



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: 06 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP

From 2.4.2019 To 5.4.2019

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU
 Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU
 Course Coordinator : **Dr. Ayoob. C.P**, Principal, EMEA College of Arts & Science, Kondotty
 Venue : **Audio Visual Theater**, EMEA College of Arts & Science, Kondotty, Kerala State

S N	Date	Session I 9.15 - 10.45 AM	Session II 11 .00 AM - 12.30 AM	Session III 1.15 .PM - 2.45 PM	Session IV 3.00 PM - 4.30 PM
1	2.4.2019 (Tuesday)	Inauguration Dr. K. Mohammed Basheer Honorable Vice Chancellor, University of Calicut Academic Research Ethics Dr. Vonod.P.M Head, Research Desk, CH Mohammed Koya Central Library, University of Calicut Email: vinodvmvinod@gmail.com	Plagiarism Issues and solutions by Dr. Vonod.P.M Head, Research Desk, CH Mohammed Koya Central Library, University of Calicut Email: vinodvmvinod@gmail.com	Outcome based Education by Dr. S. Bhasker, Professor and Head, Thiagarajar College of Engineering, Madurai, Tamil Nadu Email: sbeee@tce.edu, baskar1970@gmail.com Ph: 9894039081	Outcome based Education by Dr. S. Basker, Professor and Head, Thiagarajar College of Engineering, Madurai, Tamil Nadu Email: sbeee@tce.edu, baskar1970@gmail.com Ph: 9894039081
2	3-4-2019 (Wednes day)	Reforms in NAAC Accreditation Process by Dr. SV Sudheer Professor and Director, UGC HRDC, University of Kerala. Ph: 9846026464 Email: hrdcunike@gmail.com hrdcunike@yahoo.com	Reforms in NAAC Accreditation Process by Dr. SV Sudheer Professor and Director, UGC HRDC, University of Kerala. Ph: 9846026464 Email: hrdcunike@gmail.com hrdcunike@yahoo.com	Teacher Quality and Career Advancement Scheme by Dr. T Muhammed Salim, IQAC Co-ordinator, Farook Training College, Calicut, Kerala) Ph: 9496363353 Email: drsalimt@gmail.com	Teacher Quality and Career Advancement Scheme by Dr. T Muhammed Salim, IQAC Co-ordinator, Farook Training College, Calicut, Kerala) Ph: 9496363353 Email: drsalimt@gmail.com
3	4-4-2019 (Thursday)	Public Fund Management by RP: Mr. Muhammed Najeeb Administrative Officer (Rtd), Directorate of Collegiate Education) Ph: 9495419795 Email: najeebps20@gmail.com	Public Fund Management by RP: Mr. Muhammed Najeeb Administrative Officer (Rtd), Directorate of Collegiate Education) Ph: 9495419795 Email: najeebps20@gmail.com	Procurement through government e-marketplace (GeM) by Mr. Manesh Mohan Business Facilitator Email: manesh.mohan@intellectd esign.com Ph: 9645642210	Procurement through government e-marketplace (GeM) by Mr. Manesh Mohan Business Facilitator Email: manesh.mohan@intelle ctdesign.com Ph: 9645642210
4	5-4-2019 (Friday)	e-Learning by Dr. S. Senthilnathan, Director (FAC) UGC HRDC, Bharathidasan University, Kajmalai Campus, Tiruchirapalli. Ph: 9489829244 Email: edutechsenthil@gmail.com	e-Learning by Dr. S. Senthilnathan, Director (FAC) UGC HRDC, Bharathidasan University, Kajmalai Campus, Tiruchirapalli. Ph: 9489829244 Email: edutechsenthil@gmail.com	e-Learning by Dr. S. Senthilnathan, Director (FAC) UGC HRDC, Bharathidasan University, Kajmalai Campus, Tiruchirapalli. Ph: 9489829244 Email: edutechsenthil@gmail.com	Feedback Valedictory Function Photo session



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List of Participants

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 02 to 05 April 2019)

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Assistant Project Coordinator: Dr. Faiza Abbasi, Assistant Professor, UGC HRDC, AMU, Aligarh
Course Coordinator : Dr. Ayoob CP, Principal, EMEA College of Arts & Science, Kondotty
Venue : AVT, EMEA College of Arts & Science Kondotty, Kerala State

