

Dr. SANTOSH GEDAM

Phone: + 91 8275069556

Email: santosh@iimsirmaur.ac.in

Education

- Doctor of Philosophy in Management (Public Systems Group), 2025
Indian Institute of Management Ahmedabad, India
- Bachelor of Laws, 2019
Dr. Ambedkar College, Nagpur, India
- Master of Science in Development Practice, 2017
Tata Institute of Social Sciences, Mumbai, India
- Master of Business Administration, 2011
Indian Institute of Management Bangalore, India
- Bachelor of Technology in Chemical Engineering, 2002
Laxminarayan Institute of Technology, Nagpur, India

Professional Positions

- Indian Institute of Management Sirmaur, Himachal Pradesh, India
 - Assistant Professor (Public Policy and Sociology), October 2025 - present
- School of Public Health, DY Patil University, Nerul, Navi Mumbai, India
 - Assistant Professor (Policy & Governance Division), October 2024 – September 2025
- Central Institute of Business Management, Research, and Development, Nagpur, India
 - Assistant Professor, December 2016 – May 2018
- The United Nations International Children's Emergency Fund, Chhattisgarh, India
 - State Monitoring and Evaluation Consultant, September 2016 – November 2016
- Ministry of Rural Development, Government of India, Gadchiroli, India
 - Prime Minister's Rural Development Fellow, September 2012 – September 2015
- Bharat Petroleum Corporation Limited, Dhule, India
 - Assistant Manager Sales (Retail), June 2011 – July 2012
- Bharat Petroleum Corporation Limited, Mumbai, India
 - Senior Operations Officer, August 2003 – May 2009
- Bharat Petroleum Corporation Limited, Mumbai, India
 - Graduate Engineer Trainee, July 2002 – July 2003

Research Profile

- **Research interests**
 - Effects of community forest management on economic, social, and conservation indicators
 - Role of mid-level administrators in policy implementation
 - Forest tenure conditions across countries, particularly colonial countries
 - Effects of mindfulness and meditation techniques in policy implementation practices
- **Ph.D. Thesis Title**
 - Two Essays on Recognition of Community Forest Rights under the Forest Rights Act in India

- **Manuscripts submitted to peer-reviewed journals**
 - Conflicts in Forest Commoning: A Case Study of Indigenous Communities' Struggle Against Decommoning Efforts in India's Gadchiroli District
- **Manuscripts under development**
 - What Shapes the Process of Recognizing Rights Holders in Rights-Based Approaches? Evidence from the Implementation of India's Forest Rights Act
 - Role of States in Commoning: A Comparative Case Study of India's Forest Rights Act in its Maharashtra and Odisha States
 - How Subnational Governments Devolve Forest Management Rights? A Longitudinal Case Study of Implementation of India's Forest Rights Act
 - A longitudinal case study of district-level implementation of forest tenure reform policy in India
 - Mid-level administrators' role in reshaping administrative burdens in policy implementation
- **Book chapter**
 - Received an offer to write a chapter related to "Indigenous Perspectives and Collaborative Governance" for a UK-based book publisher ([Berghahn Books](#))

Research Mentorship and Collaboration

- Volunteered as a buddy and coordinator for Ph.D. scholars (2022-23) from marginalized social groups as a part of an initiative by [Action for Improvement of Representation](#).
- Reviewed research proposals submitted to the [Students' Conference on Conservation Science, Bengaluru, 2024](#)

Talks and Conference Engagement

- Facilitating submissions from members for motions to be presented in the upcoming [World Conservation Congress 2025](#) in Abu Dhabi
- Presented papers in the [2025 conference](#) organized by the International Public Policy Association (Chiang Mai University School of Public Policy, Thailand)
- Convened a panel at the [2024 Conference](#) organized by the Indian Public Policy Network (Indian Institute of Technology, Bombay)
- Presented talks at the 2023 conference organized by the [International Association for the Study of the Commons in Kenya](#) (University of Nairobi)
- Received acceptance of two paper proposals for presentation at the 2023 conference organized by the International Public Policy Association (University of Toronto)
- Received acceptance of a paper proposal for presentation to the [Public Management Research Conference 2023](#) (Utrecht University, Netherlands)
- Received acceptance of a proposal for the Public Administration Theory Network Annual Conference 2023 (Portland State University, the US)
- Presented a research talk at the [2022 conference organized](#) by the Indian Institute of Management Ahmedabad and the India Public Policy Network (IIM Ahmedabad)
- Chaired panels on Bureaucracy and Good Governance and State Capacity and Social Policy at the [2022 conference organized](#) by the Indian Institute of Management Ahmedabad and the India Public Policy Network (IIM Ahmedabad)

- Presented a research talk in the [Brown Bag Seminar series](#) conducted by the top three Indian Institutes of Management
- Delivered an expert talk to researchers and practitioners on World Environment Day 2022 for the Asia chapter of the International Union for Conservation of Nature's Commission on Environmental, Economic, and Social Policy (CEESP)

