



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)

From 25.3.2019 To 28.03.2019

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU
Assistant Project Coordinator: **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU
Course Coordinator : **Dr. Mohammed Suhail Iqbal**
Venue : **Hasanath College for Women, Bengaluru-560042**

Day	Date / Day	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	25.03.2019 yadnoM	Use of ICT and process reforms for improved internal governance By Dr. Bhagyawan Mudigowdra Cluster University, Bengaluru	Reforms and new initiatives in Higher Education By Dr. haryawan Mudigowdra Cluster University, Bengaluru		Budgetary process and Strategies for effective resource mobilization By Dr. Shaji T , Centre Head , ytisrevinU niaJ urulagneB	Internationalisation & collaborations By Dr. Shaji T , Centre Head , ytisrevinU niaJ urulagneB
2	26.03.2019 yadseuT	Effective leadership and strategic planning By Dr. Shaji T , Centre Head , ytisrevinU niaJ urulagneB	Developing Academic Master Plan for Educational Institutions By Dr. Shaji T , Centre Head , ytisrevinU niaJ urulagneB	Lunch Break	Conflict resolution and management/Distributed leadership and diffusion of authority/Effective decision making By Dr. Alousius Edward Dean, Kristu Jayanthi College (Autonomous)	Balancing Accountability (Including Financial accountability) and autonomy for effective governance Dr. Alousius Edward Dean, Kristu Jayanthi College (Autonomous)
3	2019.27.03 sendeW yad	Student Support services and placement, grievance redressal and handling student issues By Dr. Salma Begum Dept of Economics Cluster University, Bengaluru	Handling student diversity and coping stress By Dr. Salma Begum Dept of Economics Cluster University, Bengaluru		Institutional ranking: Indian and International perspectives/ Strategies for academic excellence By Dr. Eresi.K Former Dean & Chairman, Commerce Dept., Bangalore University	Internationalisation & collaborations By Dr. Eresi.K Former Dean & Chairman, Commerce Dept., Bangalore University
4	28.03.2019 yadsruhT	Challenges of teacher during the fourth Industrial Revolution By Dr. Justin Nelson Michael Head . SMS Kristu Jayanthi College	Quality assurance, accreditation and enhancement of Institutional performance BDr. Rama.K Senior Advisor NAAC, Bengaluru		Quality assurance, accreditation and enhancement of Institutional performance By Dr. Rama.K Senior Advisor NAAC, Bengaluru	Experience Sharing, Group work and take always/key learning's/ implementation ideas Dr. Ramachandra.K PG Coordinator Cluster University Bengaluru



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: **Dr. Mohammed Suhail Iqbal**

Venue

: **Hasanath College for Women, Bengaluru-**

560042

Sl.N	Name	Designation	Institutional Address	Residential Address, Mobile No. & Mail ID	Aadhar No.	M/F SC/ ST/ OBC/M
1.	Dr. M.MUNIRAJU	Dean & Chairman	Department of Commerce, Central College, Bangalore Central University, Bangalore-1	No.2200, 15 th B Cross, 22 nd Main Road, HSR Layout, Sector-I, Bangalore-5600102, Karnataka Ph:9448686143	494619764902	Male/ SC
2.	DR. IQBAL UNNISA	Chairperson	Department of Urdu, Jnanabharathi, Bangalore University Bangalore-560056	L-13, Sector 14, Near BWSSB Water Tank, LIC Colony, Jeevan Bhimanagar, Bangalore-75 Ph: 8660202959 iqbalunnissa19@gmail.com		Female / Minority
3.	Dr. NIRMALA.M	Coordinator	Canara Bank School of Management Studies, Bangalore Central University, Bangalore-1	10, Ist Main, Ist Cross, SS Nagar, Jayanagar Ist Block, Bangalore-560011, Karnataka Ph: 9900845325	224396964156	Female / ST
4.	Dr. SARVA MANGALA	Chairperson	PG Department of Commerce, Jnanabharathi, Bangalore University, Bangalore-56	45, Madilu, 2 nd Main, Raja Rajeshwari Residency Layout, Sir MV Vishveshwaraiah Layout, 5 th Block Bangalore-560091, Karnataka Ph:9242188368	225335050712	Female / SC
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7.	Dr. NISHA JOSEPH	Principal	St. Anne's Degree College for Women, 23, Cambridge Road, Halasuru, Bangalore-560008	457, Ist Cross, Ist Stage, Indiranagar, Bangalore-560038 Ph: 9449404724		Female / Minority

