



Centre for Academic Leadership and Education Management (CALEM)

(Under the Scheme of PMMMNMTT HRD Ministry, Govt. of India, New Delhi)

Aligarh Muslim University, Aligarh – 202002 UP (India), Phone No. 0571-2400991

Time Table

THEME OF THE COURSE: 04 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP (Vice-Chancellors/ Pro Vice Chancellors/ Directors/Deans/Chairpersons and Heads of the Department)

(03rd – 06th April, 2018)

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU
 Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU
 Venue : Majlis Arts & Science College, Puramannur, Malappuram (Kerala)
 Course Coordinator : **Dr. P. Mohd. Ali**, Principal, Majlis Arts & Science College, Puramannur,

Day No.	Date	Session I (9:30 – 11:00 a.m.)	Session II (11:30 a.m. – 1:00 p.m.)		Session III (2:00-3:30 pm)	Session IV (3:30-5:00 pm)
.1	03.04.2018 Tuesday	Use of ICT and process reforms for improved internal governance By Dr. M. Jaya Kumar Chief Administrator Shree Krishna College of Engg. & Technology, Coimbatore (TN)	Reforms and new initiatives in Higher Education By Dr. M. Jaya Kumar Chief Administrator Shree Krishna College of Engg. & Technology, Coimbatore (TN)	Lunch Break	Budgetary process and Strategies for effective resource mobilization By Dr. Senthinathan S Director (FAC) UGC HRDC Bharathidasan University, Kalamalai Campus, Trichirapalli	Institutional ranking: Indian and nternational perspectives/Strategi es for academic excellence By Dr. Senthinathan S Director (FAC) UGC HRDC Bharathidasan University, Kalamalai Campus, Trichirapalli
.2	4.04.2018 Wednesday	Effective leadership and strategic planning By Prof. K.A. Zakkariya Professor at School of Management Studies Cochin University of Science & Technology	Developing Academic Master Plan for Educational Institutions By Prof. K.A. Zakkariya Professor at School of Management Studies Cochin University of Science & Technology		Conflict resolution and management/Distributed leadership and diffusion of authority/Effective decision making By Prof. K.A. Zakkariya Professor at School of Management Studies Cochin University of Science & Technology	Balancing Accountability (Including Financial accountability) and autonomy for effective governance By Prof. K.A. Zakkariya Professor at School of Management Studies Cochin University of Science & Technology
.3	05.04.2018 Thursday	Quality assurance, accreditation and enhancement of Institutional performance By Dr. Major Syed Shahabuddin Faculty Member, Vaniyambadi Islamiah College, Vaniyambadi	Quality assurance, accreditation and enhancement of Institutional performance By Dr. Major Syed Shahabuddin Faculty Member, Vaniyambadi Islamiah College, Vaniyambadi		Internationalisation & collaborations By Dr. Major Syed Shahabuddin Faculty Member, Vaniyambadi Islamiah College, Vaniyambadi	Internationalisation & collaborations By Dr. P. Mohamed Ali Principal Majlis Arts & Science College, Puramannur, Malappuram (Kerala)

.4	06.04.2018 Friday	Challenges of teacher during the fourth Industrial Revolution By Dr. P. Mohamed Ali Principal Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	Student Support services and placement, grievance redressal and handling student issues By Dr. KKN Kurup(Former VC Calicut University) Vadagara (Kerala)		Handling student diversity and coping stress By Dr. KKN Kurup (Former VC Calicut University) Vadagara (Kerala)	Experience Sharing, Group work and take aways/key learnings/implementation ideas Dr. P. Mohamed Ali Principal Majlis Arts & Science College, Puramannur, Malappuram (Kerala)
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THEME OF THE COURSE: 04 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP
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(From 3rd April to 6th April 2018)

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU, Aligarh
Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU, Aligarh
Course Coordinator : **Dr. Mohamedali P, Principal**, Majlis Arts & Science College, Puramannur
Venue : **Majlis Arts & Science College, Puramannur**

Sl. No.	Name	Designation	Institutional Address	Mobile Number/ Email ID	M / F SC/ST/ OBC/M
1.	Prof. P. Moideen Kutty	Director	Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9447632068	M/M
2.	Prof. Santha Kumari P	HOD	Dept. of Chemistry Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9946402584	F/G
3.	Mr. Abdul Karim K	HOD	Dept. of English Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9961559450	M/M
4.	Ms. Sheeja VK	HOD	Dept. of Malayalam Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9562224024	F/G
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7.	Mr. Rafeeq P	HOD	UG Dept. of Commerce & Finance Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9846266816	M/M
8.	Dr. P. Abdul Azeez	HOD	PG Dept. of Commerce Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9495711922	M/M
9.	Ms. Salini Sankar P	HOD	UG Dept of Commerce (Islamic Finance) Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9961147531	F/SC
10.	Mr. Sabu Unneen Kutty	HOD	UG Dept. of Commerce (Co-operation) Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9946886651	M/M
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15.	Mr. Ajayakumar U	Coordinator	Dept. of Computer Science Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9746204762	M/G
16.	Mr. Deepesh VP	Coordinator	Dept. of Computer Science Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9526006469	M/G
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19.	Ms. Vipina R	Coordinator WDC	Dept. of Microbiology Majlis Arts & Science College, Puramannur, Malappuram (Kerala)	9946376848	F/G
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55.	Ms. Dipti S Raj	Coordinator	Dept. of English Ideal College for Advanced Studies, Kadakasseri Tavanur (Kerala)	9495918388	F/G
56.	Mr. Abdul Fathah	Coordinator	Dept. of Social Work Ideal College for Advanced Studies, Kadakasseri Tavanur (Kerala)	9747394132	M/M
57.	Ms. Rashida Kuniyil	HOD	PG. Dept. of Social Work Ideal College for Advanced Studies, Kadakasseri Tavanur (Kerala)	9400646269	F/M
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61.	Mr. Ramesh P	HOD	Dept. of Commerce Nasra College of Arts & Science College, Thirurkad (Kerala)	9633122105	M/OBC