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**REPORT
OF
CENTRE FOR ACADEMIC LEADERSHIP AND EDUCATION
MANAGEMENT (CALEM) WORKSHOP**

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

Under the Scheme of
Pandit Madan Mohan Malaviya National Mission on Teachers
and Teaching (PMMMNTT),
MHRD, Govt. of India

Held at

EMEA COLLEGE OF ARTS & SCIENCE

Kumminiparamba PO, Kondotty
Malappuram DT, Kerala, Pin: 673 638
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02 – 05 APRIL 2019

COLLEGE PROFILE



EMEA

COLLEGE OF ARTS & SCIENCE Kondotty

Aided by Govt. of Kerala, Affiliated to The University of Calicut
Re-accredited with 'A' Grade by NAAC

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College Profile

E.M.E.A.College of Arts and Science is aided by Government of Kerala, affiliated to University of Calicut, and reaccruited with 'A' grade by NAAC. This college is an embodiment of a long cherished dream of people of Ernad, a backward region in erstwhile Malabar district of British India. The college is situated in a village Kumminiparamaba, within earshot from Calicut International Airport. It is run by Ernad Muslim Educational Association, a registered society formed by a group of social reformers to establish educational institutions to uplift the socially and economically backward populace of this region.

College started in 1982 as a humble institution offering pre-degree programmes in commerce and humanities. It was upgraded to a degree college in the year 1991. Currently, it has five P G and ten U G programmes. The postgraduate programmes are in Economics, Commerce, English, Microbiology, and History and the subjects like Economics, Commerce, English, West Asian Studies, Microbiology, Biochemistry, Computer Science, Biotechnology and Business Administration are offered as core subjects for UG programmes. The institution is in the verge of becoming a recognized research centre. The programmes offered belong to both aided and self- financing streams.

There are 1492 students on the rolls of which majority hails from a relatively poor socio-economic background. According to a report prepared by IQAC, almost 95% of students are from rural areas, which includes 15 % SC/ST categories, and 83 % other backward castes (OBC). Women constitute 60 % of the total enrollment.

There are 70 teaching positions in the institution of which 37 are permanent and 33 created by management for teaching self- financing programmes. There are 15 teachers with P.hD, 12 with M.Phil and remaining with PG as the highest qualification. 41% of the permanent faculty has published works including books and research articles.

The performance in the academic field is mainly manifested in the form of higher rate of progression to higher studies. Around 60-70 percentage of the students of this college move on to higher studies. In spite of the fact that the rate of campus placement is insignificant, the rate of progression to employment after academic career seems to be encouraging.

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Mr. Roy, Head of the department of English chaired the first session on “Academic Research Ethics”. He introduced the Speaker of the sessions Dr. Vinod PM to the audience. He highlighted how it would enrich the participants in multiple dimensions. The session was very much fruitful to the participants in respect of research and publication. Various plagiarisms in research were discussed in detail and methods to control plagiarism were recommended by the speaker. The session was interactive and lasted three hours. He narrated qualities of research related activities and updated new trends in higher education. He opined that Internet research protocols involving online or Web surveys are the type most often reviewed. He indicated that the electronic and online nature of these survey data challenges traditional research ethics principles such as consent, risk, privacy, anonymity, confidentiality, and autonomy, and adds new methodological complexities surrounding data storage, security, sampling, and survey design. Interesting discrepancies surfaced among respondents regarding strengths and weaknesses within extant guidelines. The new formal system for regulating the ethical conduct of scholarly research is experiencing a form of “ethics creep.” This is characterized by a dual process whereby the regulatory system is expanding outward to incorporate a host of new activities and institutions, while at the same time intensifying the regulation of activities deemed to fall within its ambit. In his second part of the session he explained Plagiarism issues and solutions. Academic institutions are finding they have to operate under a pro-active anti-plagiarism policy, where plagiarism is actively sought out as a serious breach of acceptable academic behaviour. He said that the problem of student plagiarism is an environment where use of the internet is commonplace. He continued with the following questions; what is plagiarism and to what extent is it a problem? Why do students plagiarise, and what are typical attitudes towards such plagiarism? Why are academics and institutions themselves often reluctant to progress cases through official channels? What are some the technologies used by students to plagiarise, and by academics to detect plagiarism? What solutions are possible, and what potential solutions might be just over the horizon?

Mr. Roy moderated the session and proposed vote of thanks after active interaction of the participants.