8.	Prof. VEENA KUMARI.V	Principal	St. Anne'S Evening Degree College, 23, Cambridge Road, Halasuru, Bangalore-560008	372, 5 th Cross, Someshwarapura, Bangalore-560008 Ph: 9886117352		Female / General
9.	PROF. SHABANA BEGUM	Principal	Dept of Commerce Crescent First Grade College for Women, Mosque Road, Basavanagudi, Bangalore-4	21, 16 th Cross, Sagayapuram, BSA Road, Bangalore Bangalore-560045, Karnataka Ph: 9886616757		Female / Minority
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11.	Dr. MOHAMMED ARIF PASHA	Principal	Brindavan College, Dwaraka Nagar, Yelahanka Post, Bangalore-560064	452, Ist Cross, Rasool Layout, Vidyasagar (Sarayipalya) Dr.SRK Nagar Post, Bangalore-560077 Ph: 9845135730		Male/ Minority
12.	Dr. JAYAPPA.M	Principal	Dept of Commerce, RBANMS Degree College, AM Road, SC Garden Post, Bangalore-560042	44, 8 th Main B cross, Kaval Byrasandra, Bangalore-560032 Ph: 9448235042		Male/ SC
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14.	Mrs. NEELOFER.M.S	HOD	Dept of Mathematics, Hasanath Academy of Management Studies, 43, Dickenson Road, Bangalore-560042	No.6, Damodar Mudiliar Street, Ulsoor, Bangalore-560008, Karnataka Ph: 9916338008		Female / Minority
15.	Dr. RAMACHANDRA.K	Coordinator	PG Department of Commerce, Maraharani Arts, Commerce & Management College for Women, Seshadri Road, Bangalore-1	169, 5 th Cross, 2 nd Main, Prakash Nagar, Bangalore-560021 Karnataka Ph: 08197084806		Male/ ST
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21.	Mrs. SALMA	HOD	Department of	No.11, 'A' Cooks Road,		Female

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24.	Mrs. SHAHEDA BEGUM	HOD	Department of Tourism, Hasanath College for Women, Bangalore-42	No.31, 2 nd Main, Anwar Layout, Venkateshapuram Bangalore-560045, Karnataka Ph: 9972582676		Female / Minori ty
25.	Mrs. FAREEDA BEGUM	HOD	Department of English, Hasanath College, Hennur, Bangalore-43	126, III Cross, Triveni Road, Yeshwanthpur, Bangalore-560022, Karnataka Ph: 9986467338	480644843607	Female / Minori ty
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53.	DR. VEENA NAGARAJ	HOD	Department of Economics, MES Degree College, 15 th Cross, Malleshwaram, Bangalore-560003	No.82, SN Layout, 3 rd Stage, 4 th Block, Basaveshwara Nagar, Bangalore-79 Ph: 9845544827 Email: veenanagaraj27@gmail.com	975525970332	Female / General
54.	Prof. RAGHUNATHA.K	HOD	Department of History, GFGC, Cox Town, Bangalore-560005	No.599, 11th A Cross, 2 nd phase, Giri Nagar, Bangalore-560085, Ph: 9611133699 Mail:	507963247960	Male/ General
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56.	ASHWATH NARAYANA.A	HOD	Dept of Commerce, GFGC, Kodihalli, Kanakapura Taluk, Ramanagaram Dt Karnataka PIN: 562119	151/A, VASANTAM, 7 th A Cross, 6 th Main, Kengeri Satellite Town, Bangalore-560060 Ph: 8147729546 Email: ashwathn26@gmail.com	447298715830	Male/ SC
57.	Mrs. WASEEHA FIRDOSE	HOD	Dept of Management, RC College, Palace Road, Bangalore-560001	20/1, Ashwath Nagar, RMV 2stage, Bangalore-560094 Ph: 9880309800 Email: waseeha_ha@yahoo.co.in	865401757287	Female / Minority
58.	DR.VENKATE-SHAIAH.M	HOD	Dept of commerce, GFGC, Yelahanka Bangalore-560064	Maddurappa Building, Chamarajapete, Ward No. 23, Chickaballapura-562101 Ph: 9449617296	295133389213	Male/ General
59.	Mrs. SNEHA SINGH	HOD	Department of MBA, (VTU) Brindavan College, Dwaraka Nagar, Yelahanka	No.F604, Jalavayu Heights Apartment, AFHNB, Phase-3, Peenya		Female / General