Key Opinion Articles

- [Highlighting policies that might have implications for the ongoing debate on the exploitation of mineral resources](#). The Leaflet, 14 March 2024
- [Shedding light on the issues in the social life of India that need a more equitable policy approach than the current policy trends](#). The Leaflet, 5 February 2023
- [Arguing that the case can be made for sustainable livelihood from community forest rights under India's Forest Rights Act](#). Ideas for India, August 2021
- [Arguing how direct benefit transfers can affect students from marginalized communities](#). The Wire, 11 June 2019
- [Reporting on how residential education can affect girls' residential school education](#). The Wire, 16 May 2019
- [Highlighting challenges in the wider implementation of rights-based programs in the context of India's constitutional framework](#). Cultural Survival, 19 August 2021

Professional Membership and Affiliations

- Member of the South Asian Network for Public Administration
- Member of the International Association for the Study of the Commons
- Member of the International Union for Conservation of Nature's Commission on Environmental, Economic, and Social Policy Network

Teaching Experience

Academic Institute: School of Public Health, DY Patil University, Nerul, Navi Mumbai, India

- Instructor: Understanding India; Foundations of Environmental Sciences; Environmental Sciences
- Coordinator: For developing and launching a master's program in public policy
- Member: University Anti-Discrimination Committee
- Consultancy: Impact assessment of irrigation and crop diversification initiatives on farmers' socio-economic conditions with [Diganta Swaraj Foundation](#) in the Palghar District

Academic Institute: Central Institute of Business Management, Research, and Development, Nagpur, India

- Instructor: Basic Statistical Techniques; Microeconomics
- Co-instructor: Skill development and placement project funded by the Tribal Department, Nagpur, India

Development-Sector Experience

Organization: The United Nations International Children's Emergency Fund, Chhattisgarh, India

- Co-led India's NITI Aayog's project in Chhattisgarh State to develop the Sustainable Development Goals' 2030 vision document
- Collaborated with State-level actors to identify alignment of existing policies to develop a vision document on SDGs on reducing poverty and inequality, and peace, justice, and strong institutions

Organization: The Ministry of Rural Development, Government of India

- Partnered with *District Collectors* of India's Gadchiroli district on improving public service delivery of welfare programs in conflict-prone forested areas
- Collaborated on a skill development program with student organizations; the initiative received the Prime Minister's Administrative Excellence Award 2014
- Promoted forest-produce-based livelihood initiatives for women from Indigenous communities
- Provided thought leadership to government actors from vertical and horizontal administrative hierarchies for implementing the "mission-mode" approach for the Forest Rights Act 2006 in Gadchiroli district to recognize community forest rights of villages; the initiative generated submissions of community forest rights proposals from >450 villages on 256,391 Ha of forest land; with this approach, the district became first in the State in tenure recognition on forest land
- Facilitated bottom-up labor budgeting of the National Rural Employment Guarantee Scheme through innovative strategies in difficult-to-reach forested and conflict-prone areas inhabited by Indigenous people
- Reviewed State-level policies in India and developed a customized district-level Industry Development Policy by focusing on natural resource management for the economic development of the Gadchiroli District
- Conceptualized a village-level Net Infrastructure Index as an indicator to identify and map the distribution of village-level public facilities among >1650 villages to develop customized development strategies at the district level
- Participated in Tata Institute of Social Sciences, Mumbai's (a knowledge partner) efforts in documenting three-year field experiences gained (a kind of ethnographic study) in engaging government institutions in the forested district

Industry Experience

Organization: Bharat Petroleum Corporation Limited, Dhule, India

- Managed annual petroleum fuel business of > ₹ 9 billion in retail outlets on national highways for a Fortune 500 petroleum company
- Prepared budgets for the maintenance of fuel outlets located on the National Highways
- Collaborated with civil society organizations for corporate social responsibility initiatives in schools to motivate students' participation and learning outcomes
- Managed technological initiatives and partnerships with 30 fuel retail dealers and transport organizations for efficient service delivery and market leadership

- Collaborated with district administrators to ensure the availability of fuel as an essential commodity during the period of transport strikes and other exigencies
- Strengthened partnerships with transport organizations by promoting loyalty benefits and quality services in retail outlets

Organization: Bharat Petroleum Corporation Limited, Mumbai, India

- Managed technical and supervisory aspects of petroleum refining as a senior operations officer in a Fluid Catalytic Cracking Unit by leading a team of around 12 technicians
- Regularly engaged in troubleshooting technical issues like malfunctions in process software
- Optimized process parameters to achieve the highest petroleum products in the catalytic cracking unit

Distinctions, Honors, and Initiatives

- Elected as a Resource Officer of the executive committee of the [Early Career Network](#) for the International Association for the Study of the Commons
- Received an appreciation letter from India's Cabinet Minister for commitment to the development of Indigenous and conflict-prone forested areas
- Received [appreciation from the Prime Minister of India for a three-year fellowship work](#) on promoting livelihood and public service delivery in conflict-prone areas
- Qualified for the University Grants Commission's National Eligibility Tests for the awards for lectureships in management and social work
- Topped an MBA course on social entrepreneurship at the Indian Institute of Management Bangalore