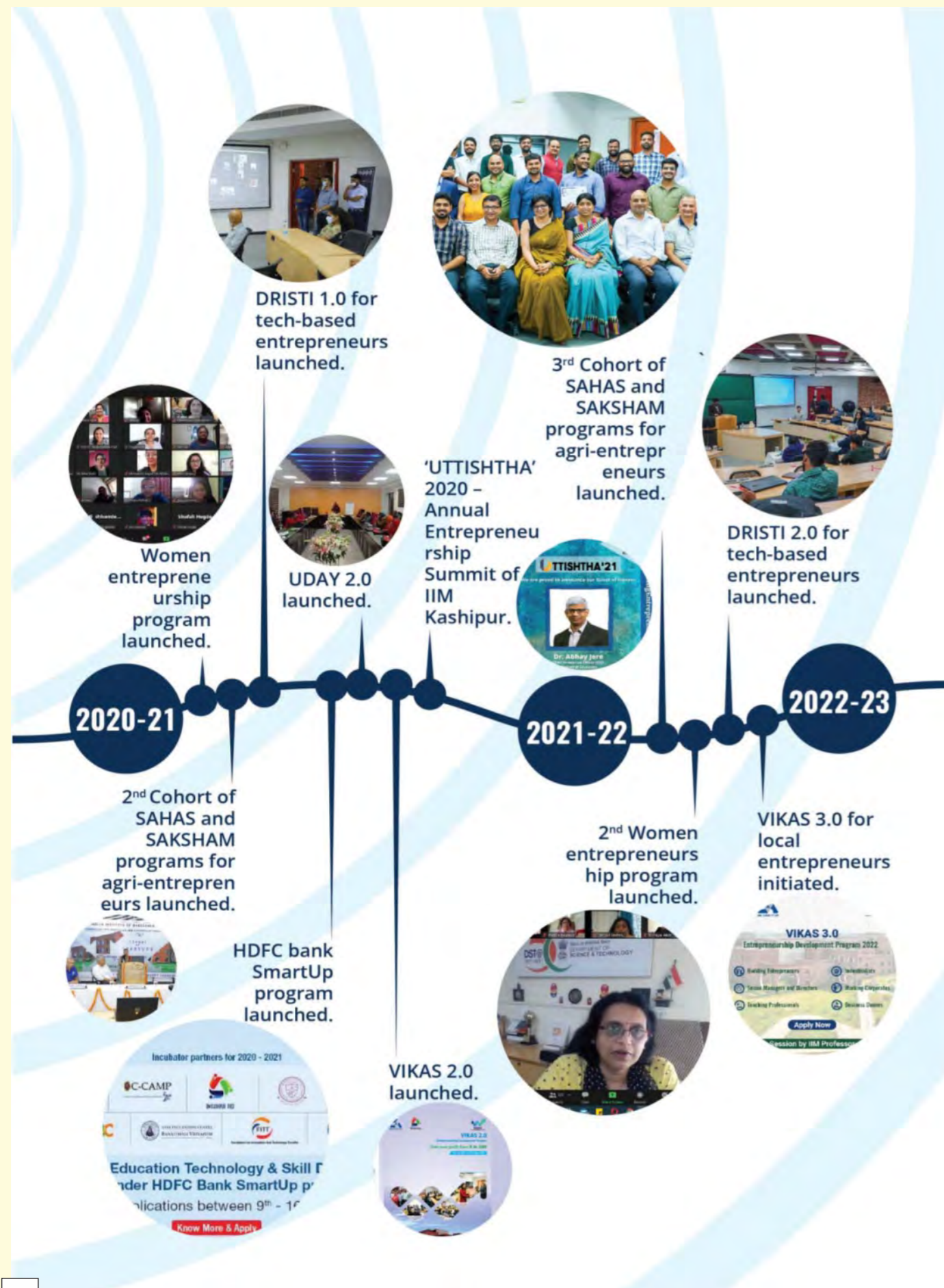
INCUBATION OFFERING

FIED provides state-of-the-art incubation facilities in the premises of IIM Kashipur.



TIMELINE





FIED Activities

Launch of Sahas and Saksham Program of Cohort 4.0 under the RKVYRAFTAAR scheme

IIM Kashipur FIED launched the Sahas (Agri-preneurship Orientation Program with a grant of up to Rs. 5 Lakhs) and Saksham (Agri Incubation Program with a grant of up to Rs. 25 Lakhs) program under RABI. Applications from agri-focused startups called from Uttarakhand, Uttar Pradesh, and Himachal Pradesh to be a part of Cohort 4.0. Some of the major highlights of RABI Cohort 4.0 are as follows:

- Applications received: 175
- Number of applications shortlisted for RIC-1: 48
- Number of startups selected for a 2-month training program: 28
- Number of startups recommended for CIC post-RIC-2: 21
- Number of agri-startups recommended for funding by CIC: 11 (Sahas-5: Pre-Seed Stage and Saksham: 6-Seed Stage)
- Total amount sanctioned to 11 shortlisted startups: Rs. 1,65,00,000

Incubation Support to Drishti 3.0 startups

FIED has launched its flagship incubation program, Drishti 3.0, supported by the Department of Science and Technology. The program aims to enrich and assist entrepreneurs and startups to resolve their challenges in an effective manner by combining business training and expert support. FIED has offered physical incubation to six startups shortlisted under the Drishti3.0 program. Two startups have taken the physical space and have been allotted mentors too. Apart from physical incubation, FIED is constantly connecting startups of Drishti 2.0 as well as Drishti 3.0 to different funding programs offered by other incubators or venture capital firms.

MSME Idea Hackathon 2.0

IIM Kashipur FIED, a host institution recognized by the Ministry of MSME has received 29 innovative ideas in sectors such as health-tech, agri-tech, logistics and supply chain, artificial intelligence,

and waste management for evaluation under MSME Idea Hackathon2.0. Financial assistance up to a maximum of Rs. 15 lakhs per approved idea shall be provided to the Host Institute for developing and nurturing the idea into a prototype. A total of 12 start-up ideas have been recommended to MSME by an expert committee for the next step.

Representation in Agri Conclave at New Delhi

IIM Kashipur FIED's entire RABI team participated in two-day Agri Start-up Conclave and Kisan Sammelan inaugurated by Honourable Prime Minister Sri Narendra Modi Ji, from 17-18 October 2023 at IARI, New Delhi. A total of 12 startups supported by IIM Kashipur FIED under the RABI project showcased their innovative products and services through different stalls at the Agri conclave.

Launch of VIKAS 3.0 Programme

IIM Kashipur FIED launched an entrepreneurship development program for senior executives and entrepreneurs belonging to different geographies of Uttarakhand and Uttar Pradesh with the support of Rotary International. The VIKAS program consists of weekly training of VIKAS participants every weekend for two hours for three months. The training exercise for the year 2022-23 saw the participation of 30 VIKAS participants every week learning different aspects of managing a business effectively.

Entrepreneurship Awareness Workshop

IIM Kashipur FIED organized a one-day entrepreneurship awareness workshop on Earth Day, 1st April 2022. 70 self-employed individuals from in and around Kashipur were encouraged to hone their entrepreneurial skills. They showcased and sold their handmade products in the exhibition to IIM Kashipur students, staff, and professors. Participants were offered insights on how to capture the market, modify products, and fix prices.

Azadi ka Amrit Mahotsav Celebrations

IIM Kashipur FIED organized the 'Kisan Bhagidari

Prathmikta Hamari' campaign under the 75th Azadi Ka Amrit Mahotsav celebrations on 26th April 2022. The one-day awareness campaign facilitated interactions between farmers, IIM professors, and startups. More than 50 farmers took part in the event.

International Conference on Entrepreneurship

FIED in association with the Hunter Centre for Entrepreneurship, Strathclyde Business School, University of Strathclyde, United Kingdom, has organized a much-needed conference to initiate a discussion among stakeholders of entrepreneurship. This conference, especially dedicated to the theories and practices of entrepreneurship, has proven to be a crucial initiative to nurture and strengthen the entrepreneurship ecosystem. The institution saw the participation of researchers from reputed business schools in India and abroad.

Annual Entrepreneurship Event 'Uttishtha 23'

FIED organized the annual entrepreneurship summit of IIM Kashipur 'Uttishtha 23' from 24th to 26th February 2023 at the IIM Kashipur campus. The event consisted of an investor's meet where 15+ Investors across the country listened to 35+ start-ups' pitches. The meet was filled with a diverse range of startups varying from Agri-tech, Ed-tech to Green Technology. Investors such as PinCap, FitSol Supply Chain Solutions, HBF Limited,



Alpha Value Consulting, Omnivore, and Yourest were surprised to look at the startup ideas and efforts made by the founders to scale up. The key attraction of the flagship event conducted on 25th February was entrepreneurial talks from two very young and distinguished entrepreneurs, Mr. Anubhav Dubey of Chai Sutta Bar and Mr. Rajat Jain from Sunfox Technologies. Some of the other key speakers of the flagship event were Mr. Sunil Kaushik- General Manager, NABARD, Mr. Shailendra Mishra-Regional Manager, State Bank of India, Mr. Devendra Agarwal-Managing Director, KVS Group of Companies, Mr. Shadab-Managing Director, Lohaar Engineering. The Business Expo in Uttishtha saw over 100 startup from various parts of the country participating, showcasing their products and ideas to a large and captivating audience. Many startups that were incubated into FIED also set up their stalls. Apart from that 10 FPOs promoted by NABARD also put up their stalls during the expo.



Start-up 'Boot Camps' across Uttarakhand

Department of Industries and Start-up Uttarakhand sanctioned a project for conducting 18 start-up boot camps of two days each across 13 districts of Uttarakhand to IIM Kashipur FIED. These boot camps will come up with the 10 best business ideas. FIED conducted 18 start-up boot camps at Uttarkashi, Narendra Nagar, Pithoragarh, Tanakpur, Bageshwar, Dwarahat, Haldwani, Dehradun, Roorkee, Rudrapur and Rudraprayag, Kotdwar, Srinagar, Karnprayag, Haridwar, Bhimtal and Kashipur. These 18 boot camps have so far generated 200+ start-up ideas from local youth on subjects like healthcare, e-commerce, green energy, food processing, smart devices, etc.

Initiating Hub and Spoke model for Entrepreneurship Promotion

The District Industries Centre, Champawat (DIC-Champawat), Foundation for Innovation and Entrepreneurship Development (FIED), and Dr. A.P.J. Abdul Kalam Institute of Technology, Tanakpur have expressed an interest in creating a 'Hub and Spoke' model for strengthening the entrepreneurship ecosystem in Uttarakhand under a tripartite agreement. Under the Hub and Spoke model for entrepreneurship development, IIM Kashipur FIED will play the role of Hub, and Dr. A.P.J. Abdul Kalam Institute of Technology, Tanakpur will be the Spoke at the district level.

Shortlisting for the establishment of ACIC

A proposal for the establishment of the Atal Community Innovation Centre (ACIC) has been submitted by FIED to NITI Aayog. The shortlisted institutions will receive a matching grant of Rs. 2.5

crores for establishing ACIC at the IIM Kashipur campus. Based on the evaluation of applicants, IIM Kashipur FIED has been shortlisted as an applicant to establish the Atal Community Innovation Centre at the campus of IIM Kashipur. This makes IIM Kashipur the only IIM among the IIM fraternity to receive this prestigious community incubation project supported by NITI Aayog-Atal Innovation Mission, Govt. of India.

MoU Signing

IIM Kashipur FIED has signed MoUs with the following institutions to promote startups and strengthen the entrepreneurship ecosystem in India:

- GB Pant University of Agriculture and Technology, Pantnagar
- Venture Catalyst

Startup India Seed Fund Scheme

Startup India Seed Fund Scheme (SISFS) aims to provide financial assistance to startups for proof of concept, prototype development, product trials, market entry, and commercialization. This would enable these startups to graduate to a level where they will be able to raise investments from angel investors or venture capitalists or seek loans from commercial banks or financial institutions.

A total of Rs. 2,10,00,000 has been sanctioned by IIM Kashipur FIED under start-up India seed fund to 10 startups working in different sectors including food processing, ed-tech, green energy, legal advisory, farm mechanization, and fintech.



Startups Supported by IIM Kashipur FIED during FY 2022–23

Name of Startup	Entrepreneur	State	Sector	Product
Farmour India	Paras Mehrotra	Uttarakhand	Agriculture and Allied Services	Exotic Vegetables
Gayatri Biocrafts	Chaitanya Dubey	Uttar Pradesh	Biotechnology	Eco-friendly leather
W2G	Alok Kumar	Uttarakhand	Waste to Wealth	Desired products from Agri and plastic waste
Vimaana Aerospace Technologies	Mridul Jain	Uttar Pradesh	Precision Farming	Agriculture Spraying Drone
Baba Agrotech	Kamal Pandey	Uttarakhand	Food Processing	Tissue Culture-Based Mushroom Products
Auspice Condiments India Pvt. Ltd.	Parag Ghosh	Uttar Pradesh	Food Processing	Herbs, Spices, Seasonings
My Pahadi Dukan	Himanshu Dua	Himachal Pradesh	Supply Chain and Logistics	An online marketplace for small businesses and farmers' produce based in the Himalayan Region
Bio Craft Innovation Pvt. Ltd.	Anubhav Mittal	Uttarakhand	Post Harvest and Value Addition	Bamboo granule production replacing plastic
Kimalaya Naturals Pvt. Ltd.	Dr. Kavita Negi	Uttarakhand	Agriculture and Allied Services	Herbal Cosmetic, Herbal Tea, Essential Oils
Praadviik Advance Agri Solutions LLP	Dr. Gaurav Krishna	Uttar Pradesh	Biotechnology	Commercial Tissue Culture Production of Potential Tree Species namely Teak (Tectona grandis) for Reforestation
Bhramann Educational Services Pvt. Ltd	Ritesh Raj	Uttarakhand	Edutech	Experiential Learning, Science and Tinkering Labs

Design Innovation Centre (नवाशय)

Design Innovation Centre (DIC) at IIM Kashipur is one of the twenty DICs set up by the Ministry of Human Resource Development (MHRD), Government of India, across the country, under the national initiative for setting up Design Innovation Centre. The centre aims to develop a design and innovation culture in the Institute by primarily addressing the problems of the North-West Himalayan region and other national priority areas. DIC facilitates its partners to forge mutually beneficial linkages to initiate and assist innovation activities and act as a catalyst and facilitator for Innovation in the country. Its primary objective is to create an ecosystem that connects and facilitates various stakeholders in all aspects of the innovation process, including training and support.

Since its inception, DIC has been successfully promoting innovation by developing a culture of innovation, design thinking, and creative problem-solving by disseminating knowledge in every sphere of society. Many activities (Workshops / Summit / Competitions) have been conducted to foster the innovation spree to address the problems of the North-West Himalayan region and other national priority areas. To support the vision centre has been teaching design thinking that can help schools and educators innovate and improve the learning experience for students. The centre helps students understand user needs, define the problem, ideate solutions, prototyping, and test; schools can create solutions that are more engaging and effective.

Activities / Events

Workshop on Design Thinking and Innovation in School

The workshop was conducted under the 'HELP' program, under the aegis of the Ministry of Education initiative to promote 'Design Thinking Led Innovation' among schools of the North-Western Himalayan Region. This is to promote the innovation spree in the country initiated by the

Government of India. A total of 53 students from classes 8 to 10 of the school participated in the workshop.



Workshop on Design Thinking and Innovation in School at S.C. Guria Institute of Management and Technology, Kashipur

DIC 'Navaashay' successfully organized a workshop for students from S.C. Guria Institute of Management and Technology (IMT) Kashipur. The workshop was conducted under the 'HELP' (Himalayan Education Learning Programme) initiative. The workshop aimed to encourage incoming business graduates to apply design thinking to innovate. The program's goal is to HELP any academic institution looking to enrich their Design Thinking knowledge through real-life experiences. A total of 73 students of the College participated in the workshop.



All India DIC Meet, New Delhi

IIM Kashipur's DIC attended the 'All India DIC Meet-2023' of DIC Hubs and Spokes of DICs held at Dr. Ambedkar International Centre, New Delhi. The meet was organized to discuss how DICs can facilitate its partners to forge mutually beneficial linkages to initiate and assist innovation activities and act as a catalyst and facilitator for innovation in the country. In the meet DIC IIM Kashipur briefed the visitors about the various prototypes developed since inception including the latest development that includes providing a solution to Man-Animal Conflict Prototype Testing named 'Paritranya Prakrti' to Reduce Human-Wildlife Conflict.

**Workshop for School Teachers on "Design Thinking Led Innovation"**

A one-day workshop aimed at training the Teachers on 'Design Thinking Led Innovation at Schools' under the HELP (Himalayan Education Learning Program), was conducted by the IIM Kashipur DIC team at The Gurukul Foundation School, Kashipur.

**LEARNING RESOURCE CENTER**

IIM Kashipur's Library (Learning Resource Centre), housed in a spacious building, has a collection of 10,667 printed books predominantly related to Management and allied subjects. The library holds many printed and electronic resources, including books, journals, databases, audio-visual materials, CDs / DVDs, e-journals, reports, case studies, Theses, etc. With its modern collection of knowledge resources and innovative information services, the library fills an essential role for the academic community in their intellectual pursuits.

Our library is a hybrid library with state-of-the-art technological applications; to achieve this goal, it has been providing services to its clientele, such as CD-ROM databases. The online databases are made available through the Institute's network. Users can access the online databases and find out the real-time availability of library materials from their computer terminals. The library offers various information services set to the highest professional standards. The library adopts all the modern techniques for generating, storing, processing, and disseminating information. In achieving this goal, the library has been providing services such as WEB OPAC Services, interlibrary resource sharing, automated circulation, email alert services, cyber lab services, and other services to its clientele required for the smooth functioning of a modern library.

The library is fully computerized using the library management software Libsys-10 (The latest version). The RFID System has already been installed for surveillance circulation and other operations. The library is connected to high-speed internet and the intranet of the IIM Kashipur network, which plays a vital role in quenching the thirst of the academic community in their intellectual pursuits from within the allotted library budget.

It continues to be the hub of all research and academic activities of IIM Kashipur and plays a significant role in facilitating the creation and dissemination of knowledge. It offered various services, including reference, consultation, membership and circulation, document delivery, resource sharing, and information alert services.

Collection, Development, and Management

Collection building is one of the essential functions of the library that supports academic and research scholars and students. The library collection comprises books, journals, databases, theses, reports, standards, and other reading materials in management and its allied subjects—the library's total collection as of 31st March 2023. The holdings of the library of various information resources are given in the tabular form.



Holdings of information resources at the library

Particulars	Number of items added during the FY 2022-23	Items as of 31 st March, 2023
Printed Books	848	10667
e- Books	6	5934
Bound Volumes of Periodicals	417	799
Theses	9	25
Project Reports	-	628
CDs / DVDs	-	103
Current Subscription to Journals Print+Online	12 (Print)	11132
Magazines	2	16
News Paper Print	-	10

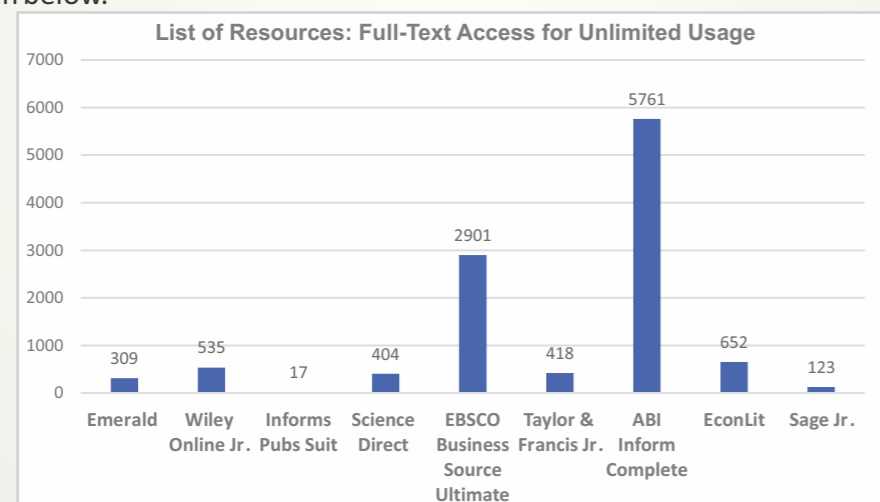
* Includes books received on gratis, theses, and dissertations also.

Procurement of Library Material

During the year 2022-23, 848 new books worth Rs. 12,65,428 were added (it also includes books received on gratis). In addition, 6 E-books, 9 Theses, and Dissertations were also added to the library collection. Besides, 12 Print Journals were also subscribed.

Full-Text e-Journal Access through IIM, Kashipur Arrangements

IIM Kashipur is also subscribing to several full-text online e-journal databases for unlimited usage, The details are given below.



Bibliographic / Factual Databases

The library has full access to several bibliographical / factual databases for unlimited Usage. Details are given below.

List of Bibliographic Databases

Title	Area of Interest	Resources / Titles Covered
EBSCO Database	Management and allied fields	8555
Scopus	The largest abstracting and citation database of peer-reviewed literatures	Total Journals in Core Collection: 27,933
Web of Science	The largest abstracting and citation database of peer-reviewed literature	Total Number of Journals: 34,888

Usage Statistics of Electronic Resources

Full-Text Resources

Emerald's "Online e-Shodh Sindhu 309 e Journals Collection, Wiley Online Jr. Database of core and custom collection, Informs Pubs Suit, Science Direct, EBSCO Business Source Ultimate, Press Reader, Taylor and Francis Online Jr. Database, Scopus, Warc, Sage Management and Organization Studies Subject collection, Frost and Sullivan, EPWRF India Time Series, Indiastat.com, EBSCO Discovery Services, ABI Inform Complete, CMIE Industry Outlook, Prowess for Interactive querying, Economic outlook, CMIE-tp CPDX, Web of Science, Venture Intelligence PE-VC Deals, Cabell's Journals Whitelist for Business Set Online, Compustat Database, MIMI" (Mica Indian Market Intelligence), Supreme Court Cases, Statista database, EconLit full-text database, The usage details are presented in figure on a logarithmic scale.