			Post, Bangalore-64	Plantation, Jalahalli, Bangalore-13 Ph: 9886637198 Email: sneha.adi.mks@gmail.com		1
60.	Mr. SHUAIB AHMED SHARIFF	HOD	Department of MCA, (BU) Brindavan College, Dwaraka Nagar, Yelahanka Post, Bangalore-64	No.29, Leo Residence, Door No. 201, 14 th Cross, Kanaka Nagar, Bangalore-32 Ph: 8971104643 Mail:		Male/ Minori ty
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62.	KAVITHA.R	HOD	Department of Management, Abbas Khan Degree College for Women, OTC Road Cross, Cubbonpet, Bangalore-560042	No.4, 'O', 1 st Street, Shivan Chetty Gardens, Bangalore-560042, Ph: 9620930112 Mail: kavitharaviR95@gmail.co m		Female / Genera l
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68.	PRIYA. S	HOD	Department of Comp Sc. GFGC, BEO Campus, KGF, Kolar Dist – 563122	No.78, 5 th Cross Road, Robertson Pet, KGF, Kolar – 563122 Ph: 9945358056 Mail:	635729019451	Female / Genera l
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70.	Dr. N. BHARATHI	PRINCIPAL	Indo Asian Academy Degree College, Kalyan Nagar, Bangalore -560043	'Dhanu Villa' 5, B Cross, Viyaja Bank Colony, Banasawadi, Bangalore-560043, Ph: 9916101958 Mail:bharathinanda.2015g mail.com	484402864308	Female / General
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76.	KAUSAR JAHAN	HOD	Department of English MQI Degree College, No.8, Bore Bank Road, Benson Town, Bangalore -560046	No. 4, Ishaq Sab Street, JC Nagara, Munireddy Palya, Bangalore – 560006 Ph: 81052523232 Mail: kausarjahan786@yahoo.com	275876365997	Female / Minority
77.	USHA I	Principal	MQI Degree College, No.8, Bore Bank Road, Benson Town, Bangalore -560046	No. 33/2(6B) Harris Road, Benson Town, Bangalore – 560046 Ph: 8660764707	226280441850	Female / General
78.	PATIL KAVITHA	HOD	Department of Arts GFGC, Frazer Town, Bangalore - 560005	Flat No. 303, Sai Excellency Apartments Hennur Cross, Bangalore - 560043 Ph: 9448632060 Mail: kavitha.golasangi@gmail.com	727303226835	Female / General
79.	RONGALI YERNAIDU	HOD	Brindavan College, Dwaraka Nagar, Yelahanka, Bangalore - 560063	1 st Cross, Palenahalli, Yekahanka, Bangalore – 560064 Ph: 9141753959 Mail:		Male/ General
80.	HADIYA ZAINEB	HOD	Department of Commerce, Bangalore City College, No.160, Chellikere, Kalyanagar, Bangalore - 560043	No. 225, 8 th Cross, Anwar Layout, Shampur Rod, KG Halli, Bangalore -560045 Ph: 9880830892 Mail:	568220402178	Female / General
81.	Dr. B. MAHAMMAD RAFEE	Principal	Province College, No. 111, HBR Layout, 1 st Block, 1 st Stage, 80Ft Road, Bangalore – 560043	No. 203, Shabari Layout, RK Hegde Nagar, Bangalore – 560077 Ph: 8951163373 Mail:	728790689828	Male/ Minority

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82.	AHMED FAREED	HOD	Department of Computer Science, Province College, No. 111, HBR Layout, 1 st Block, 1 st Stage, 80Ft Road, Bangalore – 560043	No. 18, 9 th Cross, Chokkanahalli, Noor Nagar Post, Jakkur, Bangalore -560064 Ph: 9036251830 Mail: ahmedfareedprovince@gmail.com		Male/ Minori ty
83.	GRACY ATTASAL	HOD	Department of Computer Science, Province College, No. 111, HBR Layout, 1 st Block, 1 st Stage, 80Ft Road, Bangalore – 560043	No. 111, HBR Layout, 1 st Block, 1 st Stage, 80Ft Road, Bangalore – 560043 Ph: 9900796590 Mail:		Female / Minori ty
84.	REHANA	HOD	Department of Computer Science, Hasanath College for Women, Dickenson road, Bangalore – 560042	No22/1, RKM Layout, Phase-3, Maragondanahalli, KR Puram, Bangalore-36 Ph: 9480515168 Mail: rehna.ramesh@gmailcom		Female / Minori ty
85.	ANJUM	HOD	PG Department of Computer Science, Hasanath College for Women, Dickenson road, Bangalore – 560042	No. 52, Stephens Road, Bangalore – 560005 Ph: 7406680656 Mail: anjumastar12@mail.com		Female / Minori ty
86.	DR.AJAZ AHMED KHAN	Coordinator	P G Department of Management, RC College, Palace Road, Bangalore-1	21, 4 th Cross, Gopalappa Layout, Manorayana playa, RT Nagar Post, Bangalore-560032 Karnataka Ph: 7899438373		Male/ Minori ty

Consolidated Statement



SC		ST		OBC		Minorities		General		Local	Outstation	Total		Total Participants
M	F	M	F	M	F	M	F	M	F			M	F	
3	2	3	2	-	-	20	28	13	15	86	-	39	47	86

REPORT OF CALEM-2019
HRDC, AMU-SPONSORED 4-DAY TRAINING PROGRAMME
ON ACADEMIC LEADERSHIP
AT
HASANATH DEGREE COLLEGE FOR WOMEN
BANGALORE, KARNATAKA
25th - 28th MARCH 2019

The Aligarh Muslim UNIVERSITY HRDC, owing, perhaps, to the past success, once again decided to conduct a 4 DAY Training Programme on Academic Leadership at this college. 89 Participants includes Heads of Dept., Coordinators, Principals & Deans, Directors attended the 4-day Training Programme at the well-equipped Information Centre of the college, which, incidentally happens to be the best in Bangalore University, as commented by visitors from different institution

