

Rashtreeya Sikshana Samithi Trust
RV Institute of Management

Strategic Retreat 2022

Proceedings of the Meeting

Strategic Retreat 2022 was held on 28.09.2022 from 9:00 AM to 6:30 PM. Following members were present;

Members:

1. Dr. Purushottam Bung
2. Dr. Noor Firdoos Jahan
3. Dr. Anupama K Malagi
4. Dr. Santhosh. M
5. Dr. Padmalini Singh
6. Dr. M Jahnavi
7. Dr. Rashmi Shetty
8. Dr. Vinay .KS
9. Smt. Anitha. B.M. D'Silva
10. Mr. Nagasubba Reddy
11. Smt. Sowmya. D. S
12. Smt. Payal Jindal
13. Mr. S.K. Manjunath
14. Smt. Ramya. S
15. Mr. Dileep
16. Smt. Uma Sharma
17. Ms. Pooja Ravindra Takalkar
18. Mr. Vidyadhara Hegde
19. Smt. Ankita Shrivastva
20. Smt. Anupama S.M.
21. Mr. Chethan Kumar. B
22. Mr. Sujan Paul
23. Smt. Mary Reena M
24. Smt. Kiran Kumari K
25. Mr. Manjunath L
26. Mr. Ashok Kumar Reddy. B
27. Mr. Rajanna S.C

The Strategic Retreat 2022 was convened to discuss and deliberate the following agenda points:

Agenda Point 1: Revisiting Vision, Mission, Graduate Attributes, Program Outcomes, Program Educational Objectives and SWOT of the institution:

- Presentation was led by Dr. Purushottam Bung, Director, RVIM on Institutional Vision, Mission, Quality policy, Values, Graduate Attributes, PEOs, POs and SWOT.
- No changes were suggested for Vision statement.
- Suggestions for the Mission Statement:
 - Members discussed and decided to add the word “Health care” in the first mission statement with “Business Intelligence, Innovation and Entrepreneurship”.
 - Members discussed and decided that, it is good to change “Global thought leaders” as “Universal thought leaders” in the first mission statement.
 - Members discussed and decided to add the word “Joint Research” with staff empowerment and collaborative engagement in the second mission statement.
- Suggestion for the Quality Policy:
 - Members discussed and decided to replace the word “Student friendly” in the quality policy with the word “Socially responsible institution” to make it more meaningful.
- Suggestion for the Graduate Attributes:
 - Members discussed and decided that, in the 8th Graduate Attribute add the word “overall wellbeing”. The revised Graduate Attribute will be “Self-awareness, self-reflection, overall wellbeing and lifelong learning” and the revised description will be “Graduates will understand their own self and their reflections on others, overall wellbeing and engage in lifelong learning for holistic development”.
- Suggestions for the Program Educational Objectives:
 - PEOs were accepted by all the members without any iteration.
- Suggestions for the Program Outcomes:
 - Members discussed and decided that in the second PO remove the word “data-based” and add “data driven” decision making.
 - Members discussed and decided that in the ninth PO, remove the word “research and development” and reframe as “research and consultancy”.
 - Members discussed and decided that it is better to club 3rd, 5th and 11th POs. Then it was finalised by all as “Ability to develop value based leadership to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment through effective communication and Negotiation skills”.

- Members discussed and decided that it is better to combine both 1st and 4th POs and finally decided as “Apply knowledge of management theories and practices to solve business problems with required abilities to understand, analyze and communicate global, economic, societal, cultural, legal and ethical aspects of business”.
- Suggestions for the Institutional SWOT:
 - Members discussed and decided to add the following **Strengths** as part of SWOT of the institution: “Autonomous institute of Excellence; Being in the education field for last 20 years; RV University and 27 plus institutions; B-School Rankings; Good placement track record; Well researched and designed curriculum; 2F Recognition by UGC; QS I-Guage E-Lead Certification”
 - Members discussed and decided to add the following **Limitations** as part of SWOT of the institution: Limited programs; Single faculty institution with few programs.
 - Members discussed and decided to add the following **Opportunities** as part of SWOT of the institution: To attract/admit students from different states and countries; To start with Distance learning program; To strengthen academic collaborations; To undertake funded research projects, training assignments and consultancy assignments from the government, business and society; To strengthen the functioning of the departments; To undertake extension projects.
 - No changes were suggested for **Threat** of the SWOT Institution.

Agenda Point 2: Review of the Autonomous Curriculum- First Year:

- No modification will be made in the content of the syllabus.
- All the faculty members who took a particular subject should meet, discuss and deliberate and give a report on what kind of pedagogy and evaluation should be made.
- Any changes which has to be made with respect to content of the syllabus will be considered in the next iteration.
- Review of the Autonomous Curriculum (Faculty Members, Students, Alumni, Recruiters and Parents) was presented to all the members.
- Report on the review is documented for further reference.