SC		ST		OBC		Minorities		General		Local	Outstation	Total		Total Participants
M	F	M	F	M	F	M	F	M	F			M	F	
02	02	00	00	05	00	22	06	16	08	61	00	45	16	61

03-APRIL to 06 APRIL-2018

04-DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP.
MAJLIS ARTS AND SCIENCE COLLEGE, PURAMANNUR.

Majlis Arts and Science College Puramannur hosted a Four-day training programme on Academic Leadership, for Principals, HoDs and Academic leaders from Tuesday, 3rd April to Friday, 6th April, 2018. The programme held in collaboration with Centre For Academic and Education Management (CALEM), Aligarh Muslim University, Aligarh, Under the scheme of Pandit Madan Mohan Malavya National Mission on Teachers and Teaching (PMMM NMTT), Ministry of Human Resource Development, Govt. of India, New Delhi, discussed in detail the Challenges and Opportunities of Teachers in Higher Education during the Fourth Industrial Revolution. Eminent Academician and Historian and Social Scientist Dr. KKN Kurup, Former Vice Chancellor, Calicut University, Dr. M. Jayakumar, Director, CPDT, Sreekrishna Group of Institutions Coimbatore, Dr. S. Senthilnathan, Director, UGC-HRDC Bharatidasan University, Dr. K.A. Zakariya, Director Kaushalkendra, CUSAT and Major Dr. Muhammed Shihabuddin Director, VES, Tamilnad led the sessions on different topics for the participants comprised of Principals, HODs and Academic Leaders of various institutions in Malappuram District.

Day 1

Majlis College Principal and the course Co-ordinator Dr. Mohamedali opened the session at 9:30 am by briefing on CALEM and its role in imparting academic excellence and leadership quality among teachers in higher education and expressed his deep sense of gratitude to the project co-ordinator and Director CALEM & HRDC, ALIGARH MUSLIM UNIVERSITY, Prof. A.R. Kidwai and Asst. Project Co-ordinator Dr. Faiza Abhasi for accepting the proposal to conduct the CALEM course at Majlis Arts and Science College, Puramannur. He introduced the Speaker of the session Dr. M. Jayakumar to the audience. Mr Rafeeqe, Head of the Commerce department made the welcome address.

Dr Abdul Azeez, Principal of PSMO College chaired the session. He appreciated the efforts of the Principal and management of the Majlis college to organize such a grand programme. Dr. Azeez highlighted how it would enrich the participants in multiple dimensions such as personality development, building leadership qualities and updating with new trends in higher education.

Then the session on the topic Reforms and New Initiatives in Higher Education was taken over by Dr Jaykumar. The session was highly interesting and effective with a lot of interactions. He started with a writing game which reflected on the poor writing speed of the participants comparing to the national and international levels. It highlighted the importance of nurturing the skills and self correction of teachers. He said as a teacher one should provide updated knowledge, skill and right mindset to the students.

He stressed on the uniqueness of higher education institutions which is basically self correction institutes like judiciary and media, and promotes self learning, for which inspirational leadership is required. It is not what we teach, but what they learn. In the present scenario a teacher is expected to act as a performance coach and assessment expert aiming at high achievements from students. This notion puts the teachers in greater dilemma and professional hazards. He explained it with a bell- shaped curve which was the earlier expectation which has now assumed the shape of a flat plane which means all students have the same prior knowledge and skill and therefore a same output from all are expected.

He said curriculum is a tool to explore. In the present age a teacher is accountable to all the stakeholders - the students, the parents, the management and the society as a whole.

We need to be technologically upgraded, to give advanced knowledge to the students for further self learning as the students needs are different. We should also have a performance tracking system of every student and should be responsible for the branding and benchmarking by comparing with the new global market. Every teacher has to imbibe within the student a sense of multilingual and multicultural tolerance as they have to perform at the global level. He referred to the future challenges, and ways to deal with the direction of change such as interaction, innovation, disruption, on demand education and intelligent assistance.

In principle, the assessment tools are to be restructured and remedial programmes are to be focussed for better competence and for performance, he opined.

Ms Shalini Shankar, HOD of Commerce (Co-operation) proposed the vote of thanks. The session ended at 1:00 pm.

Session II

The afternoon session of the day started at 2 pm. The principal introduced the key speaker Dr. S. Senthilnathan, Director, UGC-HRD Bharatidasan University. Mr Deepesh VP of Department of Computer science welcomed the gathering. The session was presided over by Mr. Kanuprasad, HoD, department of Computer science.

The session was on “ Integrating Digital Technology to Teaching Learning Process” and thereby enriching the learning with digital experience. Referring to present as Digital age and the learners here as Digital Kids(DKs), Dr. Senthilnathan explored the various ways to make sure the learning happen better in this knowledge age.