Usage Report January-December 2022

Description of Items (Journal Database)	Total Usages
Emerald	70683
Wiley	11656
Informs Pubs Suit	1940
Science Direct	43112
EBSCO BSU	1742
Press Reader	170425
Taylor and Francis	11673
Scopus	14181
WARC	152
Sage	6995
FSOD	2696
EPWRF India Time Series	419
Indiastat.com	512
EBSCO Discovery Services (EDS)	1141
ABI Inform Complete	7818
CMIE Industry Outlook	1802
Web of Science	87148
Prowess IQ	2118
Cabells	31438
Consumer Pyramids Household Survey	39375
Economic outlook	215
EBSCO EconLit	182
Statista	2311
Venture Intelligence	98
Supreme Court Cases	383
Total	510215

E-Books Collection on a Perpetual Basis

The library has subscribed to Cengage, EBSCO, Oxford handbooks, Palgrave Encyclopaedia, Sage, and Springer e-books containing more than 5934 (Five Thousand Nine Hundred and Thirty-Four) rare books in its collection from the various fields of Management, i.e., Economics, Finance, Technology, Research, Humanities, etc. from all the major global publishers. The collection contains the digitized version of original works of renowned authors of the world on Perpetual Basis e-books available in its collection for full access and download on a perpetual access basis.

Library Services

Web OPAC: The entire library collection including books and journals can be searched through web-enabled Online Public Access Catalogue (OPAC). Users can access the OPAC to find out the real-time availability of library materials from their own computer terminals.

Inter Library Loan / Resource Sharing: The library has cooperative arrangements with other major libraries through the DELNET to get documents, which are not available in the IIM Kashipur Library. Faculty and researchers can avail of this facility.

Proactive Information Services: The library provides specific information services such as alerts on upcoming conferences, CAS, SDI, etc. to the academic community.

Today's Headlines: IIM Kashipur Library provides major English newspaper headlines to all faculty members, research scholars, students, and staff members by URL (link).

Other Services

- Audio-Visual Facility
- Bibliography
- Automated Circulation
- E-Mail Alert Service
- Orientation Programme
- Automated Circulation
- Current Awareness Service
- Cyber Lab
- Database Search Service

- Reference Service
- SMS Alert Service

Library Users Record 2022-23		
Month		Users
April,	2022	79
May,	2022	92
June,	2022	152
July,	2022	3583
August,	2022	884
September,	2022	1051
October,	2022	471
November,	2022	844
December,	2022	983
January,	2023	372
February,	2023	602
March,	2023	589

Activities / Events

Organization of Statista Database training program

A training session was organized in collaboration with Statista Company on 30th July 2022. The representatives from the company delivered a detailed presentation on the efficacy and utility of the Statista database for stakeholders of the institute.

Organization of the CMIE databases training programme

Another online training session on 'Prowess IQ' and 'Economic Outlook' of CMIE Company was successfully conducted on 6th August 2022. The representatives from the company delivered detailed presentations on the utility of the Prowess IQ and Economic Outlook household survey databases for stakeholders of the institute.

Organization of Hindi Diwas

On Hindi Diwas, the Institutes' library displayed its Hindi collection including the Hindi books recently purchased by the institute library on 14th September 2022. The motto of the program was to celebrate and highlight the importance of the Hindi language and to create awareness among the academic fraternity about its usage in daily life.



Book Donation Drive

The institute took the initiative of a book donation drive on 20th September 2022. A total of 2815 books worth Rs. 35,00,000 recovered from the hostels during the last couple of years were donated to the institutes in the vicinity of Kashipur, which run courses in management and allied subjects, with an aim to support the students and faculty members to lay their hands on the costly books.

The following institutions benefited from the book donation Drive Campaign:

- Pal College of Technology and Management, Haldwani
- S.C. Guria Institute of Management and Law College, Kashipur
- Sriram Institute of Management and Technology, Kashipur
- IMEC Institute of Management, Rudrapur



Book Exhibition Organized

With a view to building a rich collection, a book exhibition for the spot selection of reference books was organized from 22–23 September 2022. Twelve eminent publishers of international repute participated in the event to display their latest publications in Management and its allied subjects. The books on Uttarakhand, Hindi, and English Literature were also displayed in good numbers.

A total of 252 books were selected by the faculty members, research scholars, and students. The book exhibition was widely covered by local and national print and digital media.



Participation in New Delhi World Book Fair 2023

IIM Kashipur participated in the 31st edition of the New Delhi World Book Fair (NDWBF) held from 25th February to 5th March 2023 at Pragati Maidan in New Delhi. The literary event was organized by the National Book Trust, in collaboration with the India Trade Promotion Organisation, where over a thousand publishers from 40-plus nations exhibited their wares. The Institute’s library team set up a stall at the National Education Policy (NEP) Pavilion in the nine-day long event. People from all walks of life thronged up at the stall to learn about the key offerings of the Institute including its flagship MBA and MBA (Analytics) programmes.

The institute also exhibited its strength and success in ‘start-ups’ and ‘innovation in teaching’ by organizing panel discussions and seminars at the NEP Event Corner set up by the organizers.

IIM Kashipur team organized a Panel Discussion on ‘Emerging Trends in Startup Ecosystem’ on 28th



February to discuss the innovative practices adopted by startups, prospective investors, and recent trends in this field. Mr. Sameer Rastogi, Managing Partner of India Juris; Mr. Praveen Sinha, Managing Director, Pin Cap; Mr. S. Mustafa, Founder Corporate Venture Hub; Mr. Varun Kumar, IKAYU Foods; Mr. Rajiv Sikka, Ex-CEO of Indian Oil-Adani Gas Pvt Ltd; and Dr. Sneha Dohar, Asst Professor, G.B. Pant University were key panellists of the programme. The discussion was moderated by Prof. Kunal, Principal Investigator, Start-up India Seed Fund Scheme (SISFS) at IIM Kashipur.

The team also organized a Seminar on ‘Changing Face of Executive Education’ moderated by Prof. Kunal Ganguly of the Institute, on 2nd March 2023. The discussion was centered around the significant transition taking place in executive education to suit the strategic needs of the industry and business. We organized another Panel discussion on ‘Innovation in Teaching Management: Emerging Role of Book’ on 5th March 2023.



ICT Infrastructure

Internet

The Institute continues to provide state-of-the-art IT facilities to the IIMK user community. To achieve the above objective and to improve pedagogy, the computing facilities, and services have continuously and significantly been improved during the year. The newly completed buildings have been connected to the campus LAN and equipped with the required IT infrastructure and facilities. All the first-phase residential staff quarters are also being connected to campus LAN to provide more reliable connectivity at these residences. This connectivity is in addition to the existing Wi-Fi connectivity to ensure redundancy and reliability.

The network backbone is designed with Single Mode Fiber Optic Cable Connectivity, and the internal network is equipped with Fortigate 1000D and Cisco ME 3800X Router. The academic block is internally connected through Wi-Fi as well as a wired LAN. A dedicated 1 Gbps line provided by National Knowledge Network (NKN), a backup line of 1Gbps line provided by Power Grid Corporation of India (PGCIL) supports round-the-clock access to the resources on the Internet. The hostels A, B, C, D, E, and F block, Faculty Residence, Academic Block, and Dining Area are connected 24x7 to the internet, intranet, and EPBAX.

Campus Licensing

To streamline the usage of licensed software, IIM Kashipur has entered into a campus agreement with Microsoft. The same has been done with other packages being used for managerial decision-making and analyses as well as for statistical and econometric analyses. Google Workspace for Education Plus is being used for email services.

Servers

Two Tower servers and Five Rack Servers with necessary accessories host a variety of server needs. All Servers have Microsoft Windows Server 2012 R2, and Ubuntu Servers operating systems

installed. Libsys for Library usage is installed on the Linux server. Stata statistical software is installed and is used for estimating econometrics models. The user can access the library database outside campus via VPN. SAP licensed from Victoria University; Australia is being used for providing ERP hands-on exposure to students.

Video Conferencing

Placement-related activity, interviews, and interaction with persons / companies at remote locations are facilitated through high-resolution video conferencing using Zoom and IP network.

Classrooms

Classrooms are aesthetically designed and equipped with high-speed wireless internet connectivity and high-definition projectors for an enhanced classroom experience. Further, the facilities of Wi-Fi and AV systems are extended to classrooms A1, A2, B1, B2, B3, C1, C2, C3, D1, D2, E1, E2, F1, and F2.

Finance and Analytics Lab

IIM Kashipur has set up a state-of-the-art Finance and Analytics Lab. The Lab is used to support advanced applied research in financial markets and equip students with the mathematical and conceptual theories and best practices in Data Analytics concepts.

Bloomberg Lab

IIM Kashipur has 12 Bloomberg Terminals on its campus, in collaboration with Bloomberg L.P. These terminals enable students to monitor and analyze real-time financial market data movements and offer a wealth of knowledge about industries and economies around the world.

Software

SAP, SPSS, Turnitin, Nvivo, Microsoft License, Stata, MAXQDA, E-Views, LINGO Super, NLOGIT.

Software and Security

IT handled the requirements of approximately 1,000 Faculty / Staff / Students at the Institute Campus.

The Faculty and Academics

Institutes Faculty

Area	Faculty
Communication	Prof. Baharul Islam Prof. Smarak Samarjeet
Economics	Prof. Kulbhushan Balooni Prof. Atulan Guha Prof. Abhradeep Maiti Prof. Vaibhav Bhamoriya Prof. Jagadish Prasad Sahu Prof. Gyasuddin Ansari
Finance and Accounting	Prof. K.N. Badhani Prof. Kunal Prof. Ashish Kumar Prof. Dilip Kumar Prof. Dharani Prof. Suraj Kumar Prof. Anamika Kumar Kulbhaskar
Information Technology and System Area	Prof. Mayank Sharma Prof. K Venkataraghavan Prof. Harish Kumar Prof. Rajiv Kumar Prof. Shaukat Ali Shahee Prof. Harshit Kumar Singh Prof. Gautam Pal
Marketing	Prof. Somnath Chakrabarti Prof. Madhurima Deb Prof. Mala Srivastava Prof. Kumkum Bharti Prof. Utkarsh Prof. Preeti Narwal Prof. Deepak Verma
Organisational Behaviour and Human Resource Management	Prof. Rakesh Kumar Agarwal Prof. Devjani Chatterjee Prof. A V Raman Prof. Mridul Maheshwari Prof. Rahul Ashok Kamble Prof. Rameshwar Shivadas Ture Prof. Kunal K Ganguly Prof. Sabyasachi Patra Prof. Alka Arya Prof. Sunil Kumar Jauhar Prof. Devendra Kumar Pathak Prof. Vivek Roy Prof. Abhishek Srivastava Prof. Rachita Gupta
Strategy	Prof. Safal Batra Prof. Vivek Kumar Prof. Shobha Tewari

Visiting Faculty

Faculty	Educational Qualification
Prof. Mathukutty M Monippally	PhD, Manchester University, UK
Mr. Abhishek Gupta	Project Management Professional, PMI, USA; PGDM, IIM, Ahmedabad; CA, ICAI
Mr. Bipul Kumar	PhD, IIM Ranchi
Mr. S. Parthasarathy	PGDM, IIM Bangalore
Prof. Venkatesh K	PGD, IIM Bangalore
Prof. Nithin K Varma	PhD, IIM Ranchi (Analytics and Information Systems)
Mr. Aditya Pujari	MBA Operations and Supply Chain, K.J. SOMAIYA Mumbai
Ms. Ramya Pattabiraman	CA, ICAI
Mr. Sameep Jain	PGP in Management, IIM Ahmedabad
Mr. Arun Krishnan	MBA, Indian Institute of Management Ahmedabad
Mr. Samuel Rajkumar D	MBA (Systems and Marketing), Thiyagarajar School of Management, Madurai Kamarajar University, Madurai
Ms. Sangeetha Ganesan	MBA, Thiagarajar School of Management (TSM), Madurai
Prof. G Naresh	Post Doctoral Fellow – Char Iton College of Business, University of Massachusetts Dartmouth, USA, and PhD from University of Madras, India
Prof. Asit Barma	PhD, Faculty of Management Studies, University of Madras
Prof. Harsh Vardhan Samalia	PhD Indian Institute of Information Technology and Management, Gwalior
Prof. Vivekanand	MBA, Monash University Melbourne
Mr. Tirthankar Choudhuri	Executive MBA (Finance) from IIM, Calcutta
Dr. Nitin Verma	PhD, IIM Ranchi (Analytics and Information Systems), MBA (SPJIMR), B.Tech., NIT, Kurukshetra
Mr. Gurumoorthy Pattabhirman	M.Sc. Actuarial Economics, Madras School of Economics

Prof. Venkatesh Krishnamurthy	DESU, Aix Marseille University (2022). PGD, IIM Bangalore (2001) Bachelor of Engineering in Electronics (1995), Bangalore University
Prof. R Vivekanand	MBA from Monash University (Australia), Specialized in Econometrics and Marketing; Masters in research from Aix Marseille University (France); pursuing PhD from Aix Marseille University, France.
Mr. Mausam Deb	MBA, IIM Bangalore
Mr. Arijit Ghosh	MBA, University of Texas at Austin
Prof. Prantosh J Banerjee	FPM, IIM Ahmedabad
Mr. Ajit Mishra	MBA, S.P. Jain Institute of Management and Research
Prof. Shrawan Kr. Trivedi	FPM (IIM Indore), MTech (IIIT Allahabad)
Prof Aqhlaque Haque	PhD, Urban and Public Affairs, Cleveland State University
Prof Arya Kumar Srustidhar Chand	PhD, Economics, Ca' Foscari University of Venice, Italy, 3 (with excellence).
Prof V Ranganathan	PhD (Economics), IIM Ahmed abad, B.Tech (Elect and Telecomm.) IIT Madras
Prof Amlan Bhushan	PhD, Magisterexamin / Research Masters, Department of Economics and Management, Lund University, Sweden. Doctorate of letters Honoris Causa



Research Publications and Citations

Publications

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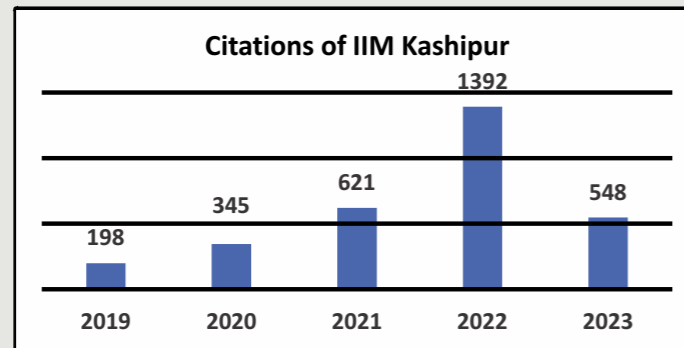
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Citations

Over the years the citation of IIM Kashipur publications has increased significantly. According to Scopus Database, in 2022 there was a sharp increase in the number of citations which increased from 621 citations in 2021 to 1392 in 2022. It depicts the quality of the research published by our faculty members.



Research Seminars

Speaker	Topic	Date
Ms. Usha Thorat, Former Deputy Governor, Reserve Bank of India	India's Growth Story	17 th March 2023
Prof. Ajay Adhikari, Department of Accounting, Kogod School of Business, American University	Sustainability Reporting (ESG): Developments, Research, and Practice Opportunities	10 th March 2023
Prof. Alka Arya, Assistant Professor, in Operations Management and Decision Sciences, IIM Kashipur	Productivity change in two-stage production system for multi-periods with negative data	17 th February 2023
Dr. Stanko Pelc, Associate Professor, Faculty of Education University of Primoska, Cankarjeva / Koper, Slovenia	Geographical Research of Marginallity and Marginalisation System	13 th January 2023
Fullbright Scholar Prof. Akhlaque Haque, Department of Political Science and Public Administration, University of	Geographic Information System (GIS) and Public Policy Making	6 th January 2023
Fullbright Scholar Prof. Akhlaque Haque, Department of Political Science and Public Administration, University of Alabama at Birmingham	Technological Interdependence and Social Networks	9 th December 2022

Fullbright Scholar Prof. Akhlaque Haque, Department of Political Science and Public Administration, University of Alabama at Birmingham	Technological Interdependence and Social Networks	9 th December 2022
Prof. Amitabh Raturi, Professor Emeritus, Department of Operations, Business Analytics, and Information Systems, University of Cincinnati	Research paradigms in Operations and Business Management: An historical perspective	18 th November 2022
Prof. Utkarsh, Assistant Professor, Marketing Area, IIM Kashipur	Effect of relational benefits on consumers' extra-role and in-role behaviors: A social identity and social exchange perspective.	14 th November 2022
Prof. Ashish Kumar, Associate Professor, Finance Area, IIM Kashipur	The intertemporal relationship between working capital policies and dynamics of corporate cash holdings? Evidence from emerging and developed economies	11 th November 2022
Prof. Abhradeep Maiti, Assistant Professor, Economics Area, IIM Kashipur	Heterogenous impact of COVID-19 pandemic on individual income across industries.	7 th October 2022
Prof. Rahul Ashok Kamble, Assistant Professor, Organizational Behavior and Human Resource Area, IIM Kashipur	Swimming with the tide: Managing precarious work through emotion management.	30 th September 2022
Prof. Abhishek Srivastava, Assistant Professor, Operations Management and Decision Sciences Area, IIM Kashipur	Adoption of Blockchain Technology to Curb Unauthorized Gray Market Selling.	23 rd September 2022
Prof. A V Raman, Assistant Professor, Organizational Behavior and Human Resource Area, IIM Kashipur	Restaurant waiters-the precariat; before during and after the pandemic, a qualitative study in urban India.	9 th September 2022
Prof. Amrut Sadachar, Associate Professor, Consumer and Design Sciences Department, College of Human Sciences, Auburn University	Research ideas generation based on the trends in retail industry and consumer shopping experiences.	6 th June 2022

Externally Funded Project

Title / Funding Agency	Faculty	Award Date	Duration	Amount
Differently Abled Women in Professional Higher Education: Lived Experiences and Right-based Policy Perspectives / National Commission for Women	Prof. K M B Islam	3 rd October 2022	One Year	₹ 11,77,000

Ranking

IIM Kashipur achieved a remarkable feat by securing the 23rd rank among the top 50 Management Institutes / Colleges in India in the National Institutional Ranking Framework (NIRF) 2022 ranking released by the Ministry of Education.

Awards and Honors

Prof. Kunal Ganguly of IIM Kashipur won the International Scholarly Articles Contest on the theme "Ozone Layer and the Life on Earth". The contest was organized in honor of the 35th anniversary of the Montreal Protocol, the Joint Project of The State Committee of the Republic of Uzbekistan for Ecology and Environment Protection (SCEEP), UNDP, and GEF.

Faculty Participation in Seminars / Conferences

Faculty	From	To	Seminar / Conferences
Prof. K M Baharul Islam	8 th Aug 2022	11 th Aug 2022	Participated as Academia Member at the International Telecommunication Union (ITU)'s Regional Standardization Forum on 'Regulatory and Policy aspects of Telecommunications / ICTs' held on 8 th August 2022; also attended the meeting of the ITU-T Study Group-3 Regional Group for Asia and Oceania (SG3RG-AO) on 'Effectiveness in Standardization' held at New Delhi from 9–12 August 2023
Prof. K M Baharul Islam	14 th Sept 2022	23 rd Sept 2022	Attended as Resource Person at the Quality Improvement Training Programme for Teachers organized by Educators Without Borders International held from 14–22 September 2022 at Kathmandu, Nepal
Prof. K M Baharul Islam	1 st Oct 2022	2 nd Oct 2022	Attended as a Panelist at the National Symposium on Elder Psychological Care (NSEPS) held on 1 st October 2022

Prof. Safal Batra	16 th Oct 2022	19 th Oct 2022	Attended the Prime Minister Agri Summit held in New Delhi, as part of the FIED-RABI project.
Prof. Abhishek Srivastava	15 th Dec 2022	23 rd Dec 2022	Attended the Society of Operations Management Conference and the Production and Operations Management Conference
Prof. Devjani Chatterjee	8 th Jan 2023	10 th Jan 2023	To visit ATI for the training programme on 'Public Utility Approach in Rural Water Supply' held from 9–10 January 2023.
Prof. Abhradeep Maiti	9 th Jan 2023	13 th Jan 2023	Attended a conference of ASIAN 'Meeting of the Econometric Society' held at IIT Bombay, in Mumbai
Prof. Rajiv Kumar	12 th Jan 2023	13 th Jan 2023	Attended International Workshop on 'Machine Learning Reliability Analysis and Applications' held at ISI Kolkata
Prof. Alka Arya	31 st Jan 2023	4 th Feb 2023	Participated and Presented Paper in the 'International Symposium on Applied Optimization and Game Theoretic Models for Decision Making' at ISI Delhi
Prof. K M Baharul Islam	22 nd March 2023	24 th March 2023	Attended the launching of the UN-ITU Area Office and Innovation Centre in New Delhi by the Hon'ble Prime Minister of India and made a presentation at the Regional Innovation Forum and inaugural co-creation workshop of the Innovation Centre held from 22–23 March 2023 in New Delhi.



International Conference on People, Ecosystems, and Emerging Trends in Entrepreneurship

IIM Kashipur and Foundation for Innovation & Entrepreneurship Development (FIED), in association with Hunter Center of Entrepreneurship Strathclyde Business School Glasgow, UK, organized an International Conference on People, Ecosystems & Emerging Trends in Entrepreneurship between 15–18 December 2022 at IIM Kashipur campus. This conference, especially dedicated to the theories and practice of entrepreneurship, was a crucial initiative to nurture and strengthen the entrepreneurship ecosystem. This conference received an overwhelming response, with more than sixty paper submissions in the call for papers round. Out of that, 26 papers were accepted for presentation following the review process. Participants from reputed business schools in India such as IIM Ahmedabad, IIM Bangalore, IIM Lucknow, IIM Kozhikode, XLRI Jamshedpur, and other institutions of repute including IIT Mandi, Entrepreneurship Development Institute of India, Cochin University of Science, attended the conference. Additionally, the conference attracted papers from Strathclyde Business School, United Kingdom, and Ashland University, USA.

The conference was inaugurated with a keynote address from Prof Sivakumar Venkataramany, Professor of International Business, and Burton D. Morgan Chair in Business Enterprise, Ashland University, Ohio, US. Two workshops on paper development for research students and entrepreneurial mindset for local SME entrepreneurs were led by Dr. Sreevas Sahasranamam, Dr. Lucrezia Casulli, and Dr. Suzanne Mawson from Hunter Centre for Entrepreneurship, Strathclyde Business School, Glasgow, UK.

During meet the editor’s session, the following editors from renowned international journals participated and provided meaningful insights on the submission and review process to doctoral students:

- Prof Paul Jones – Editor - International Journal of Entrepreneurial Behaviour and Research
- Prof Hari Bapuji – Editor - Business & Society
- Prof Dilani Jayawarna – Consulting/Co-editor - International Small Business Journal and Entrepreneurship and Regional Development
- Prof Abdullah Gok – Associate editor - Technology Forecasting and Social Change
- Prof Sreevas Sahasranamam – Co-editor, International Journal of Entrepreneurial Behaviour & Research (Moderator of session)
- Prof Robert Blackburn – Editor, International Small Business Journal
- Prof Deema Refai – Editor, The International Journal of Entrepreneurship and Innovation



The paper presentations were organized along the following five tracks, each co-chaired by a faculty from Strathclyde Business School and the Indian Institute of Management Kashipur.

