

Internal Quality Assurance Cell (IQAC)

Minutes of Meeting

Date: 9th May 2018

Venue: Seminar hall, FCRIMS

Members Present:

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| (1) Dr. Sujata Chincholkar | - | Chairman |
| (2) Fr. Ivon Almeida | - | Member from Management |
| (3) Dr. Manisha Karandikar | - | Co-ordinator |
| (4) Dr. Rakesh Walke | - | Member (Faculty) |
| (5) Mrs. Aradhana Tiwari | - | Member (Faculty) |
| (6) Ms. Neeta Keswani | - | Member (Faculty & Placement Officer) |
| (7) Mr. Saurabh Sinha | - | Employer |
| (8) Mr. Rahul Lall | - | Alumnus |
| (9) Mr. Aditya Tikde | - | Student co-ordinator |

Dr. Manisha Karandikar welcomed the members of IQAC for its inaugural meeting and shared the objectives of the IQAC.

The introduction of members of IQAC was followed by discussions on the agenda of the meeting.

Since the primary agenda was about improving the employability of students, the placement officer, Ms. Neeta Keswani informed the members about the placement procedure followed at FCRIMS. She highlighted that there was a gap in the skill sets possessed by students and those required by the industry. These included communication skills, certifications like NCFM certification, six sigma certifications that would increase their acceptance in the industry. Student co-ordinator, Mr. Aditya Tikde said that students prioritize scoring marks above overall learning and development. Hence they tend to miss activities like Excel workshops and prefer studying for the assignments and tests. Fr. Ivon, management representative asked whether there is a clash in the schedule for the students, due to which they miss on these activities. The student replied that there was no clash, but students look for immediate returns for their efforts, which they get when they study for exams and they do not realize the importance of such workshops.

Mr. Saurabh Sinha, who represented the recruiters in this meeting, mentioned that students have the same mindset that they had for their graduation and fail to see the importance of overall development for their careers. He suggested an orientation program for students when they join the course so that an attempt can be made to change their mindset. He also

suggested that in addition to making students employable, FCRIMS should also focus on igniting the spark for entrepreneurship in the students. He said that college needs to have a 3 to 4 year plan for improving organizational culture.

Neeta Keswani suggested that we should ask Mr. Prasad Menon, CEO of CIBA, to take a session for students and help them develop their business idea.

Dr. Sujata Chincholkar also discussed the possibility of conducting field visits for various specializations as it would give them a better understanding of some of the concepts.

Dr. Walke suggested that we can have a time table of two weeks per semester for internal test so that students can devote time for other activities. However other faculty members felt that it is important to have continuous evaluation of students throughout the semester instead of a fixed week. Dr. Walke also mentioned that probably parents pressurize the students to get better marks and hence they tend to prioritize marks.

Saurabh Sinha suggested that in line with the culture of Agnells, we should have an orientation program for the parents as well wherein they can be told about differences between the graduation course and the MMS program. Fr. Ivon was also of the opinion that we can have an orientation program for parents.

Saurabh Sinha suggested that the college should put students through a high stress program as soon as they join the institute so that they become serious about the course. He mentioned that the ability of students to manage stress is poor. He further added that communication skills and ability of student to break the problem into parts and give solutions is poor. Saurabh emphasized that communication skills and Excel skills are a must in today's corporate world. He also suggested that the college can conduct an employability assessment test for students so that they can be given real time feedback. Saurabh also suggested conducting a perception study of Agnells among potential students and corporates

The mentoring program was also discussed and Rahul Lall, the alumnus of the institute suggested that roping in alumni or people from industry may give better results than faculty mentoring. He also recommended that FCRIMS can look at exploring the avenues available with Mumbai University like Department of Lifelong Learning. Such initiatives can sensitize the students and bring out an attitudinal change among the students.

The meeting concluded with summarization of the discussions. It was decided that we should initiate the orientation program, make it a stressful program, invite parents for the orientation program, have assessment from a neutral party and set milestones and work towards achieving those. FCRIMS should look at incorporating program of Department of Lifelong Learning in their

MMS program. In addition to making students employable, institute should also focus on developing them as entrepreneurs.