Day-1: Monday, 25th March 2019

Inauguration Programme

	<p>Centre for Academic Leadership and Education Management (CALEM), (Under the Scheme of PMMMNMTT HRD Ministry, Government of India, New Delhi), Aligarh Muslim University, Aligarh-202002, UP Organizes 4 Day Training Programme on "Academic Leadership" At HASANATH COLLEGE FOR WOMEN DICKENSON ROAD, BENGALURU-560042 25-28th March 2019</p>	
<p>INAUGURATION</p> <p>On Monday, 25th March 2019 at 10.00 AM</p>		
<p>Chief Guest: Dr. S. Japhet Hon'ble Vice Chancellor, Bengaluru Central University Janab Younus Mohammed Hon'ble President, Hasanath Edn.Society, Bengaluru <i>Will preside over the function</i></p>		
<p>Guests of Honour: Janab A.Wahab Khan Saheb Hon. Secretary, Hasanath Edn.Society, Bengaluru Janab Hameed Razack Sait Chairman, HES Advisory Committee Janab Sayeed Munawer Saheb Vice-President, HES Janab Aziz Qader Saheb Vice-President, HES Janab Sulaiman Rabbani Sait Saheb Treasurer, HES</p>		
<p>Venue: Razack Sait Memorial Conference Hall, Hasanath College for Women, Bengaluru</p>		
<p>Prof. A.R.Kidwai Director, UGC-HRDC, AMU</p>		<p>Dr. Mohd. Suhail Iqbal Principal & Course Coordinator</p>



Inauguration Report:

The programme has begun with the tradition of Qirtah. Ms. Saughath recited the holy verses from the Noble Quran. Ms Amulya did the Invocation and Ms. Vishalakshi read the verses from the Holy Bible.

Ms. Ipthesan Parveen performed the welcome dance. Dr. Mohd. Suhail Iqbal Principal of Hasanath College for Women welcomed the Chief Guest Dr Japhet, Hon'ble Vice Chancellor, Bangalore Central University, Bangalore and the Guests of Honour were Mr. Wahab Khan Hon'ble Secretary Hasanath Education Society, Mr Sulaiman Rabbani, Treasurer HES; Mr Satish Sethy, C.O.O, HES and the galaxy of intellectual participants.

Principal has introduced the course with a quote "Training the Trainers" and stressed the need for such training programmes since its inception in 2014 at Hasanath College for Women to build excellence in Higher Education with a brief history of college. He highlighted the fact that Hasanath College for Women is the only centre selected in Karnataka for CALEM Program and gave an insight of the program.

Hon'ble Vice Chancellor, Bangalore Central University, Dr. Japhet congratulated Hasanath College for Women for being selected as a **Potential Institution** for organising CALEM Program. Hasanath College for Women is a part of Bangalore Central University. He paid rich tribute to the visionaries for taking active part in women's empowerment through education. He said there is deep crisis when we talk of leadership in India. Earlier leaders were inspired by ideal principals and aspirations. Today changes in technology, socio economic environment has impacted environment student's expectations have undergone changes.

The economy can achieve employability through efficiency and excellence, skills to be polished. India with a young population can become a global phenomenon, given good leaders. Synergy between academy, education, employability and economy can be achieved by good leaders.

Mr. Wahab Khan, Hon. Secretary, has delivered the presidential remarks by highlighting the facts in the era of specialisation that we require leaders. Leadership qualities can be achieved through education and excellence.

Dr. Alla Bakash.S, Course Coordinator expressed his gratitude to the Chief Guest Dr. Japhet, Bangalore Central University. Guest of Honour's Mr.Wahab Khan, Mr Sulaiman Sait and the participants of the programme.

Session-1 & 2: Resource Person- Dr. Bhagyavan, S. Mudigowdra

Dr. Bhagyavan, S. Mudigowdra, Associate Professor of Computer Science (UG & PG Department) Cluster University, Bangalore, Government of Karnataka was the resource person for the first session of short term course on academic leadership. His topic of discussion was use of ITC and process of reforms for improving internal governance. He began his talk by defining data, information, knowledge and wisdom. He highlighted the three C's, Computing, Collecting and Commerce. Through E-governance at different levels he sighted the benefits for citizens and government organisations.

He spoke on GPR and the need for re-engineering the process, goals for GPR, models of GPR, ICT enabled services as functionaries of knowledge or transmission technologies helps in capture, storage, processing, communication and display. Rural people can be connected through ICT through Six C's, Contend, Context, Community, Communication, Connectivity and Commerce. He also highlighted National Government , State Government, Private Sector and Non- Government initiated projects and conclude by saying E Governance is a investment for tomorrow.

In the second session reforms a new initiative in higher education Dr. Bhagyavan began with his commencement talk with the evolution of higher education and education in ancient India through Nalanda and Taxila University.