Track	Broad Area	Number of Papers Presented	Track Chair (Strathclyde Business School)
Track 1	Gender Issues in Entrepreneurship	4	Dr. Katerina Nicolopoulou and Prof. Vaibhav Bhamoriya
Track 2	People and Entrepreneurship	6	Dr. Lucrezia Casulli and Dr. Shobha Tewari
Track 3	Developing an Ecosystem of Entrepreneurship	5	Dr. Bernd Wurth and Dr. Sreevas Sahasranamam
Track 4	Entrepreneurship and SDG	5	Dr. Sreevas Sahasranamam and Prof. Vivek Kumar
Track 5	Trends in Entrepreneurship	6	Dr. Sreevas Sahasranamam and Prof. Venkataramany Sivakumar

The best paper award was presented to Mr. Vivek Kumar Jha and Dr. Anadi Saran Pande from the Indian Institute of Management Lucknow for their paper titled “The Influence of Entrepreneurial Ecosystems on Sustainable Entrepreneurship and SDG Performance of Nations”.



Student Activities



Students Council

The Student Council is the highest governing student body of the college, which is responsible for the welfare of students in the college by ensuring the smooth functioning of all the activities and student bodies. It is a body of the students, by the students, and for the students. It integrates the academic and co-curricular spheres of students' lives, linking the out-of-class experience to the academic mission of the Institute and incorporating students' intellectual, public service, and leadership interests with their future aspirations. It collaborates with students, faculty, administrators, and other partners both inside and outside of the IIM Kashipur community to ease and complement the quality of life and learning for students. It collaborates with students, faculty, administrators, and other partners both inside and outside of the IIM Kashipur community to ease and complement the quality of life and learning for students. In addition, it creates opportunities for students to learn through active participation and reflection where they can.

- Student council act as the first representative of the students both inside and outside the

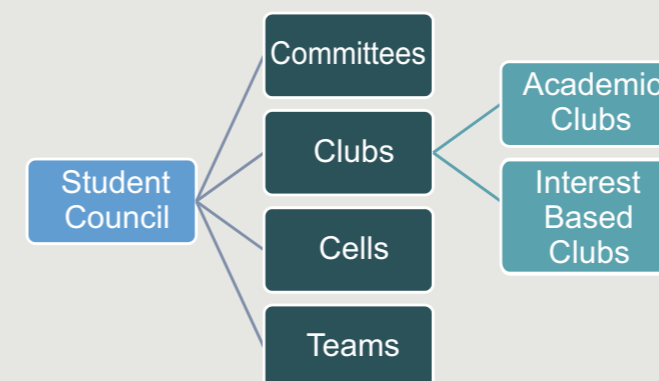
Institute and ensures that all the activities are aligned with the vision of the institute.

- Coordination with all the chairs, heads, and others in administration for all matters concerning improving student life at the Institute including, academics, facilities, infrastructure, hostels, mess, security, external engagement, etc.
- They are responsible for all student activity both inside and outside the college and ensure that the image of the institute and the interests of the students are always upheld.
- They resolve any conflict between student bodies and / or individual students, along with all the responsibilities which don't fall under any other student bodies.
- They are also responsible for all the student body activities among the students' community within the institute and act as a liaison between all the student bodies, to ensure their smooth working.
- Student Council is also responsible for the fair use of funds that are granted by the Institute, received as sponsorship from external bodies or collected from the students at the Institute, and must ensure that a fair process is followed

- in the spending of the budget by doing regular financial audits.
- Proper maintenance of discipline in the college.
- Understanding the concerns of students and student bodies at regular intervals and solving them through necessary means.
- Performance reviews of students and student bodies along with financial audits and inspection of spending by student bodies.
- Reviewing the structure of all the student bodies and making changes as required due to the evolving environment.
- Uniform distribution of activities and events in the college throughout the year along with ensuring fair processes in the selection of

- individuals in any student body.
- Student council must, once a year, review the structure of all the student bodies and make changes in their composition, functioning, and representation as required due to the evolving environment, in coordination with the Chair of that student body, if any. This may include but is not limited to, the merging of committees / clubs or the creation of a new student body.
- Student council, especially the President and General Secretary are responsible for resolving any conflicts between the committees / clubs / cells / cores and / or individual students.
- Student council, being responsible for all student activities, must be cognizant of all the student activities both inside and outside the college. This makes it imperative for all events to be reported by the event organizing committee / club / cell / core, beforehand to the President, General Secretary, Chairperson, and Co- Chairperson. Reporting includes providing information regarding the conception of the activities, the selection process of the organizing team for the activity, and the activity proposal.

Student Bodies Structure in 2022-23



Committees

Academic Committee

Members of the Academic Committee are responsible for maintaining the academic rigour of IIM Kashipur. For this, the committee takes various initiatives such as workshops, peer learning sessions, guest lectures, faculty talk series, and social media campaigns. The committee helps in maintaining discipline in the classes and building a strong academic culture.

Responsibilities

- Ensuring smooth functioning of classes and fulfilment of academic requirements by students
- Represent interests of the batch to MBA and MBA-Analytics Office and faculty
- Coordinate the Foreign Language Training Programme
- Promote learning through social media initiatives.
- Helping students make informed decisions regarding electives

Activities / Events

MBA Series: Two sessions were conducted during this year's MBA series. In the first session, former Dy. National Security Advisor of India, Ambassador Pankaj Saran talked about India-South Asia relations. While, in the second session, Dr. R Balasubramaniam, Member of HR, Capacity Building Commission, Government of India talked about Leadership for global citizenship and social sector development.



Guru Nishtha: Guru Nishtha event hosts eminent professors from different domains and provides a valuable opportunity to students for gaining valuable life lessons from their experiences. The Committee conducted three sessions this year and hosted Prof. Arindam Banerjee from IIM Ahmedabad, Prof. Amlan Bhushan, Policy Advisor at Blavatnik School of Government, University of Oxford, and Prof. Prateek Raj, Assistant Professor in Strategy at IIM Bangalore.



Faculty Talk Series: The Committee has introduced a new initiative, 'Faculty Talk Series' for the students to provide them with an opportunity to learn from the Institute's faculty about various topics outside of the MBA curriculum, which will help them gain new perspectives to develop an erudite understanding across domains.

Peer Learning Sessions: Facilitated peer learning sessions for different subjects during the academic year with students.

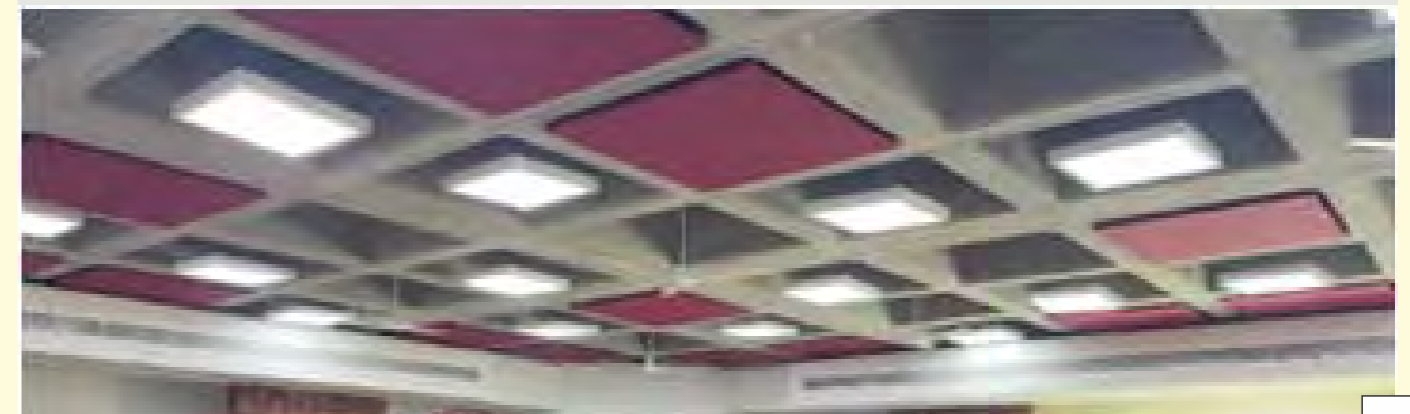
Margdarshan: Academic Committee, in collaboration with Alumni Relations Committee, conducted a 'Margdarshan' session wherein all-around gold medallist (Batch 2020–22), Sakshi Poddar shared tips for scoring high to junior students.

Alumni Relations Committee

The Alumni Relations Committee (ARC) was set up to strengthen the affable relationship among alumni, students, faculty, and other members of the IIM Kashipur family. This committee aims to foster, nurture, and leverage the vast industry exposure and experience of our alumni network during institution building.

The Alumni Relations Committee acts as a platform to facilitate all forms of interaction with our alumni. To help our alumni reminisce their memories and buoy up their connection with their alma mater, the committee invites them back to our campus for HOMECOMING every year during Agnitraya (IIM Kashipur's annual flagship event). Moreover, the committee persistently tries to reach out to our alumni families through innumerable events, such as city meets held in various cities across the country. Our quarterly newsletter SARATHI is aimed to help our alumni stay updated with the happenings in IIM Kashipur. The committee also perseveres to benefit the existing batches through a plethora of initiatives like the Alumni Mentorship Programme, AI-Speak Guest Lecture series, AI-Prep Webinar sessions, Panel discussions, and Alumni Unplugged Podcast series.

ARC also manages the Alumni portal to enable our alumni to stay connected with their fellow alumni and embolden their association with their alma mater. The committee is currently working on many new initiatives, including setting up an Alumni Association.



Activities / Events

Alumni Connect Month: Connected with Alumni batches and updated the database with their details. Finished contacting alumni from MBA 2020–22, PGP 2011–13, and EMBA 2019–21 batches where we contacted 400+ Alumni.

Alumni Interaction Series (Online Guest Lectures): Hosted five alumni as speakers who enlightened the students on various trending topics, viz: How to make the most of your MBA Journey; Casing the Joint: Cracking the tough nut of case competitions; The Secrets of a PPI Journey Uncovered; The Path to Consulting: Journey from MBA to MBB; and Derivatives and Risk Management.

AI-Konverse Series (Offline): Session on 'Equity Side of Finance', 'Financial Planning and Analysis', and 'Scope and Job Opportunities in the Finance Field' were conducted on 27th November 2022.

AI-Speak Series (Offline Lectures): Hosted 2 alums at the campus who took sessions on the topics viz. 'Impact of Online Marketing Post Pandemic' and 'Do you want to be a Cheetah or an Elephant in your SIP'.

Alumni Mentorship Programme Phase-I: Conducted sessions on the following topics:

- Value Stream Mapping (Operations and Supply Chain Management)
- How to break into Product Management (Product Management)
- Demystifying Finance: An Insider's Perspective (Finance)

Alumni Unplugged– Video Podcast Series: A video podcast with alumni Mr. Jatin Kumar, from the 2011–13 PGP batch was conducted. He shared his entrepreneurial journey about leading ProperT as Founder and CEO. Another video podcast on the topic 'Campus to Corporate: Journey of a Product Marketer', was conducted by Mr. Davinder Yadav of PGP 2014–16 Batch. He is currently the Chief Manager (EPP) at Samsung. The next episode of the series was conducted on the topic 'The HR Chronicles: Recruitment to Retention' with Mr Skand Kumar Gupta, PGP 2014–16 Batch. He is currently the Human Resources Business Partner at Wipro Infrastructure Engineering.

Alumni Mentorship Programme Phase-II: Successfully conducted 120+ interviews with 52 alumni. The interviews were conducted based on the domain preference provided by the students by alumni belonging to that specific field. Each student was given a 30-minute window for the interview and feedback from the alum.

City Meets: Successfully hosted a city meet in New Delhi at the India Habitat Centre on 20th November 2022. Another city meet took place in Bangalore on 21st January 2023.

SARATHI Newsletter: The committee produced 13th and 14th issues of its newsletter Sarathi carrying snapshots of industry insights, alumni achievements, alumni unplugged, al-featured, bookshelf, etc.

Cultural Committee

Cultural Committee is one of the prominent committees responsible for the Glitz factor during the student's college life. We believe that a student's life at college is made memorable not by the hours spent behind closed doors but by the various festivities and cultural engagements that add colour to their college experience. The Cultural Committee aimed at bringing out the best in students acts as a facilitator and catalyst that



infuses the campus with fervour and excitement all around the year. Boasting a wide range of cultural events and engagements, we aid with the overall development of students and build a healthy competitive spirit among peers. In this rigorous curriculum, we also help relieve stress and provide everyone with a home away from home.

The Committee was formed with the very intention of inculcating a spirit of healthy competition among peers, to spur high engagement and contribute to the overall development of the

students. The Cultural Committee believes that it is the bond one forms here and the time one spends with their friend that makes this two-year-long and arduous journey that much more bearable and memorable.

From organizing various get-togethers and celebrating different cultures of our great nation to the intensely competitive jewel of all events, the 72-hour-long annual fest of IIM Kashipur, Agnitraya, an amalgamation of management, cultural and sports events, the Cultural Committee acts as a facilitator, catalyst, and collaborator in making each event a grand success. Apart from celebrating the various cultural festivals throughout the year, the Team also organized some special events like Kashipur Nights – bonfires on the chilly winter nights at Kashipur coupled with music and some performances by the students and Signature Day.

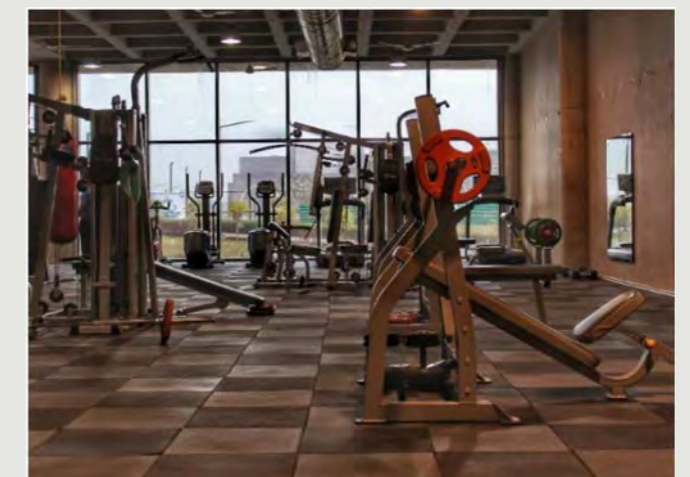
Activities / Events

- Agnitraya: A 72-hour national-level fest at IIM Kashipur
- Prarambh: Battle between first- and second-year students of MBA
- Delish-December: An evening for the in-house cooks to showcase their talent
- Bolly Buzz: a Bollywood-themed party for showcasing love towards Bollywood and dressing up as their favourite characters
- Kashipur Nights: Cultural Evening filled with dance music and fun.
- Independence Day, Republic Day, Women's Day
- Signature Day: A Day of collecting memorabilia for the Senior batch
- Masquerade Night
- Celebrating cultural festivals like Onam, Durga Puja, Navratri, Diwali, Holi, Makar Sankranti, and Christmas Day, among many others.



Infra-it Committee

The Infrastructure and IT Committee acts as a liaison between the administration and students to ensure the smooth functioning of the campus infrastructure with the assistance of the Hostel Office, Estate Department, and Project Office. The Committee ensures the availability of a stable internet connection and acts as a crossfunctional player with every other Student Body in the Institute. The committee also looks after the maintenance and improvement of the Gymnasium and supervises all the shops and canteen within the campus for food quality and price regulation.



Activities / Events

- **Beehive Removal:** Conducted frequent beehive removal drives across the campus throughout the year.
- **Upgradation of Marketplace feature on Grid-IIM Kashipur:** Students can use this feature to list the items they would like to sell and browse the items for sale on the campus by other students.
- **Immaculate:** The Committee held Immaculate this year as a first-of-its-kind event to honour the dedication and years of outstanding service of our wonderful hostel, maintenance, and administrative personnel of the college.
- **Notice Boards:** The Committee has put up notice boards, serving as a central point for the promotion of events taking place on campus.

International Relations Committee

The International Relations Committee is the face of IIM Kashipur to the world outside India and is continuously working towards forging and maintaining partnerships on a global platform. The IRC team is responsible for collaborations with universities across the world and facilitating activities like Trimester and Short-Term Student Exchange Programs and Faculty Exchange Programs as well as planning and coordinating meetings with international delegates for global events across the world.



The committee has successfully helped the institute in establishing collaborations with over a dozen international institutions with top universities around the globe like Brunel University (UK), Syracuse University (USA), Autonomous University of Madrid (Spain), Turiba University (Latvia), Tel Aviv University (Israel), ESDES School of Business and Management (France), etc. Barring the exceptional pandemic-hit academic year of 2020–21, the students of IIM Kashipur have enjoyed a vibrant and ever-growing exchange programme with these partners. By facilitating international collaborations and sparking discussions on current global affairs, IRC has been successful in contributing to the vision of IIM Kashipur of developing leaders who can perform globally.



Activities / Events

- **Hosting Incoming exchange students:** Hosted incoming students (Mr. Arthur Soupa and Mr. Basile Prothery) from ESDES School of Business and Management, France for the Term V. Their tenure was from 1st October–31st December 2022.
- **Outgoing Long-Term Exchange Program:** The team facilitated the Long-Term Exchange Program for 9 students of IIM Kashipur with our various prominent partner Universities abroad.
- Commenced the Long-Term Exchange process for the batch of 2022–24.
- Initiated talks with potential new partner universities viz. Syracuse University, New York for both incoming and outgoing exchange programmes.

Mess Committee

The Mess Committee of IIM Kashipur is an independent, not-for-profit organization that caters to the nutritional requirements of 700+ takeholders throughout the year, including students, faculty, and administrative staff. The team gains comprehensive experience in managing an organization of Mess by overseeing the mess's end-to-end activities. Students control every aspect of the mess, including choosing the menu, purchasing, budgeting, financing, managing personnel, and inventory thereby making the team competent enough to handle an actual business.

The committee is responsible for spearheading the organisation of various feasts during festivals and events, thereby making it an integral part of the IIM Kashipur community. The team constantly strives to ensure that the food they provide is not only nutritious but also delectable. The committee has a dedicated line of experienced cooks, a trusted vendor management system, and a robust procurement channel imbued with stringent quality checks that help ensure that top-quality tasty food is delivered to all its stakeholders every day. The working of the committee provides a hands-on experience of running an organization and helps the team members prepare for the real world by instilling in them valuable qualities of punctuality, quick decision-making, and time management leading wholesome experience of real management.

Activity / Events

Mess Menu Diversification: Developing the mess menu every month with new variety is important for keeping the food options fresh and exciting. Considering seasonality, local produce, and diner feedback while experimenting with different cuisines, fusion dishes, and healthy options was primarily focused upon during this year. A wide variety in the food menu was ensured based on received batch feedback.

Regional palate Incorporating a regional palate in the mess menu is essential for catering to the diverse cultural backgrounds of the diners. At IIM Kashipur, the mess offers a range of dishes from different parts of the country to accommodate the varied food preferences of the students to give them a taste of their home thereby promoting an exchange of cuisine and culture within the institute.

Special Dinners: Hosting Special dinners at festivals and events is a great way to celebrate and promote cultural diversity. This Year the Mess Committee at IIM Kashipur made feasts memorable by bringing the taste of Kashipur street food to the batch through various live counters offering Chaat, Street Style Pizzas, Paan, and Kulfi to name a few. The initiative offered the students a taste of the variety and was greatly appreciated by both batches.



Media And Public Relations Committee

MPRC is responsible for handling and nurturing the image of brand IIM Kashipur in the eyes of all the stakeholders. It works in the direction of amplifying the brand equity of IIM Kashipur and reverberates the successful growth of the institute.



The team manages the marketing strategy of the different events and activities happening in the institute and events organised by the institute in various other places. It also handles the different digital media platforms for effective positioning of the brand of IIM Kashipur and promoting it. Our task include planning campaigns and writing press releases for the important events happening in the institute. The work of the team pertains to the following domains:

Content Creation: The content creation team usually crafts positive stories about the institute that the media relations team pitches to journalists. The content can be in the form of articles or brand promotional videos. It also involves editing and designing videos.

Media Relations: The team handles the press releases and media, including TV coverage of all the events that take place at IIM Kashipur. It maintains a strong relationship with media houses like India Today, Economic Times, Times of India, Hindustan Times, and other national and local newspapers.

Social Media: The social media team manages the different social media handles of IIM Kashipur. They use it to gauge the institute's public reputation and to bolster it. They interact with the social media following, make announcements on social media, and find social media influencers to promote the brand.



- **Activities / Events**
- Coverage of all events held at the institute
- Media promotion of IIM Kashipur across social media and traditional media
- Promotional campaigns of the flagship events Agnitraya, Uttishtha, Samanvaya, TEDx, Tejas, MBA lecture series, Director's Interview, etc.
- Managing the content of the IIM Kashipur website
- Promotion of various Conclaves and Talk Series like Tejas Leadership Talk series, Vridhi, Samanvaya, and Friday Seminar Series to name a few.
- Video Campaigns like Vimarsh Podcast, Parivartan Cell School Meet, Agnitraya launch Video, Agnitraya After Movie, and Farewell to name a few.

Sports Committee

Sports Committee plans and executes all the sporting events in IIM Kashipur. Sports Committee is responsible for selecting the sports teams that will represent the institute along with the captains of the respective teams. It procures, maintains, and dispose-off of all sports inventory in IIM Kashipur according to the lifecycle of the equipment. It diligently maintains records and prepares the sports budget for the institute. It is also responsible for identifying strategically important sporting events conducted by the B-Schools and ensuring the participation of the sports contingent representing IIM Kashipur in the events.

Chess-e-thon 2.0: The tournament was open to the MBA1 batch and saw participation from 30+ students with boys and girls competing in the same pool. The games were conducted on the Lichess platform with participants being able to play the games online on their devices from their homes due to the circumstances created by the pandemic. The tournament was conducted in the Swiss format with each player playing 6 games and then followed by semi-finals and finals.



Mini-marathon: On Sports Day, the Sports Committee conducted a mini-marathon covering the major portion of the campus. Both the first-year and second-year students of MBA and MBA (Analytics) along with PhD students participated in the event.

Prarambh To develop bonding between the senior batch and the junior batch using different sports activities, we organize sports competitions between the senior and the junior batch during the academic year. Win in each sporting event gives one point and whichever batch has a higher cumulative score, the Prarambh Cup will belong to that batch.



Sangraam Sangraam is the major event of the Sports Committee which aims at promoting collaboration and healthy competition amongst the batch. It is the battle among the sections. It provides exposure to intense competition as well as builds the bond among the students as they play together for the pride and glory of their respective sections.