Agenda Point 3: Perspective plan for next five years:

- Members discussed and decided that in the perspective plan for the year 2022-23, remove the 3rd pointer: “Converting 3 classrooms into Round table discussion rooms” and change to “converting 2 classrooms into semi-circle discussion classrooms”

- Members discussed and decided that in the perspective plan for the year 2023-24, remove 4th pointer: "Converting remaining 4 classrooms into Round table discussion rooms" and change to "converting 4 classrooms into 4 semi-circle discussion classrooms".
- Members discussed and decided that in the perspective plan for the year 2023-24 add one more activity: "Preparation for "Health and Wellness certification program".
- Members discussed and decided that in the perspective plan for the year 2024-25 add one more activity: "Launching of Health and Wellness certification program".

Agenda Point 4: Examination reforms:

Dr. Santhosh presented about the first semester MBA examination and performance of the students. He discussed the subject-wise CIA Marks and SEE Marks. He mentioned that there was less parity of marks between external and internal examiners. Therefore, a meeting will be organised henceforth to increase the parity.

Discussion on Examination reforms were as follows:

- Introducing digital valuation
- Registered with national academic depository to issue digital certificates and avail digilocker facility.
- To have separate landing page for centre for examinations in the college website
- Publishing the second semester results online
- Introducing the open book examination

Business Immersion Review

Prof. Anitha D Silva presented about the Business Immersion Process in detail and explained the journey of immersion being enriching. Professor also presented the comparative evaluation of BIP Internal and External marks. The following points were discussed during the review:

- Students appreciated the weekly visits and presentations in the institute.
- The students suggested to increase the duration to 2 months as 45 days was short period.
- The Director suggested to take the feedback from all students and to prepare the action plan for further.
- Members decided to avoid granting permission for the students who would like to conduct internship in their home town.
- Members decided to avoid granting permission in the government organisations.
- Members decided to permit only one student to one organisation. Faculty visit to the organisation is compulsory and thus help to connect industry.
- Director and members suggested that the duration of the immersion can be increased and amend it to two months.

- Members decided that there must be orientation during weekly visits of the students and understand the gaps.
- It was suggested by the Director that the BIP Evaluation Marks comparison of all the faculty members must not be having difference of more than 20 marks in the upcoming semesters.

Agenda Point 5: Launching of the new programs and certifications:

Teams comprising of faculty members presented the framework and guidelines for the following new programs:

1. PG Diploma in Business Analytics

Presented by Dr. Jhanvi and feedback was given by Director and other members. After incorporating all the suggestions, the final framework will be submitted to the co-ordinators for further documentation.

2. PG Diploma in Healthcare Management

Presented by Dr. Rashmi Shetty and feedback was given by Director and other members. After incorporating all the suggestions, the final framework was submitted to the co-ordinators for further documentation.

3. PHD Program

Presented by Dr. Noor Firdoos Jahan and feedback was given by Director and other members. After incorporating all the suggestions, the final framework was submitted to the co-ordinators for further documentation.

Agenda Point 6: Teaching-Learning Reforms:

Presented by Dr. Anupama K Malagi, Centre for Teaching and Learning, Coordinator. Following points were discussed:

- Thorough review of the course docket every semester
- Emphasis on the evaluation plan, quality of assignments and rubrics for assessments
- Preparation of teacher portfolio
- Seeking course feedback from the students and faculty members
- To strengthen the process of course docket review- to be integrated in the academic calendar
- To focus on continuous improvement in the quality of assignment

Agenda Point 7: Institutionalizing Gold Medal for top achievers/performers in various fields:

Dr. Anupama K Malagi, IQAC Coordinator, proposed to Institutionalise Gold Medal for the following categories:

- Top performers in academics (Gold, Silver and Bronze)
- Top performer in Health and Wellness
- Top performer in Business Immersion
- Top performer in Social Immersion
- Top performer in Managerial Research Skill
- Top performer in Internship

Agenda Point 8: Alignment of the Institutional activities in line with New Education Policy:

- A Session on “Aligning Higher Education (MBA Program) in the light of New Education Policy” was delivered by Mr. Pradeep Kumar, Author, Management, Training and Career Consultant. Session was held between 4:30 p.m. to 6:30 p.m. Session aimed at addressing NEP Objectives, Key changes, Implications on students, Challenges/opportunities to management education, Opportunities to faculty members and other important aspects of NEP.

Other matters discussed:

- Members discussed and decided that every student should bring laptop to the college on regular basis. Minimum configuration has to be i7 (13th Gen). This should become part of the regular practice.
- Members discussed and decided that any events organised in the institution should be projected on the Institution’s social media platforms for better visibilities and branding.

Closure

The retreat concluded with the Director and Coordinators thanking all the members for their valuable suggestions and advice.

The Director urged every staff member to involve themselves in various activities and demonstrate team spirit which will help us in moving into the next orbit. He concluded the event by saying it is “**Healthy RVIM, Entrepreneurial RVIM and Happy RVIM**”.

There being no other matters to be discussed, the meeting was adjourned.

 
Director