ICT for higher education is the necessity for purpose has three dimensions which are Necessity, Purpose and Potential. Academic reforms in higher education are Access, Equity, Inclusion and Quality. Major initiatives of ICT in higher education are NTA, MHRD, RUSA etc. and report identifying major hurdles and weakness in higher education and concluded with solutions given by Yashpal Committee Report.



Session-3: Resource Person- Dr. Shaji Thomas

Topic: Budgetary Process and Strategies for Effective Resource Mobilization

Dr. Shaji Thomas, Campus Director, Jain University, Kochi commenced the session by stressing on the fact that infrastructure makes a difference today. He has begun by quoting the words of Dr.A.P.J. Abdul Kalam and his vision of education. Imparting quality and fostering excellence is a major challenge that institutes offering higher education face. In addition to this, attraction and retention of competent faculty, raising teaching standard, encouraging cutting edge research and nurturing talent also pose a problem. Financial resources can be mobilized from diverse sources, through government funding, private-public partnership, self-financed courses and upward revision of fees. Private sector can charge tuition fee and other charges. Public expenditure on higher education is 42% allocated in the budget which is lesser than 1% of GDP.

Higher education financing agency with an initial capital base of thousand crores was announced by finance minister. There has been increase in the number of self-financed institutions and deemed to be universities. Student loan is also offered for pursuing professional and management education. But unfortunately the non performing ratio is less compared to the loans given.

Fiscal incentives are offered in the form of tax deductions for student loan. Education cess is collected for secondary and higher education which is not utilised for the purpose collected. Building entrepreneurial economic system will help in the establishment of business companies which in turn can help in education through CSR.

Session-4: Resource Person- Dr. Shaji Thomas

Topic: Internationalization and Collaboration

The session began with quoting Mahatma Gandhi from Young India, June 1st, 1921. Internationalization includes the policies and practices undertaken by academic system and institutions....and even individuals to cope with global academic environment. Specific initiatives such as branch campuses, cross border collaborative arrangements and student's exchange program are a part of internationalization. There are only 46,144 international students in India nearly 5 times as many Indian students are at US universities alone and less than 1% of foreign faculty is in India. It was found that none of the Indian universities count among the top 100 universities and greater internationalization will improve their world ranking. Universities today can hire foreigners without clearance from the Ministry of Home Affairs and Ministry of External Affairs. Apart from these initiatives, IITs have been taking steps to improve their internationalization. Fees for the students from neighbouring countries, Middle East and Africa have been reduced. In spite of this, there are some hurdles in the path.

Collaboration with students exchange program, with Indian institutes for faculty exchange program, joint research programs will go long way in making India one of the best places for education.



Day-2: Tuesday, 26th March 2019

Session-1 & 2: Resource Person- Dr. Shaji Thomas

Topic: Effective Leadership and Strategic Planning

Higher education institutes setup strategic goals and plans for implementation. Strategic plan is tool that provides guidance for fulfilling a mission with maximum efficiency and impact and synergies internal and external elements. India has set a target of 30% gross enrolment in higher education by 2020. India's GER is 24.5% but less in comparison to China and Brazil. He defined strategic planning, elaborated the benefits, important terms of strategic planning. He highlighted the leadership qualities at the university level and institution level and concluded the session with the components of master plan.

Session-3 & 4: Resource Person- Dr. K Eresi

Topic: Institutional ranking – Indian and International perspectives/ Strategies for academic excellence and Internationalisation and Collaboration

Dr. K Eresi, Former Chairman and Dean, Faculty of Commerce, Bangalore University_began the session by saying that there is paradigm shift from one time learning to lifelong learning, examination centric models to knowledge centric models. Students should be thought to read, remember, understand apply rather than read, remember, write and forget. The challenges of the present create great opportunities , chances and hope for humanity by making use of educational tools to promote responsible leaders who can govern nations and institutions across cultures and borders, such leaders will be driven by universal values that sustain life and development for all. He stressed that the collapse of education is the collapse of the nation.

Degrees should be of utility and education should raise intellectual curiosity, enrich character, model leadership and built integrity. But unfortunately our colleges are mere information selling shops.

By 2020 India will be the fourth largest work force with a serious problem of un-employability due to lack of skills and competence. He highlighted on quality dimensions on higher education and sustainable national development, paradigm shift in higher education.

In the next session Dr. Eresi spoke on achieving institutional excellence by capacity building, organisational capacity and by creating legal frame work in research and socio economic development. He defined how an institution can achieve excellence and the issues compelling quality education and road blocks to achieve

quality in higher education and the pre requisites. He stressed on the use of modern educational technology, skill development and the role of teachers in building institution of excellence and concluded by saying 21st educator should be adapter, communicator , leaner, visionary, model, leader, collaborator and risk taker.