KPL 9.0 To give students a chance to use their managerial skills and create an atmosphere of healthy competition. Kashipur Premier League (also referred to as KPL) is an annual sports event conducted by the Sports Committee of IIM Kashipur following the Indian Premier League format. This event emulates the auction procedure conducted by IPL and allows the budding managers of IIM Kashipur to put their skills and learnings to practice with real teams and real money. The KPL 9.0 edition witnessed 160 students participating in the player auctions. Right from the day of the team auction to the day of the Finals, the commitment and energy have been at their epitome without any fluctuation from the teams during the ninth version of the event.



Agnitraya 9.0 Organized 11 Inter college sporting events with colleges like IIM Sirmaur, and IIM Jammu, to name a few. The teams participated in the event of Agnitraya 9.0 with prize money worth Rs 1,70,000. These events included Badminton, Basketball (Men and Women), Chess, Cricket, Futsal, Throwball, Volleyball, Pool (Singles and Doubles), and Table Tennis.

Academic Clubs

Consilium-Consulting And Strategy Club



Consilium, IIM Kashipur's Consulting and Strategy Club, aims to foster a culture of in-depth analysis, data-backed research, and aggressive presentation to help you get across your arguments and perspectives. The goal is to give value to the organizations / entities with which they work by learning about their business processes, identifying opportunities for improvement, and providing a holistic solution to help them improve.

Finance, Marketing, Operations, and Human Resources are only a few of the primary domains covered by this book. They prepare by planning a variety of events and webinars, maintaining close contact with industry experts, and facilitating guest sessions for the batches. The organization hosts frequent encounters with prominent members of the consulting profession to bridge the gap between industry and academia. It also sees it as part of its mission to educate members on the essential matrices and frameworks utilized in the consulting field.

The club's goal is to improve its members' case-solving skills and provide them with a systematic approach to analysing complex problems. Apart from that, it has a strong online presence on sites such as Facebook, LinkedIn, and Twitter and regularly posts about the newest strategic developments in businesses across industries, not only in India but throughout the world.

Activities / Events

- **Ranbhoomi:** Annual Pan India Case Study Competition
- **Endgame:** National Business Simulation Game
- **Kaun Banega Consultant:** An offline event to test Strategy and Consulting acumen
- **Consulting Knights:** National Level Case Study Competition
- **Foresight Series:** An Intra-college Event
- **Consilium Insider:** Monthly Newsletter
- **Disquisition:** Pan India Article Writing Competition
- **Consilium Conversations:** Strategy Talks Series
- Webinar on Consulting, Strategy and Guesstimates
- Workshop on Strategies for the success of Business

HRHYTHM – HR Club

The objective of the HR Club is to foster a culture of learning Human Resource Management practices by organizing events regularly throughout the academic year. The Club's core philosophy is to bridge the gap between Industry and Academia. It regularly updates its social media handles by posting content about changing trends in Human Resources through articles and infotainment. With ever-changing trends in the industry such as the introduction of Artificial Intelligence, HRhythm strives to provide knowledge to future HR Leaders and help them in developing interpersonal skills while maintaining the equilibrium between HR's Position in Top management and maintaining the trust of employees in the organization. It conducts inter and intra-college events, where participants



are expected to solve real-life HR intricacies and give their opinions about the current trends and upcoming practices in the HR domain.

Activities / Events

- Scribble Dribble
- A Day in the Life of an HR
- Pragyan – The Flagship Case Study Competition
- Ignite
- Hresilience
- Netrutva
- DecipHR

On Your Mark – Marketing Club

OYM was established on 16th January 2014, by the students to celebrate their sheer love for marketing. OYM's raison-d'être is to create an amenable and nurturing ethos for the students of IIM Kashipur in all matters related to the field of marketing.

The main aim of the club is to develop interest among the students and to help them have a clear understanding of marketing through a blend of practical and theoretical learning. We seek to help students explore their careers in the field of marketing and thus provide cogent support in their industry recruitment process. The club also focuses



on helping the students have a clear and comprehensive understanding of marketing through various activities like interactive workshops, seminars, quizzes, competitions, and case studies.

Activities / Events

- Markaholic Case-study Competition
- Guerrilla Marfair
- Product Resurrection
- Meme-omento
- DumbCharAds
- Pitch Please



Operations And Supply Management (OSM) Club

The OSM club at IIM Kashipur incessantly works in the fields of operations, production and manufacturing, supply chain management, operations strategy, operations research, and project management. The club acts as a perfect medium dedicated to the students that helps them in enhancing their domain knowledge and explore new horizons by assisting them to pursue their interests related to the field. By successfully carrying out several intra / inter-college events and interactive sessions, the club has marked its supreme presence amongst the corporates and fellow institutes and has been a front runner in demonstrating excellence and commitment in educating as well as in spreading the domain advancements.



Activities / Events

- Ops-Kascade (intra-college tower building challenge)
- KPMG Six Sigma Green Belt Certification
- Opsfeed - Monthly Newsletter
- Operatius (PAN India Case Study Competition)
- Industrial Visit to Tata Motors Ltd.
- Osmosis (PAN India Quiz Competition)
- Ops Blaze (PAN India Simulation Competition)
- Operacle (PAN India Case Study Competition)
- Lean Six Sigma Black Belt by Grant Thornton (GT)

Economics Club

The Economics Club of IIM Kashipur is one of the seven academic clubs of IIM Kashipur. The club encourages students to explore the field of

economics and provides a platform for the curious minds out there to learn, debate, and discuss economic policies and development happening around the world.

Economics club was founded in the year 2019 as an interest-based club to impart knowledge and invoke discussions and conversations about the field of economics and to highlight its importance and linkages to different areas of business. Late American scholar Warren Bennis said that "Success in management requires learning as fast as the world is changing". Keeping up with this notion, the club has found it extremely pertinent for aspiring managers to be aware of "Economics" affecting their daily lives and make them better prepared to tackle business situations more efficiently. Since its inception, the Economics Club has gradually attained the status of a Core Academic Club and has been involved in several successful club-based activities.

Activities / Events

- Arthashastra
- Game of Econs
- Infographic-making competition
- Filmonomics
- Union Budget Prediction
- Union Budget Analysis
- Newsletter



The Finance Club

The Finance Club of the Indian Institute of Management Kashipur is a student-driven initiative for fostering a culture for Finance within the realms of IIM Kashipur. It was established with the purpose of enhancing the financial knowledge of students through various conferences, events, activities, workshops, and knowledge-sharing sessions. Over the years, the club has adapted to the changing requirements and skill sets of incoming students and has inculcated them within its scope to help establish a strong foundation of financial knowledge outside the classroom.

Activities / Events

- Pragati- IIM Kashipur's Investment Fund
- CFA Research, ESG, and Ethics Challenge
- Know Your Cart (KYC) – a competition to showcase budget management, decision-making, and product-price awareness skills in a fun way.
- Equity Research Challenge– a competition required to submit a detailed equity research report, post analysing the sector of their choice.
- Antique Valuation Challenge– an Intra-college Equity Valuation Competition, exclusively for IIM Kashipur students, allowing them to test their Valuation and Research abilities.
- CFA Ethics Workshop organized to cover topics around the Code of Ethics and Standards of Professional Conduct
- Equity Research and Financial Modelling Workshop– 5-day workshop focusing on the varied aspects of Equity Research and Financial Modelling
- Pan India Competitions: Aestimatus, Open Outcry, and The Simulation Challenge
- High Stakes- simulation event involving the participants' skill for Hedging and Risk Management, which is conducted in tandem with Kashipur Premier League (KPL)

Titan – IT and Analytics Club

TITAN club was an initiative of analytics enthusiasts aimed to inculcate interest in students regarding IT and analytics through various competitions, knowledge-sharing sessions, and interaction with industry leaders in this domain. The club conducts various activities throughout the academic year to promote learning in IT and Analytics. The club also gives guidance about various career options in the field of IT and Analytics. It also helps in cultivating practical knowledge through social media engagement as well as knowledge-sharing sessions. The main aim of this club is to motivate students to pursue a career in analytics by introducing them to the opportunities and scope in this domain.

Activities / Events

- Braindare
- Prodegy
- Datazoids
- Inter-College Workshop on Data Visualization
- Certifications courses (Product Management, Tableau, Power BI, and Marketing Analytics)
- DataSights
- Coherence
- Dashboard wars
- Data Chronicles (Newsletter)
- Knowledge Sharing Sessions– Introduction to Python and Business Computing



Interest-based Clubs

Ecology Club

The Ecology Club of IIM Kashipur is a dedicated student body working towards the adoption of environment-friendly activities and ideas for developing our campus into a sustainable ecosystem. It is an initiative by a few like-minded individuals who felt it necessary to get together and put effort into the place they live in. We work to reduce plastic usage, take care of all community animals, promote reuse, restore water bodies, and create awareness about various environmental issues. We coordinate with multiple student bodies on the campus to make IIM Kashipur a greener and cleaner campus.

Activities / Events

Letter of Interest: An offline event about encouraging ways to connect and celebrate Diwali. This event is about writing letters to dear ones. This encourages students to connect and remember dear ones on the day of the festival.

Poster Making Competition: An online pan-India level competition, meant to shed light on the various areas where environmentally friendly practices can be implemented in a funny pictorial depiction. To engage the community's interest in an issue, reveal community issues, and raise awareness of an issue in a way that is visual, inclusive, and fun.

Treasure from Trash: An offline event about using the waste around us to make it into a useful or artistic thing. This event demands creative thinking from students along with a problem-solving approach. All the participants displayed their stuff in front of a jury in the classroom and explained the usefulness of the product they have tried to make and how it can be done on a scale in the future.



Expedition Club

"The world is a book and those who do not travel read only one page." — St. Augustine.

Following on the exact quote, Expedition Club strives towards acquainting the IIM Kashipur fraternity with the vastness of mountains, far-reaching oceans, arid deserts, and a plethora of opportunities encompassing the tourism sector. We are a bunch of nomads and adventure seekers with a common passion for Travelling. The day-to-day work of the club includes promoting tourism and fitness among the business community through a variety of events and PAN India competitions. As IIM Kashipur's logo depicts the triple bottom line of the People, Planet, and Profit, this club's mission is to promote sustainable tourism on our beloved planet Earth.



Activities / Events

- **Go Nomad:** annual pan-India vlogging competition.
- **Voyager of the Year:** pan India article writing competition on a particular theme.
- **Khoj:** intra-college quiz competition based on Travel and Tourism
- **Slow cycle race:** a competition that focuses on cycling with the utmost slow pace, which helps in bringing a sense of coordination between mind and body.

Foreign Language and Culture Club

At FLCC, we consider each culture and language to have something unique to offer to everyone. Our club is designed to provide a platform for students to explore new languages and cultures that can benefit their future careers in the global business world.

The club offers a range of activities and events that help to improve language skills and cultural awareness. We organize foreign language and cultural workshops, case and quiz competitions, and webinars with professionals from around the world. We also observe other cultures' festivals, such as Halloween, a Japanese cultural event, etc., that highlight the diversity of our global community.

Activities / Events

- **Halloween:** To sensitize the students of IIM Kashipur to international cultures, this fun-filled event was organized where students unleashed their creative skills through costume competitions, ramp walks, and face painting.
- **Kuizu:** The Cultural Quiz, on UnStop which tested students on their knowledge of foreign culture, i.e., art, architecture, and other aspects, languages, and business practices.
- **Foreign Language Workshop:** The Club organized a 'French Language Workshop' for students on campus, in collaboration with the Exchange Program Students from France. Thus, we promoted the interest of the batch in the French language, as they got to learn everyday words and phrases of the language.



- **ProdLaunch:** Product Launch Presentation Competition on Unstop, a PAN India competition that showcased the influence of culture on strategy and marketing implementation of new Indian products to be launched in the international market.
- **Duolingo:** A month-long language competition on the Duolingo platform intrigues the students to learn a foreign language in an interactive environment. The students according to their time availability, will learn and practice vocabulary, grammar, pronunciation, and listening skills using spaced repetition on the Duolingo platform.



GAMBIT

GAMBIT is the official Gaming Club of IIM Kashipur where we host games of all genres ranging from PC games like FIFA, CS, etc., to hosting Poker nights and other competitive gaming events. We provide opportunities for all gamers (professional or amateur) and non-gamers to have fun and showcase their skills at the events held throughout the year. We facilitate new games and gaming news monthly. We introduce and engage students to new gaming communities and gaming competitions rejuvenating them for tomorrow. Our tagline is "We don't die! We respawn!"

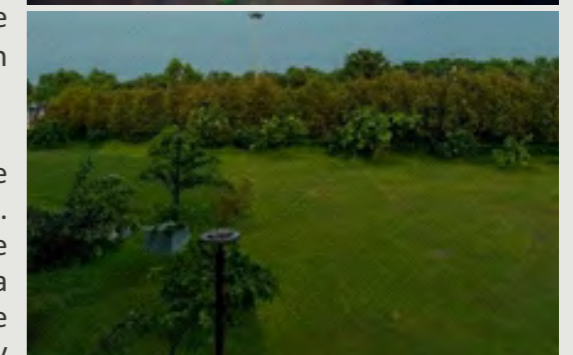
Activities / Games

- Pubg New State
- FIFA
- CS GO Tournament
- Valorena
- Ligue de FIFA Kashipur
- Gaming Nights

Captured: The Photography Club

The club is responsible for the coverage of all the happenings inside the walls of IIM Kashipur. We cover the flagship event Agnitraya and other renowned events such as Uttistha, TedX as well as Sangraam, and sports events.

We showcase the beauty of IIM Kashipur to the outside world in the form of awesome photographs and videos. The club also nurtures the budding photographers of the college by featuring them in the Club's social media handles through Photo of the Month and Photo of the Week and by organizing events such as photography workshops



and photo walks. We turn moments lived in IIM Kashipur into cherishable memories in the form of visuals that a member of the IIM Kashipur family can revisit and remember for a lifetime.

Activities / Events

- Pixellar– Photo of the Month
- Vlogastee: The Vlogging and Photography Competition
- Festive features
- Covering the events organized by all the student bodies within the campus

Literary Club

The Literary Club at IIM Kashipur exists to promote and sustain all literary-related domains such as book reading, debating, poem reciting, storytelling, impromptu speaking, communicating, creative writing, and more, among the students. Lit club throughout the year designs and conducts several engaging activities and events aimed at honing these skills. Apart from utilizing internal resources for literary activities, the club collaborates with various external colleges, literary events, and groups to further expand the scope of the club's activities.



Activities / Events

- **Intra College Events:** Say It Like Kabuliwala, Unity Day Exhibition, ShabdKosh, MBA Debate Competition
- **Pan India Events:** Du Coeur, Right from the Heart, Perspective, Abhivyakti
- Book Reviews
- Yearbook for the batch of MBA 2021–23

PARWAAZ

Parwaaz, the dramatics club of IIM Kashipur, extracts, refines, nourishes, and displays a notion, sentiment, expression, or emotion in such a way that it connects with our cherished audience. The club takes it upon itself to entertain the audience of IIM Kashipur by performing at multiple events and by organizing competitions on intercollege and national levels. The club organizes multiple events such as Nukkad Natak, Stage Play, Mimes, etc. to make the Navras, the nine emotions felt to the audience.

Activities / Events

- Dussehra Play
- Independence Day play
- Opening Ceremony Prarambh
- The International Day of Elimination of Violence against Women
- Swacch
- Republic Day
- Scene Kya Hai
- Boardroom Drama
- **Monday Mimicry:** We imitate a famous movie scene in our style.
- Friday Facts: These are interesting theatre-related facts that we post as stories.

QUEST

Quest is the quiz club of IIM Kashipur which aims at imbibing the quizzing culture into the intellectual minds of the students. Quest also promotes a healthy and competitive quizzing culture among the students of IIM Kashipur and gets them ready to crack the first round of any corporate and B-school competitions. Quest provides an effective platform for those who want to showcase their wits across various genres such as business, entertainment, general awareness, and literature, to name a few. Moreover, our quizzes and sessions are focused on analysing competitions that help in building a cohort of proactive individuals, and students actively participate in the events to 'Quench their Quest for Quizzing.' The club also runs campaign series on Quest's social media accounts, which has increased engagement on Instagram, Facebook, and LinkedIn.

Activities / Events

- **Freshers quiz:** It is the first quiz conducted only for MBA-1 students with no specific topics. Juniors assembled and enjoyed it to the fullest.
- **International Year of Millets (IYOM) 2023:** We ran a millet quiz on behalf of the Ministry of Agriculture and Farmers Welfare to raise awareness of the crop and demonstrate the variety of millet grown, prepared, sold, and consumed in India.

- **KQL (Kashipur Quizzing League):** It is a year-long series of four quizzes cantered on various areas. Active quiz minds assemble on the same platform to showcase their quizzing abilities and strive to climb the success ladder to the top position and emerge as series winners.
- **Watanabe Quiz:** It was a quiz conducted on the 'Quizziz' platform in collaboration with Watanabe quiz. It was a finance quiz.

REVERB - Music Club

Our goal is to give impetus to the musical talent of IIM Kashipur and provide a platform for the students to showcase their skills. Since its inception Reverb has been the torchbearer for all the musical activities and musical events, thereby providing solace from the hectic academic life. The club has initiated a dedicated music community "Kaspian MeloBees" on social media channels, to unite all the musical aficionados. It is a platform where participants share their musical talent. A special music room with state-of-the-art instruments, maintained by Reverb, to enable students to enjoy Jam sessions and promote the music culture in the college. The club is active throughout the year to conduct various online and offline events like music competitions, music-based quizzes, jam sessions, informational posts, etc. to corroborate the sense of the art intellect that our college represents. Reverb aims to spread the love for music as well as encourage students to share their passion for music through new and innovative ways.



Activities / Events

- **Opening ceremony Prarambh:** Team Reverb performed at the opening ceremony of Prarambh which was organized by the Sports Committee where we sang to uplift the spirit of both batches.
- **Parx event:** Sponsorship Cell invited Reverb to perform a musical event at their event conducted in collaboration with Parx.
- **Music Unfiltered:** Music Unfiltered is a jamming session conducted for students to join us and sing along. A jam session is a fun event that does not include any kind of competition. This event is organized by the club to engage students in a fun, soothing, and enjoyable musical night. Students performed different instrumentals and used karaoke to sing to the tunes.
- **Rhapsody:** Rhapsody is an online musical series where students share their song videos and get themselves featured on Reverb's social media account.
- **SURabhi Series:** It is an Instagram initiative where we share musical facts with the help of posters.

SPECTRUM

Spectrum–The Diversity and Inclusion Club of IIM Kashipur, is an initiative by the students of IIM Kashipur, which is meant to create a safe space for individuals from diverse backgrounds with the aim

to work towards maintaining the inclusive, and equitable environment for students, alumni and fellows throughout the campus and for future colleagues with the vision to prepare the MBA cohort for careers in forward-thinking corporations that value diversity and actively foster cultures embracing mutual respect among individuals belonging different races, ethnicities, nationalities, socioeconomic statuses, religious backgrounds, genders, gender identities and expressions, and sexual orientations.

The club also aims to promote awareness and sensitization about diversity and inclusion in a meaningful manner by utilizing their managerial expertise, skills, and emotional intelligence. The Club is committed to forging ties with NGOs, voluntary Non-Profit Organizations, and corporations in the long run and leveraging the relationships to cater to the growth of the institute.



Activities / Events

- **Unity in Diversity:** A quiz competition on the theme POSH, Pride, Gender diversity, etc., followed by a business case competition wherein participants were encouraged to present about their ideas on local desi culture on the theme "Vocal for Local".
- **POSH Workshop:** The workshop was conducted to on the topic "Importance of POSH at the workplace". Students participated to learn about the nuances of sexual harassment and how to deal with it within the workspace.
- **International Day for Elimination of Violence against Women (15-day challenge):** Candle-March, Voices of Women, and Open Mic were conducted from 25th November–10th December 2022 as 'Discrimination against Women Pakwada' to mark 'International Day for Violence against Women' wherein many events viz. nukkad natak, and poster making, and candle marches, were organized during the period, to spread awareness and bring to light the challenges faced by women.
- **Breaking Stereotypes:** A social media campaign aimed at letting people know about the stereotypes the students are breaking and promoting inclusivity inside the campus.
- **Heart to Heart:** An event wherein one could write handwritten letters to freely express their feelings or thank, sorry, or congratulate

their friends and loved ones in an intimate yet surprising manner.

- **POSH Quiz:** A quiz aimed to spread awareness about the importance of POSH inside the campus and at the workplace.
- **Tug of Words:** A fun-filled event to learn and connect more with teammates, friends, and partners. Words associated with 'diversity and inclusion' were emphasized to sensitize students, as encouraged by the need of the hour.

The Motion Picture Club

The Motion Picture Club aims to promote management learning through fun and recreational channels associated with world cinema. The club also helps the students enjoy themselves through movies in between their hectic MBA schedules. Through screening movies related to management, TMPC aims to generate a discussion about the learnings those movies provide and we as a club also pass on various insights which may be of help to the IIM Kashipur fraternity. The club also helps to create a platform for the students to discuss management learning from world cinema. We host a variety of activities, events, and competitions throughout the academic year to facilitate the objectives. Through them, we encourage students to take an active interest in extracurricular activities and develop their all-around potential.



Activities / Events

· **Critique Du Flick:** A Weekly Movie Review-cum-Recommendation initiative where movie reviews of various genres, geographies, and languages are posted across TMPC's various social media handles. This is aimed at giving access and creating awareness about the plethora of diverse movies available around the world.

· **Article Writing Competition:** An article writing competition was conducted on a management theme of movies. The submissions were judged based on the movie description how the article relates to the content of the movie and the management learning of the theme provided.

· **Poster Making Competition:** The Club organized a poster-making competition in which participants were required to design a cross-over movie poster. It involves the participant choosing a movie character of their own and blending it with another movie title. The winning criteria will be creativity and relevance.

· **Monthly Movie / Match Screening:** Movies and Sports matches are screened monthly based on their importance and relevance among the batch.

· **Dubsmash:** An acting-based event where participants enact random scenes from famous films and show their hidden talent.

Toastmasters Club

Toastmasters International is a non-profit educational organization that teaches public speaking and leadership skills through a worldwide network of clubs. Headquartered in Englewood, Colo., the organization's membership exceeds 357,000 in more than 16,600 clubs in 143 countries. Since 1924, Toastmasters International has helped people from diverse backgrounds become more confident speakers, communicators, and leaders.

Unstop Igniters Club

Unstop (D2C) Igniters is a club that fosters a culture of competitiveness, learning, and growth and aims to create an environment that provides an opportunity for students to showcase their talent and skills in various corporate and B-School events.