He said that new process and new practices are conquering all spheres of life and there are revolutions in the field of communication. We teachers have to develop new process and practices in our classrooms. The technology has brought revolutions in all the fields of life but sadly not in education. Communication technology enables us to interact, access knowledge and learn. We have to make use of this to satisfy all types of learners in the class – visual, auditory, read & write and kinesthetic - (VARK) providing them with necessary stuff.

He insisted on the importance of flipped classrooms as intelligent learning system and a new digital age pedagogy could be developed for new generation of learners to providing them with new learning environments, with new learning media.

He mentioned about the classification of X and Y generations and said that the X generation teachers are teaching the Y generation students for whom anything non digital is unacceptable. He said the digital kids are electronic communicators and next generation learners. They are multitasking and multimedia learners which is their advantage who can make 38 hours out of 24. To teach them is only possible with technology and our role as a teacher has shifted to a partner in learning. Mastering the ICT skills is the only way to create this new learning culture. And we have to reengineer the work done. Our role is to orchestrate the learning process and help them convert the knowledge to information through Higher Order thinking Skills like analyzing, evaluating and creating.

The session had a 15 minute break for tea at 3:30 and resumed after 15 minutes. It ended at 5:30pm. Mr. Ajay Kumar of computer Science department proposed the vote of thanks.

Day 2

The second day started 9:30 am by the Principal introducing the Speaker Dr Zakariya, Director, KAUSHAL KENDRA –CUSAT, a management expert. Mr Sureshababu, Head of Microbiology Department welcomed the gathering at the session chaired by Mr Nikhil, HOD of Management Studies. The topic of the day was “Inter Personal effectiveness and conflict Resolution. He started by introducing the term conflict as an inevitable part of our daily lives, and said it is mainly due to the faults of communication - either lack of , inadequate communication, or inappropriate communication. The conflicts occur at various intrapersonal, interpersonal, intragroup, or intergroup. He later proceeded to discuss various conflicts in details and examined their sources and handling techniques. The main way to handle the conflict is to improve effective communication.

A handout was given to the participants to find out as where they stand as leaders- competing , avoiding, collaborative or accommodating in nature.

Then a personality profile chart was distributed among the participants the scores of which allowed them to understand one’s own personality as a expressive, driver, analytic or stabilizer. And then a popular FIR OB tool for personality test was administered on the participants. It was quite interesting to undergo those tests.

A leadership effectiveness and adaptability description was given to find oneself to identify themselves to be which category of leaders they fall in, such as a telling leader, a selling leader, a participant leader and a Delegating leader. This made the participants to play effective leadership roles according to the situation.

The afternoon session was on institutional building and management. The speaker touched upon the areas such as concepts of Building institution, NAAC Accreditation, how to go ahead to build an institution and essentials of institutional development.

A group activity was given to the participants based on the vision, mission and the setting and attaining standards for an institution. This interesting activity produced a lot of innovative ideas from the participants. The session ended at 5:30 pm with a vote of thanks by Mr Anandan, Department of Management studies.

The session was followed by a group discussion as was scheduled, on some relevant issues related to higher education. The participants were grouped into four under the coordinators Prof. Santha Kumari, Prof. Muhammed Haneefa, Mr. Muhammed Rafi and Mr. Abdulkarim.

Day 3

The third day's session started at 9:30 am. The Principal introduced the Chief guest Dr Major Syed Shahabudheen, Director of VES Tamilnadu to the audience. Mr Noushad, head of the department of Multimedia welcomed the gathering and Mr Mohammed Rafi, Head of the Department of Physics chaired the session.

The Topic of the session was Quality assurance, accreditation and enhancement of institutional performance. He started his speech appreciating the Majlis college for the services it rendered to the betterment of Education. He reflected on the fact that a leader of an academic institution must be a transformer of chaos to order, constraints to advantages, and hurdles to opportunities. He said there are 2 types of leaders- magnetic leaders who attract and electric leaders who shock and cut off the followers.

A successful leader is one who can choose right man for the right job.

On quality assurance, he said, in this competitive world where number of institutions is growing every day, we should ensure to keep up the quality and standards. Quoting Dr APJ Abdul Kalam he said 5 capabilities are to be inbuilt during the graduate level. A graduate should have aptitude for research and enquiry, must be creative and innovative, must have the capacity to use high technology, must be entrepreneurial, and most important of all, should have moral leadership.

He explained the procedure of NAAC accreditation and 5 core values stipulated by NAAC. A group activity based on the one of the core values of NAAC, best practices, was given to the participants and each group presented their findings and suggestions. The session ended with the analysis of each group's presentation. Mr. Kunjimoideen, Head of Sociology Department proposed the vote thanks. the group discussion based on issues related to higher education stopped the previous day resumed and continued till 5:30 pm. The importance of collaborations of institutions at various national and international levels was emphasized by Dr. Mohammedali in his talk.

Day 4

The fourth and final day of the workshop opened at 9:30 am. Principal Dr. Muhammedali introduced the chief guest, eminent historian and social scientist Dr.

K.K.N. Kurup who is also former V.C of Calicut University. He also spoke in the major challenges and opportunities of teachers during the fourth industrial revolution. Mr. Abdulkarim , HoD of English chaired the session that started with the welcome address by Mis. Vineetha, Head of the Mathematics Department.