Day-3: Wednesday, 27th March 2019

Session-1: Resource Person- Dr. Salma Begum

Topic: Student Support Services and placement, grievance redressal and handling student issues

Dr. Salma Begum, Associate Professor, Department of Economics, Cluster University, Bengaluru, began her talk with the 1960's movie, The Sound of The Music is the case with the student of higher education who are in a state of confusion and therefore the need arises for support services. The old services focused on 3 major fields, completion of portions, infrastructure and make the students have a feel. Opening the library beyond working hours, good hostel facilities speaks how good a support system is. She highlighted the fact the ministry of HR department says sports should be an integral part of the curriculum system. There should be a mechanism which would give an insight about scholarship and assessment to the needy students. Admission process should be transparent and there should be continuous evaluation of the students testing while teaching is a novel method where the student's skills are polished and their employability rate increases as the companies have to spend less on their training.

All students need support and it is inappropriate to remove some as weak students therefore open access campus is recommended Flexible learning methodology, open door communication, school spirit and a sense of comrade.

She insisted the teachers on investing in student's time and energy and not labelling the student's, allow them to blossom into budding flowers. She spoke about the best practises like, sports closed advisory, integrating students as community, staff study circle and concluded with looking for excellence among students from the beginning, encourage creative and innovative ideas for Gen Z.

Session-2 : Resource Person- Dr. Salma Begum

Topic: Handling student diversity and coping stress

Second session began with a group activity. The participants were chosen at random and questionnaire was passed on to them. It was conducted to understand the behaviour of humans when they are placed in diverse groups. She spoke on social diversification, its dimensions and the dimensions of social diversity which changes on three dimensions,

- 1) Unique
- 2) Interdependent and interrelated
- 3) Dynamic

She spoke about the divide between different cultures and geographical regions and asked the students and those in charge of their pastoral care must work hard to bridge this gap. She highlighted that teachers are leaders of the classroom and must lead by example which is the most direct, effective and efficient way of smoothing in the classroom and follow the principle to treat everyone equally regardless of their background. She spelled out the efforts of bringing in together. She spoke about the beauty and diversity and suggested measure of coping out stress with 4 A's, Avoid, Alter, Accept and Adapt, and concluded by giving few stress busters.

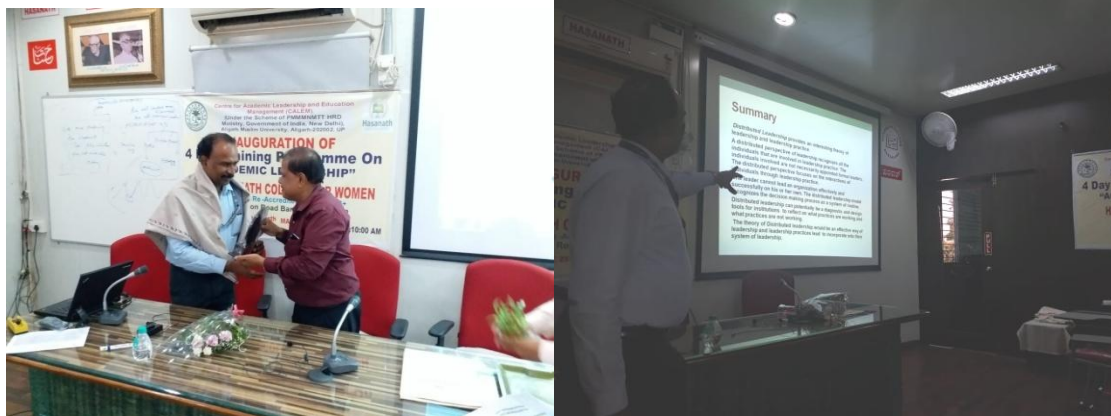


Session-3: Resource Person- Dr. Aloysius Edward

Topic: Conflict resolution and management/Distributed leadership and diffusion of authority/Effective decision making

Dr. Aloysius Edward, Dean, Kristu Jayanthi College (Autonomous), Bengaluru commenced the session with the definition of organisation, its bifurcation and the objectives along with the 4 P's – People, Purpose, Process and Performance. When people come together there must be conflict, which is divided into healthy and unhealthy conflict. The organisation is divided into two – founders and leaders. Founders appoint leaders to achieve their objectives, wherein founders are owners and leaders are managers. Proper management is called governance. Effective corporate governance can be achieved through the division between ownership and management. To validate this, he gave an example of the Satyam Company, which failed despite having good corporate governance. He then spoke on conflict by defining it, different schools of thought on conflict, features, types,

levels and 4 keys to conflict resolution. He later spoke on distributed leadership, meaning, characteristics and its facets. He gave a summary on distributed leadership.