The Club works around the year helping all the clubs, committees, and cells to list their events on Unstop platform and promote their events on the featured space of Unstop platform which allows the events to reach and bring participants from all over India. Experience of the students performing well and acing the corporate and B-school competitions are shared with the entire batch and with Unstop community with the help of our newsletter called "Ignition".

Unstop isn't directly involved in conducting any events however during the start of the academic term for the new batch Unstop conducts a business quiz to help the upcoming batch understand and get familiar with the platform. After that, for the entire academic year, Unstop distributes inventory among clubs, committees, and cells for promoting and increasing the reach of their events on social media and Unstop platform.

XTATIC – The Dance Club

"When you dance, you can enjoy the luxury of being you." — Coelho

Dancing helps us to express our feelings in a beautiful way that words are not able to express. Xtatic organizes activities like dance workshops and events like Chote Miyan Bade Miyan, Danza De Papel, our vision is to instil the love for the performing arts, encourage participation, and help more people unleash their potential and dance their hearts out! We, the clique of entertainers, represent IIM Kashipur in various inter-B-school dance competitions and participate actively in college events and celebrations. We follow a simple life mantra- keep dancing if you are happy and start dancing if you are dispirited.

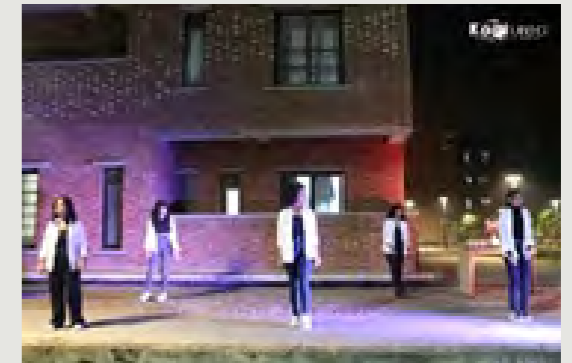


Activities / Events

- Chote Miyan Bade Miyan
- Workshops: Bollywood, Garba, and Salsa Workshops
- Dance Competitions

Wellness Coordinators

Wellness Coordinators act as liaisons between IIM Kashipur students and the medical facilities on and outside the campus. The team was created to make sure that students who required medical care could access those services on time. Our team is always available to assist and support the students in any health-related concern or emergency. We also offer advice, solutions, and inspiration about students' mental health and general well-being via social media accounts. We oversee assisting with athletic events, activities in the gym, and any medical emergencies that may arise for students. These things are part of regular events that take place on and around campus.



Activities / Events

- **Vaccination Drive:** Conducted two vaccination drives during the course, i.e.
 - ♦ 140+ people have taken covid-19 vaccination.
 - ♦ Cervical cancer vaccination has been taken by 15+ people.
- **Har Ghar Dhyaan:** In cooperation with Art of Living, we hosted an hour-long meditation session for students, faculty, and staff to practice meditation, promote positivity, and de-stress.
- **Health Insurance Session:** Organized an informational session for students on medical insurance-related topics, such as when and how to obtain coverage and the coverage limit. We also solve on-the-spot queries.
- **Pharmacy Setup:** A small pharmacy has been set up inside the wellness centre in collaboration with a local vendor to provide medication and other medical supplies. This arrangement allows us to promptly provide specific medicines to patients, and around 15-20 patients benefit from this setup daily.
- **Dental Camp:** We organized a free dental checkup camp on campus for students, faculty, and staff members of the Institute. It was conducted by Dr. Varun Garg, an Oral Implantologist and Cosmetic Oral Surgeon and 60+ patients attended the camp.

procurement of various merchandise products for the batch and for the different student bodies as per their requirements. It attends to the various designing requirements (such as logos, posters, banners, brochures, and yearbooks) for all the major college events which include annual fests, sports activities, and corporate events. The team has expertise in Procreate, Photoshop, Adobe Sketch, Filmora, Blender, etc., and strives to create a creative atmosphere in the college by encouraging and organizing workshops to help the students. Apart from this, our team manages the official online merchandise store of IIM Kashipur.



The online merchandise store has a variety of products like t-shirts, hoodies, casual t-shirts, mugs, masks, water bottles, and badges. The designs of all these products fall under the sole purview of Creative Studios. Last year our team handled the logistics and procurement of over 500+ official batch hoodies and 250+ official batch t-shirts. Further, finding good vendors and delivery partners for the materialization of design and shipment and working on having a long-term relationship with them is an integral responsibility of the cell.



Activities / Events

- Designing Logos, T-Shirts, Banners, etc for various student bodies and both batches
- Designing Yearbook, Student Body Handbook, and Academic Newsletter
- Social media handling for M-Store
- INKTOBER-22, other fun events on design were conducted.
- Liaising with other clubs / committees for merchandise requirements

Parivartan Cell

Parivartan Cell is the social responsibility cell of IIM Kashipur working to improve health, environment, and education in our society by making the best use of our managerial skills and expertise. We always believe in conducting events and competitions that raise awareness on multiple occasions among the students as well as the bigger society and inculcate the feeling that Sharing is Giving. We are committed to forging ties with NGOs, voluntary non-profit organizations, government institutions, and corporates.

Activities / Events

Kites: KITES is a year-long initiative to provide education to underprivileged children in Kashipur. We have taken responsibility for two schools (Classes 1 to 8) and have planned recurring sessions to provide them with quality learning throughout the year. We arrange volunteers from the institute to teach the students at nearby schools.



Blood Donation Drive: The Parivartan Cell, in collaboration with Bharat Vikas Parishad, organized a Blood Donation Drive on the IIM Kashipur campus. The drive witnessed active participation from both students and faculty members.

Article Writing Competition: An article writing competition was organized to inspire students to contemplate the positive and negative aspects of peer influence on career choices. The event aimed to foster critical thinking and provide a platform for students to express their thoughts on this important topic.

Diwali Exhibition: In collaboration with Khwaahish NGO, organized a Diwali Exhibition, aiming to impact the lives of numerous young children under their care. The exhibition proved to be a tremendous success, generating sales of approximately Rs 30,000 and leaving a lasting impression on all participants involved.



Skip a Meal: In collaboration with Khwaahish NGO, Parivartan Cell organized a "SKIP a Meal" drive, where students willingly skipped their one-time meal, and the saved resources were utilized to provide nourishment to underprivileged children. This selfless initiative showcased the compassionate spirit of the students, making a meaningful impact on the lives of the children supported by Khwaahish NGO.

Run for Unity Marathon A3km marathon titled "Run for Unity" was organized to raise awareness about the values of strength, unity, and diversity. The event witnessed enthusiastic participation from students, as well as teaching and non-teaching staff.

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Fitness and Self-Defense Workshop: As part of the KITES initiative, a Fitness and Self Defence workshop was organized in nearby schools, aiming to empower students and equip them with essential skills to defend themselves in various situations.

Cleanliness Drive: In collaboration with the NGO Parivartan, a successful cleanliness drive was conducted, resulting in the collection of 210 kg of waste from the vicinity of the Moteshwar Mahadev Mandir in Kashipur.

Stationery Distribution Drive: Under the KITES Initiative, Parivartan Cell organized a Stationary Distribution Drive and distributed stationery items

viz. books, notebooks, pens, pencils, etc. to needy students.

Prep Cell

The primary goal of the prep cell is to prepare the batch for placements, while also helping in enhancing the skill sets and building competencies.

Activities / Events

- **Mentorship:** Mentors from the Cell guided Juniors on the skill-building process.
- **Dossier Preparatory Sessions:** Sessions were taken by different academic clubs to help the junior batch get familiar with the different domains of the MBA course.
- **Resume Preparation:** The junior batch was guided to get familiar with the resume format and what type of content can be filled in the resume.
- **Personal Interview:** Mock interviews were taken to give some confidence and constructive feedback to the junior batch for their summer placements.



- **Group Discussions:** Mock GDs were conducted to make the junior batch accustomed to the Group discussions and they were given suggestions on areas of improvement as part of the placement preparation process.
- **Warchest Exercise:** 'Warchest' exercise was organized to make the junior batch aware of different industries of the market and the roles available in those industries

Sponsorship Cell

Amidst the academic rigour, what keeps the campus alive are the extravagant events that take place on the campus. These events do leave us mesmerized, but what lies behind making them humongous and full of excitement are their sponsors. The exciting cash prizes and goodies always push us a step forward to try our luck with all our efforts at these events. We are solely responsible for bringing these sponsors to the table by striking agreements with them.



Sponsorship cell aids in making the events bigger, brighter, and better by organising more funds for the events by acquiring new sponsors and maintaining relationships with old sponsors. We aim to extend the reach of both our institute and its sponsors.

Activities

- To acquire new sponsors for events and build relationships with existing sponsors.
- To extend outreach to sponsors through promotion on various social media handles.
- Convert leads to potential sponsors by emphasising deliverables from our side.

Teams

Team Corpus

Team Corpus is tasked with the responsibility of creating opportunities to impart the necessary skills to tackle Corporate and B-school Case competitions. Performances in such competitions are associated with IIM Kashipur's visibility, and thus ensuring that students are equipped with the right competencies is vital. The Team provides assistance and guidance to the students to refine their approaches while they undertake these challenges.

Activities / Events

- **Mock Presentations:** Team Corpus conducts mock presentations wherein students can rehearse their presentations, and observations for improvements are suggested by the team for students to fine-tune and polish their submissions.
- **Workshop:** Collaborations with organizations to conduct workshops in training students to creatively think and design their approaches. Design thinking is essential to formulate innovative solutions to cases.
- **Alumni Sessions:** Hosting sessions wherein Alumni who were winners of corporate case competitions impart their knowledge and their methodology for solving cases.
- **Knowledge Repository:** It maintains a repository of ideas, frameworks, and strategies for students to draw inspiration and apply these learnings in competitions.
- **Domain Warfare:** A business quiz covering topics across management domains to replicate the experience that competitions may present.



Team Impact

Team Impact bears the major objective of working for the development of Udham Singh Nagar, Kashipur, under the banner of the Kashipur Development Forum (KDF). Work as Liaison between the institute and various governmental as well as administrative bodies regarding community development.

We are responsible for identifying social, environmental, and cultural problems in Kashipur and researching the same, and providing a viable and implementable solution in association with the faculties and experts. Identifying key developmental projects and converting them into management consulting and government advisory projects for students.

Activities / Events

- Attended the Road Safety Series meeting as representatives of IIM Kashipur.
- Conducted research and analysis for the Hit and Run cases project in Rudrapur and Kashipur cities according to the Road Safety mandate.
- Attended the meeting on account of the Uniform Civil Code at Block Office, Kashipur as representatives of IIM Kashipur.
- **Election Campaign Programme:** The team assisted the CDO office and DM office in increasing voter turnout for Kashipur and Rudrapur during the election campaign, by conducting awareness activities viz. nukkad natak, pamphlet distribution, helpline booths, and making awareness videos, at railway stations and bus depots.



Team Insite

Team Insite is the student body responsible for being the first point of contact for prospective students for the upcoming batch and guiding them through the WAT-PI rounds of their CAP process. The team also helps them with their queries pertaining to the college and the courses that the college has to offer. The team provides admissions support to the students till the admission of the upcoming batch is confirmed. Post the admission of the new batch, the team also conducts an 8–10-day induction to help students get accustomed to the culture of IIM Kashipur and the MBA programme.

Activities / Events

- Confab – City Meets
- Aspirant Mentorship programme
- Social Media Campaigns (on LinkedIn, Facebook, Instagram, Medium, YouTube, Quora, PagalGuy, and Telegram)
- Intern Diaries, Blogs, PhD Insights, Faculty Insights, Student Bodies Introduction campaign, WAT-PI kit, Interview Experiences, MBA Analytics introduction campaigns, Prep Shots.
- Video Campaigns on City Meets, CAP Interview Preparation, and MBA Curriculum.
- Induction Programme



EVENTS

Agnitraya

Agnitraya is the annual cultural, sports, and management fest of IIM Kashipur. The event witnesses the participation of diverse talents from different premier management institutes and other prominent colleges.

“AGNITRAYA” means the three sacred fires lit to appease the gods and represents the three ingredients of success: humility, endurance, and dedication. These ingredients are embodied in the three aspects of Agnitraya:

- Humility in Culture
- Endurance in Sports
- Dedication needed in Business.

The fest sees a heavy footfall, with participants ranging upward of 500 from more than 50 top colleges across India each year. Agnitraya 9.0 hosted King, Olly Esse, and Sundeep Sharma for the star nights.

Management and Non-Management Events: Management events in Fest involve various competitions and workshops related to management topics such as operations, marketing, finance, and human resources, etc. These are various non-management events such as gaming tournaments, literary events, and poetry are also organized. These are conducted by the various academic and non-academic clubs over the space of three-days.

Sports Events: These events include competitive matches and usually involve teams or individual players. Students from institutes across the country take part in the tournaments viz. basketball, volleyball, football, table tennis, etc.

Cultural Events: Cultural events include dance performances, singing competitions, band performances, etc.

Star Performance: Star performances feature well-known musicians, comedians, actors, or other celebrities. Agnitraya 9.0 hosted King, Sundeep Sharma, and Olly Esse for performances.



Tedx IIM Kashipur

'TEDxIIMKashipur' talks about the 'ideas' worth spreading, ideas that seem normal but in practice are difficult. The objective of the event is to uplift and spread unusual ideas for the betterment of the IIM Kashipur fraternity and areas in and around Kashipur. There is a lot to learn from everyone around all of us and TEDx IIM-Kashipur is one such platform where we celebrate such ideas.

In last year's edition, we conducted the only flagship event TEDx Talk in January with the theme 'Time and Time Again'



Report of Internal Complaints Committee

The Institute has zero tolerance for sexual harassment at the workplace and has adopted a Policy on Prevention, Prohibition, and Redressal of sexual harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 and the Rules thereunder for prevention and redressal of complaints of sexual harassment at workplace. The Institute is committed to providing equal opportunities without regard to race, caste, sex, religion, colour, nationality, disability, etc. All women (permanent, temporary, contractual, and trainees) as well as any women visiting the Institutes' office premises or women service providers are covered under this Policy. All employees are treated with dignity with a view to maintaining a work environment free of sexual harassment whether physical, verbal, or psychological.



In AY 2022–23, the Internal Complaints Committee (ICC) received a complaint of Sexual and Mental Harassment by a PhD Student against a faculty member of IIM Kashipur on 25th August 2022. Subsequently, an inquiry was conducted by ICC. Based on the inquiry, the ICC made recommendations to the Disciplinary Authority, IIM Kashipur. The case was resolved and closed on 6th March 2023 as per the order of Disciplinary Authority.

Activities / Programmes

IIM Kashipur observed 25th November 2022 as the International Day for the Elimination of Violence against Women and organized Discrimination against Women Pakhwada' from 25th November to 10th December 2022 and conducted the following activities:

- 'Candle March' and 'Skit' to raise awareness regarding atrocities against women.
- Open-stage performance, to highlight issues related to women.
- POSH Workshop' for faculty, staff, and academic associates
- POSH Quiz' to spread awareness.



Works

In line with the increase in the Institute's academic activities, the campus infrastructure facilities are being augmented with a view to boosting our in-campus capacity to accommodate more students, staff, participants, delegates, and other guests of various Management Development Programmes being organized by the institute.

Construction of two buildings of the Student's Hostels and one building of Staff Quarters having state-of-the-art residential facilities is in full swing. 238 rooms of Student Hostel with attached toilet in each room, a common room on each floor and two lifts, are being constructed. Whereas twelve Staff Quarters (3-BHK and 2-BHK) with two lifts and modular kitchen at each quarter, are in various stages of completion.



Students Hostel under construction



Staff Quarters under construction

In addition, the construction of the new library building with modern infrastructure, housing the two-story Library, Data Centre, Visual Studio, Discussion Room, Gym, Children's Library, Cafeteria, Medical Ward, Pharmacy, Conference Rooms, Society Room, Goods Store, has been finalized.



New Library Building under construction

Apart from all these, the institute is poised for further expansion of its campus infrastructure to meet its academic growth requirement by way of developing environment-friendly yet state-of-the-art campus buildings and structures.

Sustainability and Green Initiatives

At IIM Kashipur, we have a strong focus on environmental awareness and sustainable living. Our buildings are constructed from eco-friendly and locally sourced materials, we meet most of our energy needs through our roof-top solar panels. All campus buildings are fitted with rooftop solar panels and solar systems.

Water is at the core of sustainable development and is critical for socio-economic development, healthy ecosystems, and human survival itself. We believe that it is vital to make the best utilization of water resources hence we are putting all efforts towards the best utilization of water resources available and water conservation. We are working towards harvesting every raindrop that falls on the campus. We have recharged several wells, and construction of a sewage treatment plant is underway.

The Institute is also concerned about green campus development and has taken several initiatives to improve green coverage, including tree plantation and other horticulture initiatives for the development of flora and fauna.



New HVAC Plant under construction



Amphitheatre

The lush green campus of IIM Kashipur is home to a variety of flora and fauna. We have a beautiful lake on the campus surrounded by thin jungles and trees—big and small. The lake is home to around 30 bird species. A nature walk on campus is sure to excite, fascinate, and inspire its inhabitants.



Kedartal

We also have several gardens on the campus wherein several species of flowers and local vegetables are cultivated regularly. Big trees, flowering shrubs, and blooming roses are testimony to the skill and devotion of gardeners.



Main Academic Block

In addition, we are also concerned about solid waste management and have started taking concrete efforts towards fertilizing the waste wherein all types of waste generated on campus will be segregated and recycled.

Career

Details of Special Recruitment Drive for Faculty and Non-Faculty Positions (if any)

The institute issued 23 offer letters for faculty and 7 offer letters for non-faculty under Special Recruitment Drive / Mission Mode Recruitments.

Appointments of the officers and faculty members of the institute under sec 26 (1) (e)

Details of Teaching Staff

Total staff as of 31st March 2023: 45

Joining of new faculty in FY 2022–23

M I d	Cdrif nì shm
Prof. Deepak Verma	Assistant Professor (Grade II)
Prof. Gyasuddin Ansari	Assistant Professor (Grade II)
Prof. Gautam Pal	Assistant Professor (Grade II)
Prof. Anamika Kumar Kulbhaskar	Assistant Professor (Grade II)

Details of Non-teaching Staff

The total staff as of 31st March 2023: 41

Joining of new staff in FY 2022–23

M I d	Cdrif nì shm
Ms. Jaya Rawat	Assistant Library and Information Science Executive
Mr. Saurabh Pathak	Junior Engineer (Civil)
Mr. Ram Mohan Gupta	Administrative Executive
Mr. Nipun Garg	Administrative Assistant
Mr. Vijay Pandey	Administrative Assistant
Mr. Amit Pratap Singh	Administrative Executive

Particulars of employees, whether any such employee is a relative of any member of the board or academic council of the institute and, if so, the name of such member, and such other particulars as may be determined by the board under section 26 (3)

The information under section 26 (3) of the IIM Act 2017, read with Institute (Particulars of Employee) may be taken as nil.

Particulars of Reservation, Qualification and Adverse Remark under Section 26 (4)

the information under sec26(4) of IIM Act 2018, read with institute (reservation, qualification and adverse remark contained in auditors report) may be taken as nil.

Particulars of amount, if any, which is proposed to carry to any surplus reserve in the balance sheet under Section 26 (1) (b)

For Financial Year 2022–23, a Surplus of Rs. 21.15 Crores for FY 2022–23 carried to the Balance Sheet.

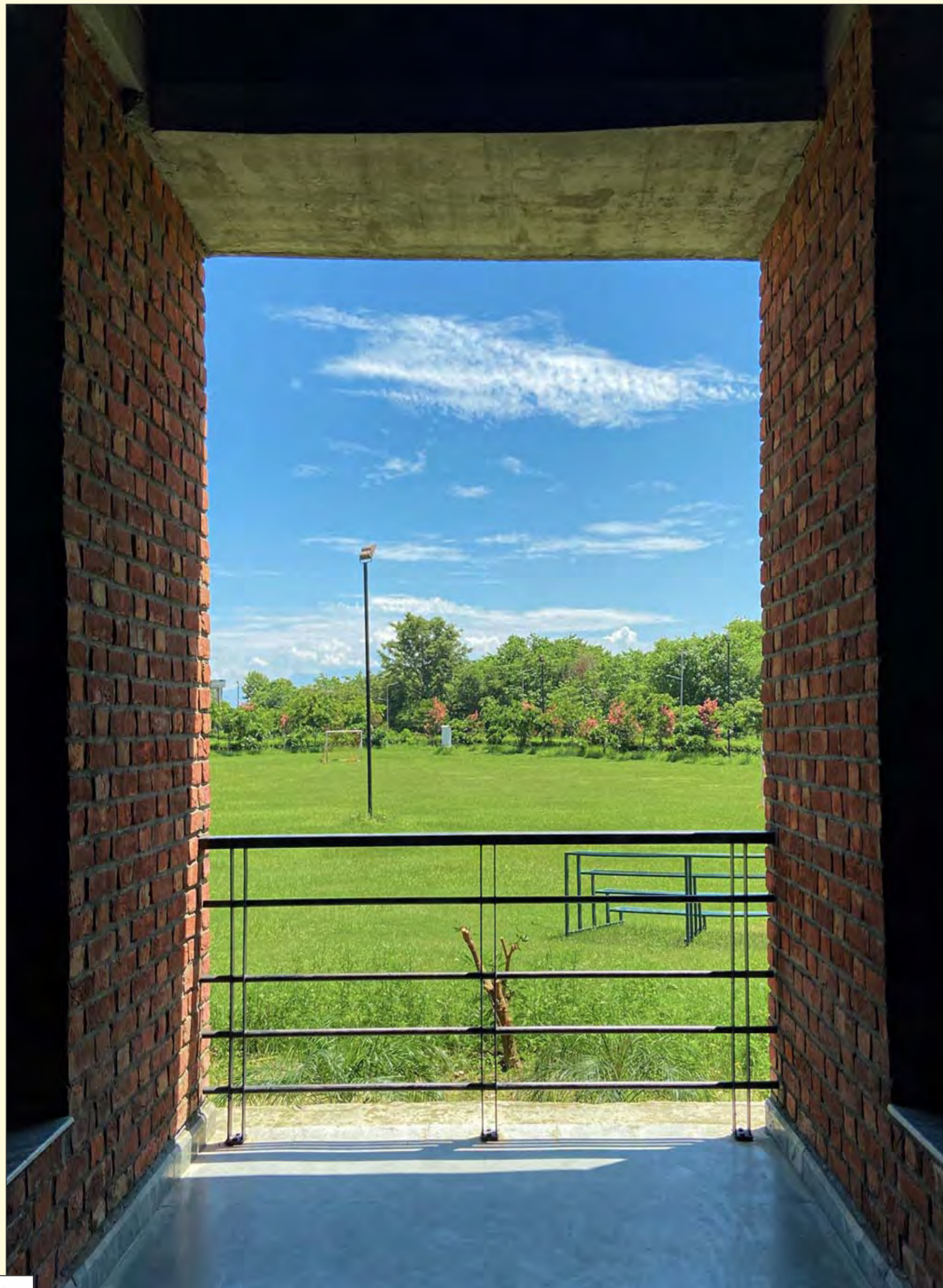
Auditors remark towards understatement or overstatement of income or expenditure under section 26 (1) (c)

For the Financial Year 2021–22, there is no such observation from the auditors toward understatement or overstatement of Income or expenditure.