This was followed by the speech by Dr. Kurup. At the outset he wondered about the fallacy of the Postmodernism in Indian context, while not even modernism is relevant, considering the life of majority of Indian people. Citing examples from history, he explained how First and Second Industrial Revolutions had a negative effect on Indian society. He said destruction of culture had been taking place in the Fourth Industrial Revolution, alias IT Revolution. Education became a commodity

and its quality is on the decline. He called for teachers to get ready to face the challenges posed by the IT revolution, and fulfill the social responsibility.

A special guest Prof. Aruna, Retired HOD, Malayalam, of MES KKVM college Valanchery felicitated on the occasion. Muhammed Iqbal, Asst. Professor of English, who is also Majlis College NSS Coordinator, proposed the vote of thanks. The session was halted for tea at 11:30 am.

After the tea break, the group coordinators presented their findings and suggestions on the topics they had discussed the previous days.

Group I

Co-ordinator of Group I, Prof. Santha Kumari, HOD, Chemistry, presented her group's observations on the topic "Semester System or Annual Pattern System" as follows:

The Advantages of Semester System comparing with the Annual Pattern

- Inculcating regular study habit in the student as there is continuous learning , evaluation and feed back in semester system;
- More students attend the classes as attendance is given due importance for better internal marks.
- Less load of contents for the exam
- Option to select papers from other disciplines

Disadvantages

- Examinations and publishing of results are not time-bound. So a student cannot self evaluate timely and judge his level of studies, and take corrective measures.
- Number of working days are reduced due to increase in the number of examination papers and off-days for examination preparation.
- Even though the syllabus is planned for 90 working days per semester, practically it is reduced to almost half, to 40-45 days. So in-depth study is not feasible, and students resort to rote-learning on the examination point of view, which ultimately leads to lack of interest in studies.
- Examination dates are unpredictable, as it is observed there is no pre-planned examination Calendar of the University. There is no examination-free time in the campus as such all of the students are free of examination at a time, and some batches are always there appearing for the examination or under the pressure of preparation.. So many of the students miss the academic and extracurricular activities, supposed to be benefitted for all.

Suggestions

- Examinations should be conducted systematically and time-bounded, like all odd/even semester examinations should be together. There should be a pre-planned examination calendar which should be strictly followed.
- Results should also be published timely, at least, before the next semester examination.

- Content of the curriculum should be thoroughly revised so that there should be a link between the papers they study in successive semesters.
- Number of papers in each semester should be reduced
- The present strength of students in some UG classes should also be reduced as conducting seminar, internal viva etc for each paper and each student is very difficult within a very limited period/days of a semester.
- If, and only if, all the above-mentioned rectifications and modifications are carried out, then the Semester system with continuous learning, evaluation and feedback seems to be better than Annual Pattern. Otherwise it would be better to go for Annual Pattern where subjects are taught in-depth, with sufficient time for academic and extracurricular activities, with the examination at the end of the academic year, after all, the students are more relaxed.

Group II

Co-ordinator of Group II, Prof. Muhammed Haneefa of Physics Department presented the major points evolved in his group's discussion on the topic "The Challenges of Higher Education in the Digital Age."

- Issue of access to and equity of higher education.
- Majority of higher education institutions are not equipped with latest technologies. And so the majority of teachers are illiterate in using latest technologies.
- Huge investment is required to establish institutions with proper infrastructure, sophisticated equipments, latest technology and highly qualified and efficient faculty. Central and state governments are unable to establish the required number of institutions with latest technologies due to financial limitations.
- The government permits higher education institutions in private sector to provide quality education which are not affordable for the middle and low class people who share the major percentage of the population.
- Most of our institutions follow a curriculum which is not on par with international standards. Moreover it is not revised regularly to cope with the latest changes in the subject.
- Our curriculum is not framed according to the need of society and is not job oriented.
- Quality of higher education deteriorates day by day and many institutions follow outdated and substandard curriculum. Often curriculum is not framed by qualified and experienced academicians due to external interferences.
- In majority of our institutions the students are not trained and guided to use modern technologies. Majority of students are not competent to attain a position after their education, due to lack of communication skills, leadership qualities and technological expertise, etc.
- Standards generated from many of the institutions lack moral and ethical values.

Suggestions

- Successive governments have to allocate more fund to higher educational institutions especially to those are in remote areas where socially and economically backward community resides.

- Training programmes are to be conducted to teachers of all sectors (government, aided, and self-financing) in the use of latest technology in teaching- learning process, and updating their knowledge.
- Curriculum should be framed by highly qualified, efficient and experienced academicians, without any bias or influence. More programmes to improve life skills/soft skills are to be included in the curriculum. More slots are to be included in the curriculum to inculcate a habit of wide reading among students.

Group III

Group III Co-ordinator Mr. Mohammed Rafi, Head of the Department of Physics presented his group's observations on the topic "Challenges Faced by Self-financing Institutions."