Session-4 : Resource Person- Dr. Alousius Edward

Topic: Balancing Accountability (including financial accountability) and Autonomy for Effective Governance

He began the session by giving an overview on decision making, introduction of decision making, prerequisites of good decision making, theories, approaches and decision making procedure. He gave an introduction on the concept of corporate governance which emerged in 1980s thereby leading to the setting up of Cadbury Committee by LSE. He spoke about the evolution of corporate governance in India, committee of corporate governance, relationships, corporate governance and employees. Corporate governance is about maintaining appropriate balance of accountability between three players – owners, directors and managers. He spoke on accountability vs autonomy and concluded by saying that we are preparing the students for the jobs which are not available today as there is no link between industry and curriculum today.

Day-4: Thursday, 28th March 2019

Session-1 & 2: Resource Person- Dr. Justin. Nelson Micheal

Topic: Industrial Revolution (4.0), Challenges for Teachers

Dr. Justin Nelson Micheal, Head, School of Management, Kristu Jayanthi College, (Autonomous), Bengaluru has began his session by highlighting “By one popular estimate, 65% of the children entering Primary school today will ultimately end up working in completely new job type that does not yet exist. We live in a volatile, ambiguous and uncertain world”. He highlighted the findings of world economic forum. He gave a brief history of the four industrial revolutions and characteristics of the 4th one. The fundamental functions of higher education institutes, cultural anxiety, role of education and research during Industry 4.0, generic challenges for a teacher, multiple intelligence by Howard Gardner, learning methods 4.0, top skill of 2020, emerging jobs, strategic planning were the topics of discussion. He concluded by quoting from the letter written by Albert Camus in 1957, a few days after receiving the Nobel Prize for Literature.



Session-3: Resource Person- Dr. K. Rama

Topic: Higher education quality transforming India




Dr. K. Rama, Senior Advisor, NAAC, Bangalore began the session with the policy pillars of higher education viz relevance, quality, and equity. Students' experiences through curriculum and teaching are the main concepts of educational quality. Quality in current context is a multi-dimensional entity, fitness for a purpose, perfection, value for money, transformative and exceptional high standards. But unfortunately, our education system, everybody has to take the same exam for a fair selection. She spoke on online Assessment & Accreditation process flow and concluded with higher education institution registration process.

Session-4: Resource Person- Dr. K. Ramachandra


Sharing Views of Participants and Feed Back



Valedictory Function



Centre for Academic Leadership and Education Management (CALEM),
 (Under the Scheme of PMMMNMTT HRD Ministry, Government of India, New Delhi),
 Aligarh Muslim University, Aligarh-202002, UP
Organizes
4 Day Training Programme on
“Academic Leadership”



At
HASANATH COLLEGE FOR WOMEN
 (NAAC Re-accredited 3rd Cycle: B+)
 DICKENSON ROAD, BENGALURU-560042
25-28th March 2019

VALEDICTORY FUNCTION

On Thursday, 28th March 2019 at 4.00 PM

Chief Guest: **Dr. K.Rama**
 Senior Advisor, NAAC, Bengaluru
Mr.Younus Mohamed
 Hon'ble President , Hasanath Edn.Society, Bengaluru
Will preside over the function

Guests of Honour: **Mr. A.Wahab Khan**
 Hon. Secretary, Hasanath Edn.Society, Bengaluru
Mr. Hameed Razack Sait
 Chairman, HES Advisory Committee
Mr. Sayeed Munawer
 Vice-President, HES
Mr.Aziz Qader
 Vice-President, HES
Mr.Sulaiman Rabbani Sait
 Treasurer, HES

Venue: **Razack Sait Memorial Conference Hall,**
 Hasanath College for Women, Bengaluru

Prof. A.R.Kidwai
 Director, UGC-HRDC, AMU

Dr. Mohd. Suhail Iqbal
 Principal & Course Coordinator

4th Day: 28-3-2019, Valedictory Function

The concluding fare, organized in the Founders' Hall saw all luminaries of Management from President, Secretary,& Treasurer, Dr.Rama, Senior Advisor, NAAC, Bangalore and the Principal gathering and being felicitated. All individuals spoke, and the positive targets were CALEM and the Principal, Dr.Mohammed Suhail Iqbal who organized the 4 Day Training Programme, for its success.

Dr.Rama, Senior Advisor, NAAC, Bangalore in her valedictory address spoke on the Introduction of Quality mandate for colleges and universities. This included NAAC accreditation with a minimum score of 2.5 for all institutions. Also stressed on how the Higher Education Institutions (HEIs) to improve the graduate outcome so that at least 50% of the students get employment, become self employed or get higher education. Promote students link with society or industry that at least 2/3 of them engage in socially productive activities. He emphasized on training students in essentials professional soft skills like learn work time management as well as values and professional ethics create awareness for students to demonstrate these talents. Employability should be given importance by Govt. Jobs should be created for which effective policies to be followed.