Names of the five officers, including faculty members and other employees of the institute, who received the highest remuneration (including allowances and other payments made to such employees) Section 26 (2)

The name of faculty / employee of the Institute who has received the highest remuneration during the Financial Year 2022–23 are as follows.

Faculty / Staff	Earnings	Salary and Variable Pay
Prof. Kulbhushan Balooni	Director	82,02,975
Prof. Dilip Kumar	Associate Professor	77,61,509
Prof. Kunal Kanti Ganguly	Professor	69,70,338
Prof. Safal Batra	Associate Professor	62,46,399
Prof. Somnath Chakrabarti	Professor	59,08,136



Audit Report & Balance Sheet



BRANCH: DIRECTOR GENERAL OF AUDIT (CENTRAL),
LUCKNOW AT PRAYAGRAJ



Ltr No: Central Expenditure/2023-2024/DIS-1132009
Date: 20 Sep 2023

To,

1 Secretary, Department of Higher Education, Ministry of Education, Shastri Bhawan, New Delhi-110001

Subject: Issue of Separate Audit Report: PR-66276 on the Accounts of Indian Institute of Management Kashipur for the year 2022-23

Sir/Madam,

इस पत्र के माध्यम से भारतीय प्रबंधन संस्थान काशीपुर, उत्तराखंड के वर्ष 2022-23 के लेखों पर पृथक लेखा परीक्षा प्रतिवेदन (अंग्रेजी) अग्रसारित किया जा रहा है।

2. कृपया सुनिश्चित करें की पृथक लेखापरीक्षा प्रतिवेदन एवं सम्बंधित लेखे संसद के दोनों सदनों के सम्मुख प्रस्तुत हुए।

3. कृपया पृथक लेखापरीक्षा प्रतिवेदन एवं लेखो को संसद के दोनों सदनों के समक्ष अंतिम रूप से प्रस्तुत करने की तिथि भारत के नियंत्रक एवं महालेखापरीक्षक के साथ साथ इस कार्यालय को भी सूचित करने का कष्ट करें।

संलग्नक उपर्युक्तानुसार।

भवदीय,

हो/-
प्रधान निदेशक लेखापरीक्षा (केंद्रीय)

Letter No. DIS-1132009 Dated 20.09.2023

वर्ष 2022-23 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति निदेशक, भारतीय प्रबंधन संस्थान काशीपुर, उत्तराखंड को आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए : "प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।" हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

Yours faithfully,

Jayakar Babu
Deputy Director



PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/385066/2023

Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of Indian Institute of Management, Kashipur for the year ended on 31st March 2023

We have audited the attached Balance Sheet of Indian Institute of Management, Kashipur (Institute) as at 31 March 2023 and Income & Expenditure Account and Receipts & Payment Account for the year ended on that date under Section 19(2) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Services) Act, 1971 read with Section 23(3) of the Indian Institutes of Management Act, 2017. These financial statements are the responsibility of the Institute's Management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This separate Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on financial transactions with regard to compliance with the Law, Rules & regulations (Propriety and Regularity) and efficiency-cum-performance aspects, etc., if any are reported through Inspection Reports/CAG's Audit Reports separately.

3. We have conducted our audit in accordance with the auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining, on test basis, evidences supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- The Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by this report have been drawn up in the format of Financial Statements for Central Higher Educational Institutions (format) prescribed by Department of Higher Education, Ministry of Human Resource Development, Government of India; and

PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/385066/2023

(iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Indian Institute of Management, Kashipur as required under Section 23 (1) of the Indian Institutes of Management Act, 2017 in so far as it appears from our examination of such books.

(iv) We further report that:

(A) Income & Expenditure Account

Repairs & Maintenance (Schedule-19) Rs. 1.21 crore

The Institute has shown Rs. 12.81 lakh as 'IT Maintenance (AMC)' under the head Academic Expenses (Schedule-16.7 Research & Development Expenses) instead of Repairs and Maintenance (Schedule-19). This resulted in overstatement of 'Academic Expenses' by Rs. 12.81 lakh and understatement of Repairs and Maintenance by the same amount.

(B) General

(B.1) The Institute has incorrectly prepared Schedule-15A 'Employees Retirement and Terminal Benefits'. As per the format the total figure (A+B+C+D+E) in this sub-schedule will be the figure against 'Retirement and Terminal Benefits' in Staff Payments & Benefits (Establishment Expenses) under Schedule-15. The needs to be rectified.

(B.2) The cost of Student Residential Building of Rs. 54.50 lakh and Faculty Residential Building of Rs. 10.24 crore, which have been completed and handed over in the year 2018 and 2019 respectively are still included in the 'Work in Progress' instead of 'Fixed Assets'. The Institute needs to rectify the entries and incorporate it suitably.

(B.3) The Institute has mis-classified many items¹ of fixed assets into office equipment etc. which do not pertain to the respective heads. The Institute needs to rectify the same.

(C) Grant in Aid

The institute has not received any Grant-in-Aid during the year 2022-23.

¹ Projector, Camera, Water tank, Fire equipment, Cooler, RO water purifier, Refrigerator, Cycle Stand, Air conditioner, Lawn Mower, Grass cutter, Washing Machine, Sport Equipment, Microwave, Microphone, Submersible pump, Speaker, DG Set, Gym Equipment, Bio Gas Plant

PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/385066/2023

(D) Management letter: Deficiencies which have not been included in the Audit Report have been brought to the notice of the through a management letter issued separately for remedial/corrective action.

(v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet, Income & Expenditure Account and Receipt & Payment Account dealt with by this report are in agreement with the books of accounts.

(vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts and subject to the significant matters stated above and other matters mentioned in Annexure to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India.

(a) *In so far as it relates to the Balance Sheet, of the state of affairs of the Indian Institute of Management, Kashipur as at 31 March 2023; and*

(b) *In so far as it relates to Income & Expenditure Account of the 'surplus' for the year ended on that date.*

For and on behalf of the C&AG of India

Signed by Sanjay Kumar
Date: 13-09-2023 15:36:16
Reason: Approved

Date:

Place: Lucknow

Principal Director of Audit (Central)

PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/385066/2023

Annexure

1. Adequacy of Internal Audit System

The Internal Audit of the Institute has been conducted for the year 2022-23 by a Chartered Accountant firm.

2. Adequacy of Internal Control System

The inadequacy of Internal Control System in the Institute is characterised by the following deficiencies:

- Non-filling of six teaching and 29 non-teaching post lying vacant against 52 teaching and 74 non-teaching posts, respectively.
- Non-updation of 44 gifted books in the accession register.
- Non-maintenance of Cash Book by the Institute.

3. System of Physical Verification of fixed assets

Physical verification of fixed assets has been conducted for the year 2022-23.

4. System of Physical Verification of Inventory

Physical verification of Inventory has been conducted for the year 2022-23.

5. Regularity in Payment of statutory dues

The Institute is regular in payment of statutory dues.

Signed by Jayakar Babu
Katikala
Date: 13-09-2023 10:36:50
Reason: Approved
Deputy Director (CE)

PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/385676/2023



कार्यालय प्रधान निदेशक लेखापरीक्षा (केन्द्रीय) लखनऊ
शाखा कार्यालय – प्रयागराज
Office of the Principal Director of Audit (Central) Lucknow
Branch Office – Prayagraj
15-ए, दयानन्द मार्ग, सत्यनिष्ठा भवन, प्रयागराज
15-A, Dayanand Marg, Satyanishtha Bhawan, Prayagraj – 211 001

पत्र संख्या: प्र0नि0ले0प0 (केन्द्रीय)/पू.ले.प./2023-24/

दिनांक: 09.2023

सेवा में,
निदेशक,
भारतीय प्रबन्ध संस्थान,
काशीपुर, उत्तराखण्ड-244713

विषय : Management Letter for corrective measures – reg.

महोदय,

We have audited the Annual Accounts of the Indian Institute of Management Kashipur, Uttarakhand for the year 2022-23 and have issued the Audit Report. Following deficiencies, observed during the course of audit which has not been included in the Separate Audit Report, are being brought to your kind notice for remedial/corrective action:

Part A: Persistent Irregularities

Nil

Part B: Other minor irregularities**General**

The Institute has not bifurcated Horticulture expenses Rs 67.89 lakh (Schedule-17) as labour wages of Rs. 59.40 lakh and other expenses of Rs. 8.49 lakh. This needs to be rectified and incorporated suitably.

भवदीय,

Signed by Sanjay Kumar
Date: 13-09-2023 15:38:23
Reason: Approved

प्रधान निदेशक लेखापरीक्षा (केन्द्रीय)

ANNUAL FINANCIAL STATEMENTS 2022-23



IIM KASHIPUR

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

T. NAGAR & CO.
Chartered Accountants
www.tncindia.org



CA DEEPANSHU AGARWAL
FCA, CS, B.Com
Partner

AUDITOR'S REPORT

In terms of your appointment dated 12.04.2023, we have reviewed the accompanying Balance Sheet of **Indian Institute of Management Kashipur** as at 31st March 2023 and related Income and Expenditure Accounts and Receipts and Payments Account for the year then ended. These Financial Statements are the responsibility of the management of the Institute. Our responsibility is to issue a report on these financial statements based on our review.

We have conducted our review in accordance with the Revised Standard on Review Engagements (SRE) 2400, "Engagements to Review Financial Statements" issued by The Institute of Chartered Accountants of India and the applicable guidelines. Those standards require that we plan and perform the review to obtain reasonable assurance about whether the financial statements are free of material misstatements. The review includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement as also assessing the accounting principle used and significant estimates made by Management, and evaluating the overall presentation of financial statements. We have not performed an audit and accordingly, we do not express an audit opinion.

1. We report that:-

On the basis of our review as stated in the above mentioned letter of appointment and subject to our observation as stated in 'Annexure-A' attached separately to this report, the Financial Statements of the Institute, read together with annexed Significant Accounting Policies and Notes on accounts.

- a. Nothing has come to our attention that causes us to believe that the accompanying financial Statement do not give a true and fair view in accordance with the Financial Reporting Standards.

2. We further report that:

- a. We have obtained all the information and explanation which to the best of our knowledge and belief were necessary for the purpose of our review/ certification of statement of accounts in terms of report under Form 10BB of the Income Tax Act.
- b. The financial statements dealt with by this report are in agreement with the book of accounts maintained at the institute offices.

For T. Nagar & Co.
FRN- 012198C

CA. Deepanshu Agarwal
(Partner)
M. No. 410844
Place: Bareilly
Date: 25/04/2022
UDIN- 23410844BGWASV5191
Encl: Annexure A

INDIA

Head Office : MS-43, Sector-D, Aliganj, Lucknow-226024.
Corresponding Address : 166, Civil Lines, Station Road, Bareilly-243001 (U.P.)
Email: tncbly.99@gmail.com | Mobile No. : 9997302144

Branch Office : Lucknow, Kanpur, Lakhimpur, Faizabad, Gonda, Ghaziabad, Bareilly (U.P.), Bhopal (M.P.) Gurugram (Haryana) Delhi

INTERNATIONAL

Germany : Dietzebergweg 19, Wolfsburg, 50610, Weingarten, Germany - 38442
Australia : 413/16 Aspinall St, Nundah QLD, Australia 4012, Australian Capital, Territory 4012

F. NAGAR & CO.
Chartered Accountants
www.tncindia.org



CA DEEPANSHU AGARWAL
FCA, CS, B.Com
Partner

Annexure-A to Auditor's Reports

In continuance of the auditor's reports of INDIAN INSTITUTE OF MANAGEMENT KASHIPUR, we enclose our finding/ suggestions come over the course of our review for the year ending on 31st March 2023 are as under:-

1. Capitalization of Building:

From review of Financial Statements, it has come to our knowledge that the construction of the Building of the Institute is under progress. But during our visit, it is found that the operations and academic classes are running under buildings which have not yet been handed over by the contractor to the Institute. It has been explained to us that the transfer / hand holding of building has not been done but the operations are running in those fully constructed buildings. The institute is also making expenditures on wear/tear, repair/ maintenance of the building which has been shown as Capital Work in Progress. Management should take the decision to take handover of completed property and should capitalize in books of accounts and start taking depreciation on those assets. It is appreciated that the management has initiated capitalization of assets in the current year and assets amounting to Rs. 15.72 Crs. has been transferred from WIP to Assets.

2. Insurance of Building and assets:

There is no insurance taken by the institute for building and assets of the Institute. We are reporting on the matter from the last two years for the same. It is appreciated that the management has acted in the current year and took the insurance for Library Books, but insurance of other assets should also be taken.

3. Balance of sundry debtor, Other Receivables, Loans, Advance and Deposits, Sundry Creditors & Other current liability are subject to confirmation.



INDIA
Head Office : MS-43, Sector-D, Aliganj, Lucknow-226024.
Corresponding Address : 166, Civil Lines, Station Road, Bareilly-243001 (U.P.)
Email: tncbly99@gmail.com | Mobile No. : 9997302144

Branch Office : Lucknow, Kanpur, Lakhimpur, Faizabad, Gonda, Shazabad, Bareilly (U.P.), Bhopal (M.P.) Gurugram (Haryana) Delhi (Delhi), Bhubaneswar (Orisa), Kolkata (W.B.), Dehradun (Uttarakhand), Mumbai (Maharashtra), Jaipur (Rajasthan)

INTERNATIONAL
Germany : Dietzebergweg 19, Wolfsburg, Suelfeld, Weingarten, Germany - 38442
Australia : 413/16 Aspinall St, Nundah QLD, Austrilia 4012, Australian Capital, Territory 4012

Annexure -I

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for IITs/ISER/NITHE/ISER/NIT/IIIT - in 4-tier structure* (All figures are in Rupees)

Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.		Professor	
	6000	7000	8000	9000**	9500	10000	10500	HAG
6 th PC Pay Band	PB3 15600-39100		PB4 37400-67000		67000-79000			
Grade Pay - IIT etc.	2,67	2,67	2,67	2,67	2,67	2,72	2,72	2,72
Index of Rationalisation	2160	2579	3800	4920	5230	5300	5850	6700
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	15
Cell No.	57700	68900	101500	131400	139600	144200	159100	182200
1	59400	71000	104500	135300	143800	148500	163900	187700
2	61200	73100	107600	139400	148100	153000	168800	193300
3	63000	75300	110800	143600	152500	157600	173900	199100
4	64900	77600	114100	147900	157100	162300	179100	205100
5	66800	79900	117500	152300	161800	167200	184500	211300
6	68800	82300	121000	156900	166700	172200	190000	217600
7	70900	84800	124600	161600	171700	177400	195700	224100
8	73000	87300	128300	166400	176900	182700	201600	
9	75200	89900	132100	171400	182200	188200	207600	
10	77500	92600	136100	176500	187700	193800	213800	
11	79800	95400	140200	181800	193300	199600	220200	
12	82200	98300	144400	187300	199100	205600		
13	84700	101200	148700	192900	205100	211800		
14	87200	104200	153200	198700	211300			
15	89800	107300	157800	204700				
16	92500	110500	162500					
17	95300	113800	167400					
18	98200	117200						
19								

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR

Kundeswari, Kashipur, Uttarakhand-244713
(Registered under IIM Act 2017)
Balance Sheet as at 31st March 2023

Particulars	Schedule	Current Year Ending 31.03.2023	Previous Year ending 31.03.2022
SOURCES OF FUNDS			
CORPUS/CAPITAL FUND	1		
Corpus Fund		1,469,595,671	1,495,962,729
Capital Fund		3,519,930,547	3,335,532,380
		4,989,526,218	4,831,495,109
DESIGNATED/EARMARKED/ENDOWMENT FUNDS	2	371,387,885	292,736,297
CURRENT LIABILITIES & PROVISIONS	3	164,222,294	154,797,157
TOTAL		5,525,136,397	5,279,028,563
APPLICATION OF FUNDS			
FIXED ASSETS	4		
Tangible Assets		560,046,621	429,581,961
Capital Work-In-Progress		2,936,716,330	2,887,342,425
Intangible Assets		23,167,596	18,607,994
FIXED ASSETS (Net Block)		3,519,930,546	3,335,532,380
INVESTMENTS OF EARMARKED/ENDOWMENT FUNDS	5	298,282,414	237,069,781
INVESTMENTS - OTHERS	6	1,188,220,000	1,348,900,000
CURRENT ASSETS	7	47,716,187	171,210,114
LOANS, ADVANCES & DEPOSITS	8	470,987,251	186,316,288
TOTAL		5,525,136,397	5,279,028,563

Significant Accounting Policies 23
Contingent Liabilities and Notes to Accounts 24
Schedule 1 to 24 form an integral part of the Financial Statements.

Place: Kashipur
Date: 25.4.2023

For T. Nagar and Co.
Chartered Accountants

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

(Prof. Kulbhusan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR
Kundeswari, Kashipur, Uttarakhand-244713
Income And Expenditure Account For The Year Ending 31st March 2023

PARTICULARS	Schedule	Current Year Ending 31.03.2023		Previous Year ending 31.03.2022	
1. INCOME					
1.1 Academic Receipts	9		677,110,539		553,258,799
MBA Income	9.1	525,364,677		507,064,140	
EMBA Income	9.2	38,872,974		24,203,014	
FFPM Income	9.3	2,474,000		2,964,000	
MDP- Income	9.4	37,469,500		18,397,560	
Consultancy Income	9.5	651,500		323,063	
FPM Receipts	9.6	280,000		307,022	
EMBAA Income	9.7	71,997,888			
1.2 Other Income			103,551,524		116,657,308
Grants & Donations	10	-		-	
Income from Investments	11	80,465,201		78,697,023	
Interest Earned	12	7,678,226		16,871,577	
Other Incomes & Recoveries	13	2,782,882		1,961,789	
Prior Period Income(CAT Share)	14	12,625,215		19,126,919	
TOTAL INCOME (A)			780,662,062		669,916,107
2. EXPENDITURE					
2.1 Staff Payments & Benefits	15		182,265,649		166,377,060
2.2 Academic Expenses	16		259,415,739		199,810,036
MBA Expenses	16.1	145,538,248		132,062,982	
EMBA Expenses	16.2	11,977,473		10,333,012	
FFPM Expenses	16.3	128		66,488	
MDP Expenses	16.4	16,629,245		9,090,737	
Consulting Expenses	16.5	456,050		210,000	
FPM Expenses	16.6	27,525,482		23,884,348	
Research & Development	16.7	26,377,792		24,162,469	
EMBAA Expenses	16.8	30,911,321			
2.3 Administrative and General Expenses	17		52,798,370		40,653,016
2.4 Transportation Expenses	18		2,181,262		1,975,379
2.5 Repairs & Maintenance	19		12,077,952		10,054,074
2.6 Finance Cost	20		14,954		56,843
2.7 Depreciation	4		53,454,253		47,885,913
2.8 Other Expenditure	21		-		-
2.9 Prior Period Expenditure	22		6,968,521		21,744,496
TOTAL EXPENDITURE (B)			569,176,700		488,556,817
Excess of Income over Expenditure			211,485,363		181,359,290
Total			780,662,062		669,916,107

Significant Accounting Policies 23
Contingent Liabilities and notes to Accounts 24

Schedule 1 to 24 form an integral part of Financial Statements.