- Poor quality of students comparing with the government/Aided institutions.
- Unnecessary interference of management in academic activities, hindering the smooth function of the institution.
- Difficulty in managing the funds for infrastructure like Library, Laboratory, etc.
- No common legal provisions to manage the matters like maternity leave, and the medical leaves of the staff
- Students drop out of the course mainly due to their financial problems and non-payment of the fees hence.
- Lack of an approved association exclusively for the faculties of self-financing colleges. There is no political support as well.
- Lack of strict and standardized evaluation process, for both students and teachers, and from management and University.
- Poor social status of the teacher, who has a meager income and no job security, is a big problem in dealing with students and sometimes parents
- No recognition and encouragement from the part of the management and negligence from the government.
- No faculty improvement programmes
- University is insisting on doing all duties done by government/Aided teachers on self-financing teachers too. But their experience as unaided college teachers is not approved by the university. And Self financing teachers have no representation in the governing bodies like Senate and Syndicate. Their voices are not heard.

Group IV

Co-ordinator of Group IV Mr. Abdul Karim, HOD of English, presented the main ideas generated in his group's discussion on the topic "Disciplinary Measures vs Human Rights violations."

Findings

- Discipline in the campus is defined as the behavioural pattern of the student community compatible to the smooth functioning of the institution.
- Disciplinary issues in the campus should be identified, and categorized

- Campus is a miniature of the society. So all evils of society can be noticed in the campus. Social values and system are fast changing. But the concept of discipline is not.
- Support from home, especially from the majority of nuclear families
- Problems in students' relation to their parents
- Political interference from outside the campus
- The system of the previous institution where the student is coming from
- Any minor or and major disciplinary action and punitive measure can be misinterpreted as human rights violation
- Biased media and unethical political parties and divided society make matters worse
- Teachers are hesitant to take disciplinary actions fearing the consequences – mainly repercussions from students, parents, society and media. And many teachers take the institution as a transit point to better positions, due to meager salary. So they are not whole-heartedly involved in the disciplinary issues. Majority of the teachers lack maturity, as they are very young and their age difference with the students is very less.

Suggestions

- Strong parent-teacher relation
 - Disciplinary committee comprised of students, teachers, parents, college authority, community leaders and political party representatives
 - A lot of opportunities extracurricular and socio-cultural activities in the campus
 - Activities to inculcate morality and social values in students
 - Corrective measures such as reinforcements and individual counseling
 - Implementing Code of Ethics
 - Experienced and matured teachers
- The session ended at 1:00 pm.

The final session, the valedictory function, was started at 2:pm with the welcome address of Prof. P. Moideen Kutty, Director, Majlis College. Principal Dr. P Mohamedali, chaired the function. In his presidential address, the Principal who spared no effort in organizing such a great event, expressed his sincere gratitude to Project Co-ordinator CALEM and Director HRDC ALIGARH MUSLIM UNIVERSITY, ALIGARH Prof. A.R.Kidwai, the distinguished academicians and educationists who lead the various sessions, the Majlis management, and all others who joined hands with him to make it a success. Chief guest Dr. KKN Kurup, former

V.C of Calicut University opined the workshop will be helpful to a great extend in equipping the participants to face the challenges in higher education. Jb. C.P Hamsa Haji, Secretary Mjlis Complex; Dr. Usman, Principal, Amal College, Nilambur, and Dr.K. Azeez, Principal, PSMO College, Tirurangadi falicitated on the occasion. Mr. AbdulKarim, HOD, English presented a brief report of the four-day programme. Professor Abdul Ali, of Ideal College of Advanced Studies, Kadakassery gave a very positive feedback on behalf of the participants, saying the workshop was a great opportunity for the betterment of the Academic Leadership and face the challenges in Higher Education. Certificates for the participants were distributed by the Chief guest Prof. K.K.N.Kurup, Former Vice Chancellor of University of Calicut. Prof. Santha Kumari, Head of Chemistry Department proposed the vote of thanks. Symbolic tree planting in the campus was done by the Chief guest. The programme was concluded at 5.00 pm, with the National Anthem.

ണ്ടത്തിയ ലംമാറ്റം

ന മാറ്റാൻ ഹർജി

മിലാണു
എക്കാണ
ബന്ധ
സിസ് ശേ
മാസമാ
ല്ലാത്തതി
ടെ മേലു
നഷ്ടിക്ക
പ്രുട് ഹർ
ദൃഹത്തി
ഗസ്ഥൻ
മേൽനോ
കിൽ സ

തന്ത്ര ഏജൻസിയോ പ്രത്യേക സംഘം രൂപീകരിച്ചോ അന്വേഷിക്കണം. സർക്കാർ, ഡിജി പി, പി.വി.അൻവർ, അന്വേഷണ ഉദ്യോഗസ്ഥൻ എന്നിവരെ എതിർക്കുക ചേർത്താണ് ഹർജി പൊലീസ് ശേഖരിച്ച രേഖകൾ കന്നട ഭാഷയിലായതിനാൽ പരിഭാഷപ്പെടുത്താൻ കാസർകോട് ഗവ. കോളജിലെ കന്നട വിഭാഗത്തിന്റെ സേവനം തേടിയെന്ന് അന്വേഷണ ഉദ്യോഗസ്ഥൻ പറയുന്നു.

ച്ചത്. അൻ
കേസ് റജി
യ്ക്കു. നിയ
ന്റ ആധാരം
കേസിന്റെ
കയും ചെ
ന്നു.

