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IIM-N tweaks policy to give girls fair chance

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Nagpur: Higher number of girls enrolled to Indian Institute of Management Nagpur's (IIM-N) flagship post graduate programme (PGP) in management this year is a result of diversity score introduced to improve gender ratio as well as promote inclusivity at the top B-school.

In fact, the sudden dip in number of girls in its third batch enrolled for 2017-19 had the IIM-N top brass donning their thinking hats two years ago. Director LS Murthy had confirmed that there were three main changes in the admission process for PGP 2018-20. "First, to enrol the required number of reserved candidates, we made changes to the cut-offs in the CAT percentile for various categories. Second, we introduced the diversity score which was used to improve the representation of female students and non-engineering students. This was not done for the previous batches," he said.

After getting positive result, the diversity score was further hiked for the current batch which has helped IIM-N sustain a good girl student number of 20. The first batch had just three girls followed by seven and two in the next lots. With the intake going up for the fourth batch to 120 and diversity score brought in, number of girl students stood at 25.

"This year, the diversity score and its weightage was hiked. There are lesser number of women in managerial positions in the country and as an institute of national importance, it is imperative that we do our bit towards rectifying this," IIM-N admission chairperson Thiagu Ranganathan told TOI.

He added that over the two years, IIM-N has a much higher proportion of women than in the first three batches.

To improve on diversity in its students, IIM-N provides a diversity score of 10 points to candidates. For the 2018-20 batch, women candidates got four points and transgender candidates got five points in the diversity score. Also, a candidate with a non-engineering degree was awarded five points.

“This diversity score had a weightage of 5% in the calculation of comprehensive score which was used to shortlist the candidates to the PI/WAT (personal interview/ written ability test) process. For 2019-20 batch, we provided five points to female and transgender candidates. The weightage for diversity score was also increased from 5% to 10%,” he said.

He added, “We feel that classroom discussions are richer and diverse when there is an inclusive batch. We are also looking to increase the ratio of non-engineers in the class by having a diversity score that gives an advantage to them.”

Box

Diversity score

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