Place: Kashipur
Date: 25.04.2023

For T. Nagar and Co.
Chartered Accountants

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

(Prof. Kulbhusan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

Schedule -1 Corpus / Capital Funds		
PARTICULARS	2022-23	2021-22
1 Corpus Fund		
Opening Balance	1,495,962,728	1,470,417,622
Add: Transfer of Alumni Fund and Student Welfare Fund	-	14,263,675
Add: Transferred from I & E Account	211,485,363	181,359,290
Less: Payment of liability for Liquidity Damages to contractor	-	60,484,931
Less: Utilized for Capital Expenditure	237,852,419	109,592,928
Total (1)	1,469,595,671	1,495,962,728
2 Capital Fund		
2.1 Building Fund		
Opening Balance	3,200,232,760	3,140,292,118
Add: Allocation from Govt. Grant/Surplus for Capital expenditure	183,758,458	66,566,703
Less: Transferred to Depreciation Fund	6,655,163	6,626,062
Sub Total (2.1)	3,377,336,055	3,200,232,760
2.2 General Assets Fund		
Opening Balance	135,299,620	133,319,124
Add: Allocation from Govt. Grant/Surplus for Capital expenditure	54,093,962	43,240,347
Less: Transferred to Depreciation Fund	46,799,090	41,259,851
Sub Total (2.2)	142,594,492	135,299,620
Total (2)	3,519,930,547	3,335,532,380
Grand Total (1+2)	4,989,526,218	4,831,495,108
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO	

PARTICULARS	FUND WISE BREAK UP					TOTAL	
	Staff Welfare Fund	Depreciation Fund	Leave Encashment fund	Group Gratuity Fund	MDP Development Fund	CURRENT YEAR	PREVIOUS YEAR
A							
a) Opening Balance	3,883,173	213,192,091	36,613,743	29,856,038	9,191,252	292,736,297	234,090,980
b) Additions during the year	1,361,277	53,454,253	5,036,650	1,400,408	1,192,383	62,444,971	62,863,995
c) Income from Investments of Funds	100,801	3,391,667	2,652,563	2,085,632	335,665	8,566,328	2,576,873
d) Accrued Interest on Investments/ Advances	113,570	10,302,728	-	-	188,449	10,604,747	9,903,659
e) Interest on Savings Bank a/c	-	-	-	-	-	-	-
f) Others Additions (specify nature)	-	-	-	-	-	-	-
TOTAL (A)	5,458,821	280,340,739	44,302,956	33,342,078	10,907,749	374,352,343	309,435,507
B							
Utilisation/ Expenditure towards objectives of Funds							
i. Capital Expenditure (Adjustment)							91,130
ii. Revenue Expenditure (Adjustment)	1,003,972		520,323	742,297	697,866	1,960,486	15,326,437
TOTAL (B)	1,003,972	-	520,323	742,297	697,866	1,960,486	15,417,567
CLOSING BALANCE AT THE YEAR END (A-B)	4,454,849	280,340,739	43,782,633	32,599,781	10,209,883	371,387,885	292,736,297
Represented by							
Cash And Bank Balances	2,341,279	583,758	-	-	6,121,434	9,046,471	-
Investments	2,000,000	216,000,000	43,782,633	32,599,780	3,900,000	298,282,413	237,069,781
Interest Accrued but not due	113,570	10,302,728	-	-	188,449	10,604,747	9,903,659
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO						

Schedule-2A
ENDOWMENT FUNDS

1. Sl No	2. Name of the Endowment	Opening Balance		Additions during the year		Total		Expenditure on the object during the year 9	Closing Balance		Total (10+11)
		3. Endowment	4. Accumulated Interest	5. Endowment	6. Interest	7. Endowment (3+5)	8. Accumulated Interest (4+6)		10. Endowment	11. Accumulated Interest	
1	Staff Welfare Fund	3,883,173	-	1,361,277	214,371	5,244,450	214,371	1,003,972	4,240,478	214,371	4,454,849
2	Depreciation Fund	213,192,091	-	53,454,253	13,694,395	266,646,344	13,694,395	-	266,646,344	13,694,395	280,340,739
3	Leave Encashment fund	36,613,743	-	5,036,650	2,652,563	41,650,393	2,652,563	520,323	41,130,070	2,652,563	43,782,633
4	Group Gratuity Fund	29,856,038	-	1,400,408	2,085,632	31,256,446	2,085,632	742,297	30,514,149	2,085,632	32,599,781
5	MDP Development Fund	9,191,252	-	1,192,383	524,114	10,383,635	524,114	697,866	9,685,769	524,114	10,209,883
Total		292,736,297	-	62,444,971	19,171,075	355,181,268	19,171,075	2,964,458	352,216,810	19,171,075	371,387,885

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Schedule -3 CURRENT LIABILITIES & PROVISIONS		
PARTICULARS	2022-23	2021-22
A. CURRENT LIABILITIES		
1. Deposits from Staff	444,387	571,152
2. Deposits from Students	23,329,654	21,592,254
3. Sundry Creditors		
a) For Goods & Services	6,445,201	-
4. Deposits from Others		
a) Securities & EMDs	7,004,990	12,840,442
5. Statutory Liabilities		
a) Statutory Liabilities((TDS, GST, LABOUR CESS, NPS)	7,991,613	6,626,034
6. Other Current Liabilities		
a) Consultancy Projects	1,487,262	2,300,527
b) Management Development Programme	27,505,393	20,041,998
c) Receipts Against Sponsored Fellowships & Scholarships (Sch-3b)	-	-
d) Unutilised Grants (Sch-3C)	-	-
e) Research Projects	1,861,949	1,951,467
g) Other Party receipts	-	1,857,644
h) Other Liabilities	1,993,537	1,871,007
i) Against Project	-	-
j) SGS BG Encashment & Others	8,500,000	8,500,000
k) SPCPL	-	5,196,482
m) Against EMBA Analytics	8,626,000	13,400,000
n) Against EMBA Fee	4,480,000	3,335,000
o) BG Encashment Arcop Ltd	-	9,537,000
TOTAL (A)	99669985	109,621,007
B. PROVISIONS		
a) For Salary	1,227,194	-
b) Provisions for the Year	63,325,115	45,176,150
TOTAL (B)	64,552,309	45,176,150
TOTAL (A+B)	164,222,294	154,797,157
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SCHEDULE-3(A) SPONSORED PROJECTS & OTHER PROGRAM

1. Sr No	2. Name of the project	Opening Balance as on 01.4.2022		5. Receipts/ Recoveries during the year	6. Total	7. Expenditure during the Year	Closing Balance as on 31.3.2023	
		3. Credit	4. Debit				8. Credit	9. Debit
	Consultancy Projects	90,910			90,910	-	90,910	-
1	2018-19/SRC/T1 Warehouse Design and Management				65,205		65,205	
2	20603K UPHSSP-Consultancy Income	65,205			264,540	63,731	200,809	
3	20603Y-Indo Canadian Collaborative Research Grant	202,002		62,538	100,000		100,000	
4	Consultancy FRC	100,000			150,000		150,000	
5	Consultancy Goa Institute of Management	-		150,000	40,000		40,000	
6	Consultancy Project IIM Ahmedabad	40,000			200,000		200,000	
7	Mussoorie Dehradun Development Auth. (MDDA)	200,000			105,338	85,000	20,338	
8	MIM Programme of Department of Design	-		105,338	500,000		500,000	
9	Study Related to Climate Change Impacts	500,000			120,000		120,000	
10	Warehouse Design and Management - IIM Ahmedabad	75,000		45,000	-1,792,139		38,496	1,830,635
	Funded Research Projects	38,496	1,830,635		3,328,608	524,302	2,804,306	
10	20603 E World Bank Phase 1-EAI				543,033		543,033	
11	2018-19-P11 DIC , IIT Roorkee	3,164,339		164,269	246,789		246,789	
12	20602B - Financial Inclusion Under MGNREGA (NIRD)	543,033			42,480		42,480	
13	20603-C Water Conservation & Rejuvenation (NIRD)	246,789			17,480		17,480	
14	Centre Development Fund DIC	-		42,480	4,022,244	673,033	5,179,846	1,830,635
15	Research Study on Impact of Covid 19 on Uttarakhand Tourism and Solution	17,480						
	TOTAL	5,283,254	1,830,635	569,625				

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SCHEDULE-3(b) SPONSORED FELLOWSHIP AND SCHOLARSHIPS							
S.N	2. Name of the Sponsor	Opening Balance as on 01.04.22		Transaction during the year		Closing Balance as on 31.03.23	
		CR	DR	CR	DR	CR	DR
1	Ministry of Tribal Affairs	-	-	4,625,000	4,625,000	-	-
2	Ministry of Social Justice	-	-	449,360	449,360	-	-
3	State of Maharashtra	-	-	-	-	-	-
4	State of Kerala	-	-	-	-	-	-
5	Rajshri Sahu Maharaj	-	-	-	-	-	-
6	Other Scholarships	-	-	1,100,000	1,100,000	-	-
	TOTAL	-	-	6,174,360	6,174,360	-	-

SCHEDULE-3 (c) UNUTILISED GRANTS FROM GOVERNMENT OF INDIA		
PARTICULARS	2022-23	2021-22
Plan Grant from Government of India		
Balance B/F	-	-
Add: receipts during the year		
GIA- Capital creation	-	-
GIA-Salary	-	-
GIA-General	-	-
Total(a)	-	-
Less: Refunds	-	-
Less: Utilized for Revenue Expenditure	-	-
a) Salary	-	-
b) General	-	-
Less: Utilized for Capital Expenditure:	-	-
a) Fixed Assets	-	-
b) WIP	-	-
Total(b)	-	-
UNUTILIZED GRANT (a)-(b)	-	-

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SCHEDULE 4

S. No	Assets Heads	Fixed Assets Schedule (IIM KASHIPUR) for 2022-23						Depreciation Block				Net Block	
		Rate pa (SLM)	Opening As on 01.04.2022	Additions During the Year	Adj./Written Off (Due to Dep. Method Change)	Closing As on 31.03.23	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep. Method Change)	Total Depreciation	As on 31.03.23	As on 31.3.2022	
1	Tangible Assets	2	3	4	6	7	8	9	10	11	12	13	
A	Tangible Assets												
1	Land (Free Hold)	0.00%	-	-	-	-	-	-	-	-	-	-	
2	Buildings	2.00%	101,481,835	134,384,553.00	-	235,866,388	9,031,520	2,789,639	-	11,821,159	224,045,229	92,450,315	
3	Road & Bridges Including Footpath	2.00%	229,821,258	-	-	229,821,258	9,381,238	3,865,523	-	13,246,761	216,574,497	220,440,020	
4	Office Equipment	7.50%	62,707,014	2,129,749.00	-	64,836,763	24,250,825	4,862,757	-	29,113,582	35,723,181	38,456,189	
5	Computer & Peripherals	20.00%	39,255,659	9,971,717.00	-	49,227,376	28,077,344	5,866,640	-	33,943,983	15,283,393	11,178,316	
6	Furniture, Fixture & Fittings	7.50%	79,917,603	8,773,291.00	-	88,690,894	27,534,233	6,651,817	-	34,186,050	54,504,844	52,383,370	
7	Vehicles	10.00%	6,294,844	1,139,266.00	-	7,434,110	1,040,192	742,811	-	1,783,003	5,651,107	5,254,652	
8	Lib. Books & Journals	10.00%	33,411,805	1,316,211.93	-	34,728,017	23,992,706	2,470,941	-	26,463,647	8,264,370	9,419,099	
9	Small Value Assets	100.00%	501,345	467,905.00	-	969,250	501,345	467,905	-	969,250	-	-	
	Total (A)		553,391,364	158,182,693	-	711,574,057	123,809,403	27,718,034	-	151,527,436	560,046,621	429,581,961	
B	Capital Work in Progress		-	-	-	-	-	-	-	-	-	-	
10	Construction of Building	0%	2,887,342,425	206,577,743	157,203,838	2,936,716,330	-	-	-	-	2,936,716,330	2,887,342,425	
	Total(B)		2,887,342,425	206,577,743	157,203,838	2,936,716,330	-	-	-	-	2,936,716,330	2,887,342,425	
C	INTANGIBLE ASSETS												
11	Computer Software	40%	3,772,081	2,656,074	-	6,428,155	2,929,499	1,103,585	-	4,033,083	2,395,072	842,582	
12	E-Journals/ Web Developments	40%	79,211,735	27,639,747	-	106,851,482	61,446,324	24,632,635	0	86,078,958	20,772,524	17,765,411	
	Total (C)		82,983,816	30,295,821	-	113,279,637	64,375,822	25,736,219	0	90,112,041	23,167,596	18,607,994	
	Grand Total (A+B+C)		3,523,717,605	395,056,257	157,203,838	3,761,570,024	188,185,225	53,454,253	-	241,639,478	3,519,930,546	3,335,532,380	

(CA. (Dr.) Madhukar Goyal)
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(CA. Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4A-Plan

S. No	Assets Heads	Fixed Assets Schedule (IIM KASHIPUR) for 2022-23						Depreciation Block				Net Block	
		Rate pa (SLM)	Opening As on 01.04.2022	Additions During the Year	Adj./Written Off (Due to Dep. Method Change)	Closing As on 31.03.23	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep. Method Change)	Total Depreciation	As on 31.03.23	As on 31.3.2022	
1	Tangible Assets	2	3	4	6	7	8	9	10	11	12	13	
A	Tangible Assets												
1	Land (Free Hold)	0.00%	-	-	-	-	-	-	-	-	-	-	
2	Buildings	2.00%	101,481,835	134,384,553	-	235,866,388	9,031,520	2,789,639	-	11,821,159	224,045,229	92,450,315	
3	Road & Bridges Including Footpath	2.00%	229,821,258	-	-	229,821,258	9,381,238	3,865,523	-	13,246,761	216,574,497	220,440,020	
4	Office Equipment	7.50%	62,707,014	2,129,749	-	64,836,763	24,250,825	4,862,757	-	29,113,582	35,723,181	38,456,189	
5	Computer & Peripherals	20.00%	39,255,659	9,971,717	-	49,227,376	28,077,344	5,866,640	-	33,943,983	15,283,393	11,178,316	
6	Furniture, Fixture & Fittings	7.50%	79,917,603	8,773,291	-	88,690,894	27,534,233	6,651,817	-	34,186,050	54,504,844	52,383,370	
7	Vehicles	10.00%	6,294,844	1,139,266	-	7,434,110	1,040,192	742,811	-	1,783,003	5,651,107	5,254,652	
8	Lib. Books & Journals	10.00%	33,411,805	1,316,212	-	34,728,017	23,992,706	2,470,941	-	26,463,647	8,264,370	9,419,099	
9	Small Value Assets	100.00%	501,345	467,905	-	969,250	501,345	467,905	-	969,250	-	-	
	Total (A)		553,391,364	158,182,693	-	711,574,057	123,809,403	27,718,034	-	151,527,436	560,046,621	429,581,961	
B	Capital Work in Progress		-	-	-	-	-	-	-	-	-	-	
10	Construction of Building	0%	2,887,342,425	206,577,743	157,203,838	2,936,716,330	-	-	-	-	2,936,716,330	2,887,342,425	
	Total(B)		2,887,342,425	206,577,743	157,203,838	2,936,716,330	-	-	-	-	2,936,716,330	2,887,342,425	
C	INTANGIBLE ASSETS												
11	Computer Software	40%	3,772,081	2,656,074	-	6,428,155	2,929,499	1,103,585	-	4,033,083	2,395,072	842,582	
12	E-Journals/ Web Developments	40%	79,211,735	27,639,747	-	106,851,482	61,446,324	24,632,635	0	86,078,958	20,772,524	17,765,411	
	Total (C)		82,983,816	30,295,821	-	113,279,637	64,375,822	25,736,219	0	90,112,041	23,167,596	18,607,994	
	Grand Total (A+B+C)		3,523,717,605	395,056,257	157,203,838	3,761,570,024	188,185,225	53,454,253	-	241,639,478	3,519,930,546	3,335,532,380	

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SCHEDULE 4B- Non- Plan

Fixed Assets Schedule (IIM KASHIPUR) for 2022-23												
S. No	Assets Heads	Gross Block				Depreciation Block				Net Block		
		Rate pa (SUM)	Opening As on 01.04.2022	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.23	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.23	As on 31.3.2022
1		2	3	4	6	7	8	9	10	11	12	13
A	Tangible Assets											
1	Land (Free Hold)											
2	Buildings											
3	Road & Bridges Including Footpath etc.											
4	Office Equipment											
5	Computer & Peripherals											
6	Furniture, Fixture & Fittings											
7	Vehicles											
8	Lib. Books & Journals											
9	Small Value Assets											
	Total (A)											
B	Capital Work in Progress											
10	Construction of Building											
	Total (B)											
NOT APPLICABLE												
C	INTANGIBLE ASSETS											
	Opening As on 01.04.2022											
	Additions During the Year											
	Adj./Written Off (Due to Dep.Method Change)											
	Closing As on 31.03.23											
	Dep Opening Balance											
	Depreciation for the year											
	Adj./Written Off (Due to Dep.Method Change)											
	Total Depreciation											
11	Computer Software											
12	E-Journals/ Web Developments											
	Total (C)											
NOT APPLICABLE												
Grand Total (A+B+C)												

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SCHEDULE 4C

Fixed Assets Schedule (IIM KASHIPUR) for 2022-23												
S. No	Assets Heads	Gross Block				Depreciation Block				Net Block		
		Rate pa (SUM)	Opening As on 01.04.2022	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.23	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.23	As on 31.3.2022
1		2	3	4	6	7	8	9	10	11	12	13
C	INTANGIBLE ASSETS											
	Opening As on 01.04.2022											
	Additions During the Year											
	Adj./Written Off (Due to Dep.Method Change)											
	Closing As on 31.03.23											
	Dep Opening Balance											
	Depreciation for the year											
	Adj./Written Off (Due to Dep.Method Change)											
	Total Depreciation											
1	Computer Software	40%	3,772,081	2,656,074	-	6,428,155	2,929,499	1,103,585	-	4,033,083	2,395,072	842,582
2	E-Journals/ Web Developments	40%	79,211,735	27,639,747	-	106,851,482	61,446,324	24,632,635	-	86,078,958	20,772,524	17,765,411
Total (C)			82,983,816	30,295,821	-	113,279,637	64,375,822	25,736,219	-	90,112,041	23,167,596	18,607,994

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SCHEDULE 4 (c) (i) - PATENTS AND COPYRIGHTS

Particulars		Op. Balance	Additions	Gross	Amortizations	Net Block 20.....	Net Block 20.....
A Patents Granted							
1	Balance as on 31.03.14 of patents obtained in 2008-09						
2	Balance as on 31.03.14 of patents obtained in 2010-11						
3	Balance as on 31.03.14 of patents obtained in 2012-13						
4	Patents during the Current Year						
Total (A)							
NOT APPLICABLE							
B Patents Pending in respect of patents applied for							
1	Expenditure incurred during 2009-10 and 2011-12						
2	Expenditure incurred during 2012-13						
3	Expenditure incurred during 2013-14						
Total (B)							
Grand Total (A+B)							
NOT APPLICABLE							

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SCHEDULE 4 D - OTHERS

S. No	Assets Heads	Rate per (WDV)	Gross Block		Depreciation Block		Net Block						
			Opening As on 01.04.2022	Additions for more than 180 days	Adj./Written Off	Closing as on	Depreciation for the year	Deductions/A	Total Depreciation	As on	As on		
		2	3	4	5	6	7	8	9	10	11	12	13
1	Tangible Assets												
2	Land (Free Hold)												
3	Buildings												
4	Road & Bridges Including Footpath etc.												
5	Office Equipment												
6	Computer & Peripherals												
7	Furniture, Fixture & Fittings												
8	Vehicles												
9	Lib. Books & Journals												
10	Small Value Assets												
Total (A)													
17	Capital Work in Progress (B)												
Grand Total (A+B)													

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S.A.O. (ACCOUNTS)

(CA.Mirinal Sajwan)
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Schedule -5 - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS		
Funds	2022-23	2021-22
1. Investment Depreciation Fund	216,000,000	158,000,000
2. Investment MDP Development Fund	3,900,000	8,600,000
3. Investment Staff Welfare Fund	2,000,000	4,000,000
4. Investment with LIC (With LIC) (Group Gratuity Fund)	32,599,781	29,856,038
5. Investment with LIC (With LIC) (Leave Encashment)	43,782,633	36,613,743
Total	298,282,414	237,069,781
Schedule -5 (A) - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS (FUND WISE)		
FUNDS	2022-23	2021-22
1. Investment Depreciation Fund - Fixed Deposit with Banks	216,000,000	158,000,000
2. Investment MDP Development Fund - Fixed Deposit with Banks	3,900,000	8,600,000
3. Investment Staff Welfare Fund - Fixed Deposit with Banks	2,000,000	4,000,000
4. Group Gratuity Fund - Investment with LIC	32,599,781	29,856,038
5. Leave Encashment - Investment with LIC	43,782,633	36,613,743
TOTAL	298,282,414	237,069,781
SCHEDULE-6 - INVESTMENTS OTHERS		
	2022-23	2021-22
1. Term Deposits with Banks	1,188,220,000	1,348,900,000
Total	1,188,220,000	1,348,900,000
Schedule 7 - CURRENT ASSETS		
PARTICULARS	2022-23	2021-22
1. Stock in Hand (Stationary & Electrical) Stationery, MDP & Electrical items	2,498,670	2,311,060
2. Sundry Debtors	-	-
More than 6 Months	4,792,983	3,420,343
Less Than 6 Months	1,576,292	3,372,477
3. Cash and Bank balances:		
a) Cash In Hand	-	-
b) With Scheduled Banks:		
PNB A/c (4534000100028306)	7,557,290	33,747,201
PNB A/c (4534000100085897)	2,797	3,982
PNB 4534000100092491(ICSSR Impress 3615)	-	87
PNB 4534000100093027(ICSSR Impress 0877)	86,264	84,006
RBL Bank (309006195247)	99,856	6,868,605
SBI	14,670,694	105,092,597
SBI (World Bank Project)	821,600	799,786
HDFC Bank (50100481655862)	8,557,217	13,185,379
HDFC Bank (50100493650634) DIC	42,784	-
4. Receivables		
Fee Receivable	6,909,750	1,499,501
Other Receivable	99,990	825,090
Total	47,716,187	171,210,114
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Schedule 8 - LOANS, ADVANCES & DEPOSITS		
PARTICULARS	2022-23	2021-22
1. Advances to Employees: (Non - Interest Bearing)		
a) Salary/Festival/Medical Advances	-	-
b) Others (to employees)	682,163	20,000
2. Long Term Advances to Employees: (Interest Bearing)		
a) Home/Vehicle/Other Loans	-	-
3. Advances and Other Amounts Recoverable in Cash or in Kind or for Value to be Received:		
a) On Capital Account	294,621,030	51,015,159
b) To Contractors (Mobilization & Others)	-	20,506,694
c) To Students	-	-
d) Others	3,727,139	6,303,545
4. Prepaid Expenses		
a) Insurance & Others	8,092,976	12,295,455
b) Others	-	-
5. Deposits		
a) Telephone	16,999	16,999
b) Lease Rent	233,439	183,845
c) Electricity	3,954,778	3,954,778
d) Others (Gas)	49,550	49,550
6. Income Accrued:		
a) On Investments - (Interest)	106,522,832	47,404,317
b) Sweep Interest - Accrued	8,291,500	4,647,111
7. Other Receivable:		
a) Grants Recoverable (from MHRD)	-	-
8. Claims Receivable		
a) TDS Receivable	44,725,450	39,849,440
b) Others	69,395	69,395
TOTAL	470,987,251	186,316,288
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO	

Schedule 09 - ACADEMIC RECEIPTS		
PARTICULARS	2022-23	2021-22
Schedule 9.1 M B A Programme Fee		
Books and Course Materials, Convocation & other fees	124,061,000	65,624,000
Hostel fee	40,560,000	84,036,450
Students' Activities/Welfare	3,148,000	6,460,000
Tuition Fees	193,308,500	201,731,625
Computer Fees	15,740,000	24,080,000
Library Fees	-	8,220,000
Placement Fee	3,275,000	6,712,500
Fine & other Fees	2,784,537	3,757,065
Medical Fees	526,000	1,076,000
Admission Fees	6,250,000	6,600,000
MBA Analytics	129,537,280	91,921,500
Total Fee	519,190,317	500,219,140
Scholarships from Others		
Scholarships from Others (received)	6,174,360	6,845,000
Total (9.1)	525,364,677	507,064,140
Schedule 9.2 Executive MBA (EMBA)		
Application Fees	-	-
Course Fee	38,872,974	24,203,014
Total (9.2)	38,872,974	24,203,014
Schedule 9.3 Executive Fellow Programme of Management (EFPM)		
Application Fees	-	-
Tuition Fees	2,310,000	2,920,000
Other Fees	164,000	44,000
Total (9.3)	2,474,000	2,964,000
Schedule 9.4 Management Development Programmes(MDP)		
Open Programmes Fees	-	-
Sponsored Programme Fee	37,469,500	18,397,560
Total (9.4)	37,469,500	18,397,560
Schedule 9.5 Consulting Income		
Consultancy Income	651,500	323,063
Total (9.5)	651,500	323,063
Schedule 9.6 FPM Receipts		
Application/Other Fees	280,000	307,022
Total (9.6)	280,000	307,022
Schedule 9.7 EMBA Analytics (EMBAA)		
Course Fee	71,997,888	-
Total (9.7)	71,997,888	-
Grand Total (9.1 to 9.7)	677,110,539	553,258,799
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO	