നേരത്തേ കോഴിക്കോട് ഡബ്ല്യു ടി കലക്ടറായിരുന്ന ഷാമിൻ സെബാസ്റ്റ്യനെയാണ് പകരം നിയമിച്ചിരിക്കുന്നത്. ഷാമിൻ താമരശ്ശേരി ലാൻഡ് ബോർഡ് ചെയർമാന്റെ ചുമതലയുമുണ്ടാകും.

അക്കാദമിക് വിദഗ്ധർക്ക് നേതൃപരിശീലനം മൂന്ന് മുതൽ

മലപ്പുറം • കോളജ് പ്രിൻസിപ്പൽമാർക്കും ഡയറക്ടർമാർക്കും വകുപ്പുമേധാവികൾക്കും അക്കാദമിക് വിദഗ്ധർക്കുമായുള്ള നാലുദിവസത്തെ നേതൃപരിശീലനം, നൈപുണ്യവികസന പരിപാടി മൂന്നുമുതൽ വളാഞ്ചേരി പുറമെ ഫ്ലൂർ മജ്ലിസ് ആർട്സ് ആൻഡ് സയൻസ് കോളജിൽ നടക്കും.

കേന്ദ്ര മാനവശേഷി മന്ത്രാലയവും അലിഗൽ സർവകലാശാലയും ചേർന്നാണ് പരിപാടി നടത്തുന്നത്. കെ.കെ.എൻ.കുറുപ്പ് ഉദ്ഘാടനം ചെയ്യും.

നിർമ്മിതബുദ്ധിയുൾപ്പെടെയുള്ള സാങ്കേതിവിദ്യകളും മുന്നേറ്റങ്ങളുടെ കാലത്ത് അക്കാദമിക് പ്രവർത്തനങ്ങൾ കൈകാര്യം ചെയ്യുന്നതിനുള്ള പരിശീലനമാണ് പ്രധാനമായും നടക്കുക.

കാസർകോട് കേന്ദ്രസർവകലാശാല, ഭാരതിദാസൻ സർവകലാശാല, ഭാരതിയാർ സർവകലാശാല, കുസാറ്റ്, തമിഴ്നാട് വിജ്ഞാൻ എന്നിവിടങ്ങളിൽനിന്നുള്ള വർഗ്ഗീകൃത വിദ്യാർത്ഥികളും സംഘടനകളും അറിയിച്ചു.

ജില്ലാ കൺവൻഷൻ

മഞ്ചേരി • ആർട്ടിസാൻസ് യൂണിയൻ ജില്ലാ കൺവൻഷൻ ടി.കെ.എം.സി. ഉദ്ഘാടനം ചെയ്തു. വർഷം രണ്ടു കോടി പേർക്കു ജോലി നൽകുമെന്നു പറഞ്ഞു അധികാരത്തിലേറിയ കേന്ദ്ര സർക്കാർ തൊഴിൽ നൽകുന്നില്ലെന്നു മാത്രമല്ല, സങ്കാര

മേഖലയിലെ സ്ഥിരം തൊഴിലു ഇല്ലാതാക്കിയെന്നു കുറ്റപ്പെടുത്തി. ജില്ലാ പ്രസിഡന്റ് ഇ.പി.ഉമ്മർ ആധ്യക്ഷ്യം വഹിച്ചു. എൻ.മുഹമ്മദ്, പി.സരസ്വതി, സി.ഭാസ്കരൻ, പി.ശശിധരൻ എന്നിവർ പ്രസംഗിച്ചു.

മലപ്പുറത്ത് വന്ധ്യതാ നിവാരണ ക്യാമ്പും സെമിനാറും എട്ടിന്

മലയാള മനോരമയും ലൈഫ് ലൈൻ ഫോസ്പിറ്റലും ചേർന്നുള്ള ക്യാമ്പ് എടുക്കുവാൻ വികെഎംഎം എച്ച്എസിന്

ഡ്, എൻഡോമെട്രിയൽ പോളിപ്പ്, ട്യൂബൽ ബ്ലോക്ക്, പോളിസിസ്റ്റിക് ഓവറി, വന്ധ്യകരണം നടത്തിയവർക്ക് റീ കാനലൈസേഷൻ, അണ്ഡം ഇല്ലായ്മ, അമിതവണ്ണം, ഹോർമോൺ വ്യതിയാനങ്ങൾ, പുരുഷ വന്ധ്യതയുടെ കാരണങ്ങൾ, മൈക്രോടെസി (മൈക്രോസ്കോപ്പിന്റെ സഹായത്തോടെ അണുക്കളെ കണ്ടെത്തൽ) തുടങ്ങിയ ആധുനിക ചികിത്സകളും ക്യാമ്പ് വഴി ലഭ്യമാക്കും. ലാപ്രോസ്കോപ്പി, ഐയുഎ, ഐവിഎഫ്, ഇക്സി തുടങ്ങിയ ചികിത്സകൾ കുറഞ്ഞ നിരക്കിൽ ലഭ്യമാണ്.

ഒരുദിവസം കൊണ്ടുതന്നെ പരിശോധനയും ചികിത്സാ നിർദ്ദേശവും ലഭിക്കുന്ന വിധത്തിലാണ് ക്രമീകരണങ്ങൾ. സ്ത്രീകളിലെ വന്ധ്യതയ്ക്കു കാരണങ്ങളാകാത്തതിന് സിസ്റ്റർ, എൻഡോമെട്രിയോസിസ്, ഫൈബ്രോയി

റജിസ്ട്രർ ചെയ്യുന്നതിന്: 9846190021. വിവരങ്ങൾക്ക്: ലൈഫ് ലൈൻ ക്യാമ്പ്- 04734 221355, 9961885853. ആദ്യം റജിസ്ട്രർ ചെയ്യുന്ന 70 പേർക്ക് മനോരമ ആരോഗ്യം ആനുകൂല്യമായി ലഭിക്കും.