The Principal, in his final golden words referred to the tremendous impact on the 4 Day Training programmed had, qualitatively. He said, “That the teaching sessions are interspersed with practical exercises, as required, should help us to know how teaching can be made very effective. We all must be grateful to the Resources Persons for their service, and, of course, CALEM itself. I am also told that there has not been a moment of dullness, as otherwise normally it is wanted to happen in a normal class room, when engaged by most of us. In short I would like to put across that we should treat ourselves to be lucky to be under

the spell of our visiting resources persons. For this, we should be indebted to not only the persons personally, but also to the AMU for deputing such excellent scholars”.

The Principal concluded on a very important note, saying, that the job of AMU and the resources persons was over, and it heralded the commencement of the job of the professors and principals with their alumni. What all they had learnt in the 4 Day training Programme needed to be passed on to the students appropriately. He said that then only the Training Programme served a purpose.

The Principal also thanked the teaching and non-teaching staff for making the four day programme so lively and also those involved in catering, stating that the arrangements were excellent.



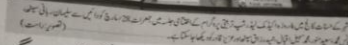


Local News Paper clipping section

حسنت کالج میں 4 روزہ
ایڈمک لیڈرشپ پروگرام
بنگلور۔ (ایس این بی) حسنت ایجوکیشنل سوسائٹی کے صدر یونس سینٹھ نے اطلاع دی ہے کہ گزشتہ سال حسنت کالج میں علی گڑھ مسلم یونیورسٹی کی جانب سے جو ریاستی سطح پر ایڈمک لیڈرشپ پروگرام منعقد کیا گیا تھا، اس کے کامیاب انعقاد پر رواں سال بھی علی گڑھ مسلم یونیورسٹی حسنت زنانہ کالج وکٹسن روڈ بنگلور میں 4 روزہ ایڈمک لیڈرشپ ورکشاپ منعقد کر رہی ہے۔ یہ پروگرام 25 تا 28 مارچ یو جی سی ہیومن ریسورس ڈیولپمنٹ علی گڑھ مسلم یونیورسٹی کی جانب سے منعقد کیا جا رہا ہے۔ اس ورکشاپ میں یونیورسٹی اور کالجوں کے وائس چانسلرس، ڈائریکٹرس، چیئرمین اور ایچ او ڈیز شرکت کر سکتے ہیں۔ ورکشاپ میں حصہ لینے کے خواہشمند 23 مارچ سے قبل اپنے نام درج کروائیں۔ ورکشاپ میں حصہ لینے والے ان احباب کو یو جی سی کی جانب سے سرٹیفکیٹ بھی پیش کئے جائینگے جو ان کیلئے مستقبل میں مددگار ثابت ہوگی۔ مزید تفصیلات کیلئے حسنت ڈگری کالج کے پرنسپل ڈاکٹر سہیل اقبال سے 9845063364 پر رابطہ قائم کیا جاسکتا ہے۔ (عبدالوہاب، کمرہ نری)

رم حاصل کی جارہی ہے۔ حکومت دہلی کی جانب سے جاری ہے۔
دی کیمبرے لگائے گئے ہیں۔ یہ کیمبرے بھی گیا
رہا ہے۔ ان اسکینڈلوں کی جانب فوری توجہ
حسنت کالج میں علی گڑھ مسلم یونیورسٹی
کی جانب سے ایڈمک لیڈرشپ پروگرام
بنگلور۔ (ایس این بی) حسنت ایجوکیشنل سوسائٹی کے صدر یونس سینٹھ نے اطلاع دی ہے کہ گزشتہ سال حسنت کالج میں علی گڑھ مسلم یونیورسٹی کی جانب سے جو ریاستی سطح پر ایڈمک لیڈرشپ پروگرام منعقد کیا گیا تھا، اس کے کامیاب انعقاد پر رواں سال بھی علی گڑھ مسلم یونیورسٹی حسنت زنانہ کالج وکٹسن روڈ بنگلور میں 4 روزہ ایڈمک لیڈرشپ ورکشاپ منعقد کر رہی ہے۔ یہ پروگرام 25 تا 28 مارچ یو جی سی ہیومن ریسورس ڈیولپمنٹ علی گڑھ مسلم یونیورسٹی کی جانب سے منعقد کیا جا رہا ہے۔ اس ورکشاپ میں یونیورسٹی اور کالجوں کے وائس چانسلرس، ڈائریکٹرس، چیئرمین اور ایچ او ڈیز شرکت کر سکتے ہیں۔ ورکشاپ میں حصہ لینے کے خواہشمند 23 مارچ سے قبل اپنے نام درج کروائیں۔ ورکشاپ میں حصہ لینے والے ان احباب کو یو جی سی کی جانب سے سرٹیفکیٹ بھی پیش کئے جائینگے جو ان کیلئے مستقبل میں مددگار ثابت ہوگی۔ مزید تفصیلات کیلئے حسنت ڈگری کالج کے پرنسپل ڈاکٹر سہیل اقبال سے 9845063364 پر رابطہ قائم کر سکتے ہیں۔





حسنت کا لُج میں اکڈمک لنڈر شپ تربیتی پروگرام کے اختتامی جلسہ سے مقررین کا خطاب

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