Schedule 10 - GRANTS & SUBSIDIES (IRREVOCABLE GRANTS RECEIVED)				
PARTICULARS	Govt. of India	(Rs.)		
		Current Year Total	Previous Year Total	
Balance B/F	-	-	-	
Add: Sanctioned/Received during The Year	-	-	-	
Total	-	-	-	
Less: Utilised for Capital Expenditure (A)	-	-	-	
Balance	-	-	-	
Less: Utilised for Revenue Expenditure (B)	-	-	-	
Transfer to Corpus	-	-	-	
Balance C/F (c)	-	-	-	
Schedule 11 -INCOME FROM INVESTMENTS				
PARTICULARS	Earmarked / Endowment Funds		Other investments	
	CURRENT YEAR	PREVIOUS YEAR	CURRENT YEAR	PREVIOUS YEAR
Investment from Earmarked/ Endowment Fund				
1) Interest on term deposit of funds	8,566,328	2,576,873	80,465,201	78,697,023
2) Interest on Saving Bank Accounts	-	-	-	-
TOTAL	8,566,328	2,576,873	80,465,201	78,697,023
Transferred to Earmarked / Endowment Funds/I/E A/c	8,566,328	2,576,873	80,465,201	78,697,023
Balance	-	-	-	-
Schedule 12 -INTEREST EARNED				
PARTICULARS	(Rs.)			
	CURRENT YEAR	PREVIOUS YEAR		
1. On savings accounts with scheduled banks	7,215,697	13,505,975		
2. On debtors and other receivables	462,529	3,365,602		
TOTAL	7,678,226	16,871,577		
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO			

Schedule 13 - OTHER INCOME & RECOVERIES		
PARTICULARS	2022-23	2021-22
A. Income from Land & Building		
1. Rental	1,269,632	1,205,774
2. Licence Fee	662,400	658,843
3. Staff Car Recoveries	8,400	4,900
4. Hire Charges of Auditorium/ Play Ground/ Convention Centre, Etc.	-	-
Total	1,940,432	1,869,517
B. Sale of Institute's Publications	-	-
C. Income from Holding Events	-	-
Total	-	-
D. Others		
1. RTI fees	-	70
2. Sale of application from (recruitment)	-	-
3. Misc. Receipts (Tender Processing Fee etc.)	28,780	25,800
4. Fine for late deposit of library books	20,894	54,701
5. Misc Income	244,056	11,701
6. Interest on I.T. refund	548,720	-
Total	842,450	92,272
GRAND TOTAL (A+B+C+D)	2,782,882	1,961,789
SCHEDULE-14 PRIOR PERIOD INCOME		
Particulars	2022-23	2021-22
1. CAT Share	9,989,551	19,126,919
2. Other	2,635,664	-
Total	12,625,215	19,126,919
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO	

Schedule 15-STAFF PAYMENTS & BENEFITS (ESTABLISHMENT EXPENSES)		
PARTICULARS	2022-23	2021-22
a) Salary and Allowances		
Basic Pay	96,236,859	91,607,412
D.A.	32,086,504	22,845,457
H.R.A.	2,224,567	1,672,397
Transport Allowance	3,507,360	3,153,302
b) Other benefits		
Medical	11,340,833	10,130,376
L.T.A.	9,078,655	8,087,562
Ex-Gratia	1,658,463	1,254,417
Entertainment	108,000	108,000
Telephone	683,052	664,329
Faculty- Other Reimbursement	428,632	-
Reimbursement of Tution Fee (Children Education Allowance)	1,552,186	1,387,750
c) Terminal Benefits		
Contribution to NPS	15,811,043	13,964,068
Gratuity Contribution	2,139,402	4,096,928
Leave Encashment Contribution	5,038,168	7,060,812
Contribution to PF	371,925	344,250
TOTAL	182,265,649	166,377,060
(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO	

SCHEDULE-15A - EMPLOYEES RETIREMENT AND TERMINAL BENEFITS

	Pension	Gratuity	Leave Encashment	Total
Opening Balance as on 01.04.2022	-	29,856,038	36,613,743	66,469,781
Addition: Capitalised value of contribution received from other Organizations	-	-	-	-
Total (a)	-	29,856,038	36,613,743	66,469,781
Less: Actual Payment During the year (b)	-	-	-	-
Balance available on 31.03.15 C=(a-b)	-	29,856,038	36,613,743	66,469,781
Provision required on 31.03 as per actual valuation (d)	-	-	-	-
A. Provision to be made in the current year (d-c)	-	2,743,743	7,168,890	9,912,633
B. Contribution to new Pension Scheme	-	-	-	-
C. Medical Reimbursement to retired Employees	-	-	-	-
D. Travel to Hometown on Retirement	-	-	-	-
E. Deposit Linked Insurance Payments	-	-	-	-
Total (A+B+C+D+E)	-	32,599,781	43,782,633	76,382,414

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 16- ACADEMIC EXPENSES		
PARTICULARS	2022-23	2021-22
Schedule 16.1 M B A Programme Expenses		
Admission Exp	3,665,092	5,177,590
Transportation Exp.	-	-
Visiting Faculty Honorarium	8,333,750	12,176,125
Visiting Faculty TA	1,713,607	16,144
Books & Course Material	28,386,368	26,975,847
Induction Exp.	1,085,551	1,146,726
Examination Exp.	2,062,161	2,701,900
Convocation Exp.	6,023,374	1,497,287
Medical Exp.	4,643,301	3,707,290
Hostel Exp.	7,679,171	9,500,598
Teaching Support staff Salary	5,136,873	5,417,402
Contingency & Others Exp.	262,249	335,752
Placement Exp.	7,029,356	2,991,293
Student Activity	3,959,162	1,531,374
CRC	-	3,304
Faculty Reward Point	32,832,420	18,608,190
MBA Analytics Admission/Misc Exp.	2,671,452	2,479,160
Students Relief	-	5,452,000
Total (A)	115,483,888	99,717,982
MBA Scholarships		
Need-Cum-Merit Based Scholarship	23,880,000	25,500,000
Scholarships from others (Paid)	6,174,360	6,845,000
Total (B)	30,054,360	32,345,000
Total A+B	145,538,248	132,062,982
Schedule 16.2 EMBA Expenses		
Admission Advertisement & Publicity & Induction	598,886	364,798
Books & Learning Resource	2,634,002	2,982,893
Hospitality Fooding & Lodging	155,213	20,085
Visiting Faculty Honorarium	628,125	2,107,838
Office Exp., P&S & Contingency	703,347	396,537
Rent	2,622,600	888,000
Visiting Faculty TA/DA Exp.	933,916	12,650
Examination Exp.	-	-
Transportation Exp.	103,088	-
Salary Exp.	2,575,236	2,521,157
Security Exp.	1,023,060	1,039,054
Total	11,977,473	10,333,012
Schedule 16.3 Executive Fellow Programme of Management (EFPM)		
Admission Exp. (Advertising & Admission)	-	-
Books & Learning Resources	128	-
Fooding & Lodging Exp.	-	-
Visiting Faculty Honorarium	-	60,889
Visiting Faculty Travel Exp.	-	5,457
Contingency & Others	-	142
Total	128	66,488

Schedule 16.4 Management Development Programmes (MDP)		
Promotional Expenses	36,288	-
Revenue Exp.	16,592,957	9,090,737
Total	16,629,245	9,090,737
Schedule 16.5 Consultancy Expenses		
Consulting Expenses	456,050	210,000
Total	456,050	210,000
Schedule 16.6 FPM Expenses		
Books & Learning Resources	448,702	195,112
Admission Exp.	1,780,716	1,076,404
Contingency/Staff salary Exp.	2,122,331	708,563
Scholarship/Stipend Exp.	17,478,408	18,453,074
Contingency Grant	842,896	794,881
Visiting Faculty Exp.	508,780	82,316
Rent Exp.	2,638,165	1,726,500
Equipment Grant	450,000	700,000
Academic Exp.(Conference Grant)	1,255,485	147,498
Total	27,525,482	23,884,348
Schedule 16.7 Research & Development Expenses		
International Conference	197,041	-
National Conference	16,002	-
Faculty Development Programme	1,672,075	-
AACSB Accreditation	264,243	1,309,268
IRC	43,882	3,166
MPRC	1,117,360	390,434
Other Library Resources	11,907,129	7,249,260
Research & Development Expenditure	85,622	692,129
Software Licences	1,417,596	1,151,222
Web Maintenance	3,048,841	5,886,196
Institutional Membership Fee	87,760	89,923
Publication Award	-	1,125,000
Alumni Expenses	982,515	251,681
Social Activity (CSR)	-	-
Enterprise Resource Planning (ERP)	-	-
IT Maintenance (AMC)	1,280,889	1,262,026
CPDA	3,002,322	2,145,107
FDA	-	1,119,544
SDA	1,254,515	1,487,513
Total	26,377,792	24,162,469
Schedule 16.8 EMBA Analytics Expenses		
Books & Learning Resources	2,888,293	-
Admission Exp.	470,005	-
Contingency/Staff salary Exp.	118,153	-
Inauguration Exp.	103,350	-
Visiting Faculty Exp.	375,000	-
Salary Exp.	56,520	-
FeeSharing (TEEL)	26,900,000	-
Total	30,911,321	-
GRAND TOTAL (16.1 TO 16.8)	228,504,418	199,810,036

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 17- ADMINISTRATIVE AND GENERAL EXPENSES		
PARTICULARS	2022-23	2021-22
A. Infrastructure		
Electricity and Power & Fuel	8,876,413	10,623,848
Insurance	-	9,703
B. Communication		
Postage & Courier Exp	41,009	35,839
Telephone , Fax & Internet Charges	38,013	34,544
C. Others		
Printing and Stationery	495,677	705,887
Travelling and Conveyance Expenses	6,615	4,320
Hospitality (Hospitality & Guest House Exp.)	984,428	503,484
Audit Fees and Exp.	339,392	482,539
Security Exp.	6,342,967	4,573,857
Joining and otherTA/DA	1,188,023	944,538
BOG Expenses	2,189,337	635,281
Cleaning & Maint. Office/Office Maint.	18,242,328	13,261,580
Legal Expenses	3,049,216	2,167,965
Official Functions	474,836	252,040
Recruitment Expenses	3,458,710	1,462,060
Others Exp.(Professional & Misc Exp.)	282,257	524,249
Staff Welfare	-	91,296
Horticulture	6,789,148	4,339,986
Contribution to Provident Fund	-	-
TOTAL	52,798,370	40,653,016
Schedule 18- TRANSPORTATION EXPENSES		
PARTICULARS	2022-23	2021-22
Vehicles (Owned by institution)		
a) Running expenses	1,640,717	-
b) repairs & maintenance	131,708	1,079,700
c) Insurance expenses	104,534	-
2 Vehicle taken on rent/lease		
a) Rent/Lease expenses	304,303	895,679
3 Vehicle (Taxi) hiring expenses		
	-	-
TOTAL	2,181,262	1,975,379

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 19- REPAIRS AND MAINTENANCE		
PARTICULARS	2022-23	2021-22
a) Building	9,648,792	7,822,295
b) Office Equipment's	2,302,125	1,687,669
c) Furniture & Others	127,035	544,110
TOTAL	12,077,952	10,054,074

Schedule 20- FINANCE COST		
PARTICULARS	2022-23	2021-22
a) Bank Charges	4,438	48,489
b) Others (NPS maintenance Exp.)	10,516	8,354
TOTAL	14,954	56,843

Schedule 21- Other Expenses		
PARTICULARS	2022-23	2021-22
a) Provisions for Bad & Doubtful Debts/Advances	-	-
TOTAL	-	-

Schedule 22- PRIOR PERIOD EXPENSES		
PARTICULARS	2022-23	2021-22
a) Academic Expenses	6,053,804	19,122,922
b) Administrative Expenses	914,717	2,621,574
c) Others Expenses	-	-
TOTAL	6,968,521	21,744,496

(CA.(Dr.) Madhukar Goyal) S.A.O. (ACCOUNTS)	(CA.Mrinal Sajwan) FA-cum-CAO
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INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR				
Escort Farm, Kundeswari, Kashipur, Uttarakhand-244713				
Receipts and Payments Account For The Year Ending on 31st March 2023				
	Current Year	Previous Year	Payments	Previous Year
I. Receipts			I. Expenses	
a) Opening Balances			a) Establishment Expenses	182,265,649
b) Cash Balances			b) Academic Expenses	253,241,379
I. In Current accounts			c) Administrative Expenses	52,798,370
II. In deposit accounts			d) Transportation Expenses	2,181,262
III. Savings accounts	159,781,643	152,379,651	e) Repairs & Maintenance	12,077,952
			f) Finance Cost	14,954
			g) Prior period Expenses	6,968,521
II. Grants Received			h) Payments against Earmarked/Endowment Funds	2,964,458
a) From Government of India				
b) From State Government				
c) From Other Sources (Details)				
(Grants for capital & revenue exp/to be shown separately if available)				
III. Academic Receipts	670,936,179	546,413,799	III. Payments against Sponsored Project/Schemes	64,606,033
IV. Receipts against Earmarked/Endowment Funds	81,616,046	75,344,527	IV. Payments against Sponsored Fellowships/Scholarships	6,174,360
V. Receipts against Sponsored Projects/Schemes/program	71,166,644	56,025,165	V. Investment and Deposits made	
			a) Out of Earmarked /Endowment Funds	61,212,632
			b) Out of own funds (Investment -Others)	48,200,000
VI. Receipts against Sponsored Fellowships/Scholarships	6,174,360	6,845,000	VI. Term Deposits with Schedules Banks	
VII. Income on Investments from			VII. Expenditure on Fixed Assets and Capital Works -in -Progress	
a) Earmarked/Endowment Funds			a) Fixed Assets	188,478,515
b) Other Investments	80,465,201	78,697,023	b) Capital Works -in -Progress	49,373,905
VIII. Interest received on			VIII. Other Payments including Statutory Payments	
a) Bank Deposits				
b) Loans and Advances	462,529	3,365,602		
c) Savings Bank Accounts & Other	7,215,697	13,505,975	IX. Refunds of Grants	
IX. Investments Encashed	208,880,000	1,090,800,000	X. Deposits and Advances	365,566,532
X. Term Deposits with Scheduled Banks Encashed			XI. Other Payments	
XI. Other Income (including Prior Period Income)	15,408,097	21,088,708	XII. Closing balances	
XII. Deposits and Advances	25,856,628	26,511,485	a) Cash in Hand	
			b) Bank balances	
			In Current Accounts	
			In Savings Accounts	
			In Deposit Accounts	
TOTAL	1,327,963,024	2,070,976,935	TOTAL	1,327,963,024
				2,070,976,935

Place: Kashipur Date: 22.04.2023	(CA.Mrinal Sajwan) S.A.O (Accounts) Grade-II FA-cum-CAO	(Prof. Kulbhushan Baloooni) Director
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For T. Nagar and Co. Chartered Accountants	(CA. Deepanshu Agarwal) Partner M.No. : 410844
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Schedules forming part of annual financial statements of IIM Kashipur for the year 2022-23

SCHEDULE: 23 SIGNIFICANT ACCOUNTING POLICIES

1. BASIS FOR PREPARATION OF ACCOUNTS

The accounts are prepared under the Historical Cost Convention unless otherwise stated and generally on the Accrual method of accounting.

2. REVENUE RECOGNITION

- 2.1 Fees from Students of various courses, MDP fee, other Incomes including Interest on Savings Bank accounts and sale of forms etc. are accounted for on accrual basis, except income from CAT share which is been shown on actual receipt basis.
- 2.2 Interest on Investments (FDs) are also accounted on accrual basis only.

3. FIXED ASSETS AND DEPRECIATION

- 3.1 Fixed assets are stated at cost of acquisition including inward freight, duties, taxes, incidental and direct expenses related to acquisition, installation and commissioning.
- 3.2 Fixed assets are valued at cost less accumulated depreciation. Depreciation on Fixed Assets is provided on **Straight Line Method**, at the following rates:

Tangible Assets:

- | | |
|-------------------------------------|-------|
| 1. Boundary Wall | 2% |
| 2. Office Equipment | 7.5 % |
| 3. Computers & Peripherals | 20% |
| 4. Furniture, Fixtures & Fittings | 7.5% |
| 5. Vehicles | 10% |
| 6. Lib. Books & Scientific Journals | 10% |
| 7. Small Value Assets | 100% |

Intangible Assets (amortization):

- | | |
|------------------------------|-----|
| 1. Web Development/E-journal | 40% |
|------------------------------|-----|

- 3.3 Depreciation is provided for whole of the year, on opening value as well as additions during the year.
- 3.4 Assets, the individual value of each of which is Rs. 2,000/- or less (except Library Books) are treated as Small Value Assets, 100% depreciation is provided in respect of such assets at the time of their acquisition. However physical accounting and control are continued by the holders of such assets.

4. INTANGIBLE ASSETS

Computer Software (including Web Development) and E- Journals are grouped under Intangible Assets.

5. STOCKS

Expenditure on purchase of stationary/ printing material and some of electrical maintenance items are accounted for as revenue expenditure and balance of these items in stores as on 31st March is considered as stock in hand, valued at purchase price.

6. RETIREMENT BENEFITS

Retirement benefits i.e. gratuity and leave encashment are provided on the basis of contribution every year through group gratuity scheme and leave encashment scheme instituted through LIC (as fund manager) by constituting to independent funds which manages these liabilities of gratuity and leave encashment of all the regular employees of the Institute. Other retirement benefits viz. Contribution to New Pension Scheme is accounted on accrual basis.

7. INVESTMENTS

Long term investments are carried at their Book Value.

8. DESIGNATED/EARMARKED/ENDOWMENT FUNDS:

These funds are earmarked for specific purposes. Some of these Funds are Depreciation Fund, Gratuity Fund, Leave Encashment Fund, MDP Development Fund, Alumni Fund and Staff Development Fund. To keep the accumulations of these funds, separate and safe, the Institute has kept these accumulations in Term Deposits with Banks. The balances in the respective funds are carried forward and shown in the liability side of the Balance Sheet whereas investments of respective funds are shown on the assets side of the Balance Sheet.

9. GOVERNMENT GRANTS

Government Grants are accounted on realization basis. However, where a sanction for release of grant pertaining to the financial year is received before 31st March and the grant is actually received in the next financial year, the grant is accounted on accrual basis and an equal amount is shown as recoverable from the Grantor.

To the extent utilized towards capital expenditure, (on accrual basis) government grants are transferred to the Capital Fund. Unutilized grants (including advances paid out of such grants) are carried forward and exhibited as a liability in the Balance Sheet. **Further the Institute has not received any Plan/Revenue grant during the current F.Y. from MOE.**

10. INVESTMENTS OF EARMARKED FUNDS AND INTEREST INCOME ACCRUED ON SUCH INVESTMENTS

To the extent not immediately required for expenditure or amount added at the end of the financial year as provision for the year, the amounts available against such funds are invested in fixed term deposits with Banks, leaving the balance in Savings Bank Accounts (wherever applicable). Interest received, interest accrued and due and interest accrued but not due on such investments are added to the respective funds and not treated as income of the Institution.

11. SPONSORED PROJECTS

11.1 In respect of ongoing Sponsored Projects (Consulting, MDP & Research), the amounts received from sponsors are credited to the group "Current Liabilities and Provisions". As and when expenditure is incurred /advances are paid against such projects, or the concerned project account is debited with allocated overhead charges, the liability account is debited. On completion of these projects the receipts and expenditures of the same are being shifted to income and expenditure accounts of the year in which these are closed.

11.2 In respect of sponsored scholarship, amount received from sponsors are credited to "Scholarship others receipts" & on its payment to the students it is debited to "Scholarship other payment account".

12. INCOME TAX

The income of the Institution is exempt from Income Tax under Section 10 (23c) of the Income Tax Act. No Provision for Tax is therefore made in the accounts.

Place: Kashipur
Co.
Date: 25.04.2023
Accountants

For T. Nagar and
Chartered

CA.(Dr.) Madhukar Goyal Agarwal SAO (Accounts)	CA.Mrinal Sajwan FA-cum-CAO	(Prof. Kulbhushan Balooni) Director	(CA.Deepanshu Partner M.No. : 410844
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SCHEDULE: 24 - CONTINGENT LIABILITIES AND NOTES TO ACCOUNTS

1. CONTINGENT LIABILITIES

As on 31.03.2023 court cases filed against the Institution, by former/present employees, students, tenants, contractors and arbitration cases with contractors, were pending for decisions. The quantum of claims is approx. Rs. 5.31/- crores estimated by works Department.

2. CAPITAL COMMITMENTS

The value of contracts remaining to be executed on Capital account for development of New Campus are not provided for as these will be booked only on presentation of executed work through bills.

3. FIXED ASSETS

Additions in the year to Fixed Assets in Schedule 4 are purchased out of corpus funds and surplus generated by the Institute during the year. The Assets have been set up by credit to Building/General Assets Fund.

4. PATENTS:

There is no patents relating to the Institute.

5. DEPOSIT LIABILITIES

The amount outstanding as Earnest Money Deposit & Security Deposit is of Rs. 70,04,990/-lacs shown in Current Liabilities & Provisions.

6. EXPENDITURE IN FOREIGN CURRENCY:

a. Travel	Nil
b. Foreign Drafts for import of Chemicals etc.	Nil
c. Others.	Rs. 3,02,19,412/-

7. CURRENT ASSETS, LOANS, ADVANCES AND DEPOSITS

In the opinion of the Institute, the Current assets, Loans, Advances and Deposits have a value on realization in the ordinary course, equal to at least to the aggregate amount shown in the Balance Sheet.

8. Previous year's figures have been regrouped wherever necessary.

9. Figures in the Final accounts have been rounded off to the nearest rupee.

10. Schedules 1 to 24 are annexed to and form an integral part of the Balance Sheet at 31st

March 2023. and the Income & Expenditure account for the year ended on that date.

11. Contributions to New Pension Scheme (Rs. 1,58,11,043/-) have been transferred to NPS Account.

12. IIM Kashipur capacity and capabilities:

- i) No. of Students – 831
- ii) No. of Teachers – 41
- iii) Collection on account of building fund and expenditure thereof – Nil
- iv) Collection for sports activities and expenditure thereof – Nil
- v) Collection for co-curricular activities and expenditure thereof – Nil
- vi) Collection on account of development charges and expenditure thereon – Nil
- vii) Collection for medical expenses and expenditure thereon – Nil
- viii) Compliance with statutory dues like EPF and ESI – NPS (as per government rules)
- ix) Salary structure of teachers – Pay matrix attached

Place: Kashipur
Date: 25.04.2023

For T. Nagar and Co.
Chartered Accountants

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

(Prof. Kulbhushan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844



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