നിയമഭേദഗതി പിൻവലിക്കണമെന്നാവശ്യപ്പെട്ട് കേരള ശാസ്ത്രസാഹിത്യ മലപ്പുറത്ത് നടത്തിയ പ്രകടനം.

ചിത്രം: മനോരമ

ൽ തണ്ണീർത്തട നിയമ വർക്കാർ പിന്മാറ്റം'

നെൽവയൽ തണ്ണീർത്തട നിയമ ഭേദഗതിയെ പരിഷ്കരിച്ചു ചൂണ്ടിക്കാട്ടി.

ഫുട്ബോൾ

അറിക്കോട് • വൈസിഎ പുത്തലം ഏറനാട് സെവൻസ് ഫുട്ബോൾ ടൂർണമെന്റ് നടത്തുന്നു. ഫോൺ: 9961082685.

വേദന മാറ്റം

വെറും ലക്ഷണങ്ങൾ നോക്കിയല്ല, ശരീരമാസകലം വേദനയുടെ കാരണങ്ങൾ കണ്ടെത്തി ചികിത്സിക്കുകയാണ് ഞങ്ങൾ ചെയ്യുന്നത്.

ഡോ. ഹെൽവർത്ത് എം.ഡി
അഡ്മി നാഡി ഓപ്പറേഷൻ
മൈഗ്രേൻ തുറുക്കൽ (മർദ്ദരോഗങ്ങൾ)
ബ്രഹ്മചരി ദാമൻ വൈദ്യർ (പുഴരോഗങ്ങൾ)
ഡോ. അഞ്ജു എസ്, ബാബു BAMS (സ്ത്രീരോഗങ്ങൾ)

എപിക് 4 ന് ദാവിച്ച 9 മുതൽ വൈകിട്ട് 6 വരെ
ദോഷികളെ പരിശോധിക്കുന്നു.

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0495 2460122, 9895 15 16 01, 9746 95 26 36

ത്തിയ മാറ്റം

ഹർജി

ഏജൻസിയോ പ്രത്യേകം രൂപീകരിച്ചോ അന്വേഷണം. സർക്കാർ, ഡിജിറ്റൽ വി.വി.ആൻവർ, അന്വേഷണ ഡയറക്ടറേറ്റ് ഗസ്റ്റ് എനിവർത്തിരിക്കുക ചേർത്താണ്. പൊലീസ് ശേഖരിച്ച കൾ കന്നട ഭാഷയിലായത് പരിഭാഷപ്പെടുത്താൻ റ്റുകോട് ഗവ. കോളജിനട വിഭാഗത്തിന്റെ സേവനമെന്ന് അന്വേഷണ ഡയറക്ടറേറ്റ് പറയുന്നു.

രത്തേ കോഴിക്കോട് ഡപ്യൂട്ടി കമ്മീഷണറായിരുന്ന ഷാമിൻ സെൽവ്നെയാണ് പകരം നിയമിക്കുന്നത്. ഷാമിൻ താമരശ്ശേരി ലാൻഡ് ചെയർമാന്റെ ചുമതല ഏറ്റെടുക്കും.



നവയുഗ തണിർത്ത് നിയമഭേദഗതി

പിൻവലിക്കണമെന്നാവശ്യപ്പെട്ട് കേരള ശാസ്ത്രസാഹിത്യ അക്കാദമി പ്രകടനം.

ചിത്രം: മനോരമ

ത്തട നിയമ പിന്മാറ്റം

യന്നു പരിഷ്കരിച്ചു ചൂണ്ടിക്കാട്ടി. പ്ലാനിംഗ് സമിതി അംഗം കെ.

അക്കാദമിക് വിദഗ്ധർക്ക് നേതൃപരിശീലനം മൂന്ന് മുതൽ

മലപ്പുറം • കോളജ് പ്രിൻസിപ്പൽമാർക്കും ഡയറക്ടർമാർക്കും വകുപ്പുമേധാവികൾക്കും അക്കാദമിക് വിദഗ്ധർക്കുമായുള്ള നാലുദിവസത്തെ നേതൃപരിശീലനം, നൈപുണ്യവികസന പരിപാടി മൂന്നുമുതൽ വളാഞ്ചേരി പുരമണ്ണൂർ മജ്ലിസ് ആർട്ട്സ് ആൻഡ് സയൻസ് കോളജിൽ നടക്കും.

കേന്ദ്ര മാനവശേഷി മന്ത്രിയുടെയും അലിഗഢ് സർവകലാശാലയുടെയും ചേർന്നാണ് പരിപാടി നടത്തുന്നത്. കെ.കെ.എൻ.കുറുപ്പ് ഉദ്ഘാടനം ചെയ്യും.

നിർമ്മിതബുദ്ധിയുൾപ്പെടെയുള്ള സാങ്കേതിവിദ്യാ മുന്നേറ്റങ്ങളുടെ കാലത്ത് അക്കാദമിക് പ്രവർത്തനങ്ങൾ കൈകാര്യം ചെയ്യാനുള്ള പരിശീലനമാണ് പ്രധാനമായും നടക്കുക.

കാസർകോട് കേന്ദ്രസർവകലാശാല, ഭാരതീദാസൻ സർവകലാശാല, ഭാരതീയാർ സർവകലാശാല, കൂസാറ്റ്, തമിഴ്നാട് വിജ്ഞാൻ എന്നിവിടങ്ങളിൽനിന്നുള്ള വർഗ്ഗീകൃതം നൽകുമെന്നും സംഘാടകർ അറിയിച്ചു.

ജില്ലാ കൺവൻഷൻ

മഞ്ചേരി • ആർട്ടിസാൻസ് യൂണിയൻ ജില്ലാ കൺവൻഷൻ ടി.കെ.എം.എസ്. ഉദ്ഘാടനം ചെയ്തു. വർഷം രണ്ടു കോടി പേർക്കു ജോലി നൽകുമെന്നു പറഞ്ഞു അധികാരത്തിലേറിയ കേന്ദ്ര സർക്കാർ തൊഴിൽ നൽകുന്നില്ലെന്നു മാത്രമല്ല, സ്വകാര്യ

മേഖലയിലെ സ്പെഷലൈസ് ഇല്ലാതാക്കിയെന്നതിൽ ജില്ലാ പ്രസിഡന്റ് ആധ്യക്ഷ്യം വഹിച്ചു. മമ്മൂട്ടി, പി.സരസ്വതി, രാജ്, പി.ശശിധരൻ സംഗീച്ചു.

മലപ്പുറത്ത് വന്ധ്യതാ നിവാരണ ക്യാമ്പും സെമിനാറും എ

മലയാള മനോരമയും ലൈഫ് ലൈൻ ഫോസ്ഫിറ്റലും ചേർന്നുള്ള ക്യാമ്പ് എടരിക്കോട് വി.കെ.എം.എം. എച്ച്.എസിൽ

മലപ്പുറം • മലയാള മനോരമയും ലൈഫ് ലൈൻ ഫോസ്ഫിറ്റലും ചേർന്ന് എട്ടിന് രാവിലെ ഒരുപതു മുതൽ ഉച്ചയ്ക്ക് രണ്ടുവരെ എടരിക്കോട് വി.കെ.എം.എം. എച്ച്.എസിൽ വന്ധ്യതാ നിവാരണ ക്യാമ്പും സെമിനാറും നടത്തുന്നു.

ഒരുദിവസം കൊണ്ടുതന്നെ പരിശോധനയും ചികിത്സാ നിർദ്ദേശവും ലഭിക്കുന്ന വിധത്തിലാണ് ക്രമീകരണങ്ങൾ. സ്ത്രീകളിലെ വന്ധ്യതയ്ക്കു കാരണങ്ങളായ ഒവേറിയൻ സിസ്റ്റ്, എൻഡോമെട്രിയോസിസ്, ഫൈബ്രോയി

ഡ്, എൻഡോമെട്രിയോസിസ്, ഓവറി, വന്ധ്യതയവർക്ക് റീ കാരണങ്ങൾ. ഇല്ലായ്മ ഫോർമോൺ വെച്ചുവെച്ചു വന്ധ്യതയ്ക്കു കാരണങ്ങൾ, മൈക്രോസെൽ, എൻഡോമെട്രിയോസിസ്, ഓവറി, വന്ധ്യതയവർക്ക് റീ കാരണങ്ങൾ. ഇല്ലായ്മ ഫോർമോൺ വെച്ചുവെച്ചു വന്ധ്യതയ്ക്കു കാരണങ്ങൾ, മൈക്രോസെൽ, എൻഡോമെട്രിയോസിസ്, ഓവറി, വന്ധ്യതയവർക്ക് റീ കാരണങ്ങൾ.

റജിസ്റ്റർ 9846190021. ലൈഫ് ലൈൻ 221355, 9961888585. സിസ്റ്റർ ചെയ്യുന്ന 70 രമ ആരോഗ്യം ആരോഗ്യമായി ലഭിക്കും.

വേദന മാറ്റം

വെറും ലക്ഷണങ്ങൾ നോക്കിയല്ല, ശരീരമാസകലം നോക്കി കാരണങ്ങൾ കണ്ടെത്തി ചികിത്സിക്കുകയാണ് ഞങ്ങൾ.

- ഹൃദ്രോഗങ്ങൾ
- അസ്ഥിയേന്മാനം
- വാതരോഗങ്ങൾ
- തുടങ്ങി കാൻസറിന് വരെ

മർമ്മസൂത്രം

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ഡോ. കെ.പി.എസ്. എസ്. അഡി നാവി അഡ്വക്കേറ്റ് അഡി നാവി അഡ്വക്കേറ്റ് ഗുരുക്കൾ 1200 ബ്രഹ്മശ്രീ രാജൻ വൈദ്യർ പ്രവർത്തിക്കുന്നു. അഞ്ചു എസ്. ബാബു എ.എ.പി. 4 ന് രാവിലെ 9 മുതൽ രാവിലെ 12 വരെ

അരങ്ങിൽ ബാബുരാജേന്ദ്രൻ പുതിയനിരത്ത്, എലത്തൂർ, 0495 2460122, 9895 15 16 0