Dr. Vinod handling first session “Academic Research Ethics and Plagiarism Issues and Solutions

The afternoon session of the day started at 2 pm. Mr. Mohamed Najeeb, Head of department of economics presided over the session and he introduced the key speaker Prof. Sivasubramanian, former vice chancellor of BharathiarUniversity.

The session had two parts. First part was Innovative ecosystem. He started with competitiveness and superiority of a knowledge system. This system is highly determined by its adaptive capacity to combine and integrate different knowledge and innovation modes via co-evolution, co-specialisation and co-petition knowledge stock and flow dynamics. What results is an emerging fractal knowledge and innovation ecosystem, well-configured for the knowledge economy and society. He explained the system on the Perspectives from and about different parts of the world and diverse human, socio-economic, technological and cultural contexts. He said that all these are inter-woven to produce an emerging new worldview on how specialised knowledge, that is embedded in a particular socio-technical context, can serve as the unit of reference for stocks and flows of a hybrid, that represents the building block of the knowledge economy, society and polity. He postulates that one approach to such a re-conceptualisation is ‘Innovation Networks’ and ‘Knowledge Clusters’ for knowledge creation, diffusion and use. In the second part of the session Prof. Sivasubramanian explored global ranking problem. Conventional learning to rank methods are



usually designed for 'local ranking', in the sense that the ranking model is defined on a single object. He updated global ranking of knowledge management and intellectual capital.

The session concluded at 4:30 pm with interaction with the participants and Mr. Mohammed Najeeb proposed vote of thanks.

Prof. Sivasubramnian interacting with the participants during his speech

Day 2

The second day started at 9:30 pm by Dr.Zacaria, Vice chairman of college IQAC introducing the speaker Dr. SV Sudeheer, Professor and Director, UGC HRDC, University of Kerala. Dr.Zacaria chaired the session and he welcomed the gathering.

The topic of the day was "Reforms in NAAC Accreditation Process". He gave an overview of the design, development and implementation of quality assurance mechanism set up to ensure the fulfillment of criteria, goals and objectives of higher education. He shared an overview of

approaches to quality by higher educational institutions around the world, in general, and in India, in particular. Very recent initiatives in India pertaining to the mandatory assessment and accreditation with specific and analytical references are explained in detail in the session. He later proceeded to discuss various criteria in details and examined their sources and handling techniques. He said that the higher educational institutions face huge expectations from society. With geographical boundaries no longer apply to educational access, the traditional educational hierarchies like physical attendance, contact hours, formal academic credentials for academic instructors, library holdings etc are dissolved and the present challenges for quality assurance were unimaginable just a quarter century ago. This is not unique to anyone country but has emerged as a global trend. Worldwide, students, educators, and all stakeholders are interested in knowing about the importance of obtaining a college degree from a college, university, or other institution of higher education with accreditation. Accreditation is considered across the globe as a benchmark in this context to quantify the effective educational practices towards qualitative achievements. the institutions are expected to demonstrate quality enhancement with the help of proven measures that assures improvement in quality. A large variety of parameters are designed to assess the performance of the institution as well as the faculty. These "Standards of Excellence" are driven by considerations of a number of parameters like management, quality, learning outcomes, availability and adequacy of learning resources and



long term viability.

The session was very much interactive and many of the participants shoots questions, especially colleges which are ready for their first accreditation process. Further many queries were came from the colleges which are going for their third cycle of accreditation as the process is entirely different from the second cycle of accreditation. Participants shared their concern about stringent accreditation process in the third cycle. The session ended at 1:00 pm with a vote of thanks by Dr.Zacaria.

The afternoon session was on role of IQAC in sustenance and enhancement of internal quality handled by Dr. A Xavier Mahimairaj, IQAC Coordinator of Loyola College, Chennai. Lr. Abdul Rasheed, Assistant Professor of English chaired the session. He welcomed the participants. Dr.



Xavier explained the role of IQAC in a higher education institution. IQAC in any institution is a significant administrative body that is responsible for all quality matters. It is the prime responsibility of IQAC to initiate, plan and supervise various activities that are necessary to increase the quality of the education imparted in an institution or college. The role of IQAC in maintaining quality standards in teaching, learning and evaluation becomes crucial. Many of the participants raised questions of new policies of the NAAC and difficulty in maintaining promptness in updating data. The session ended at 4:45 pm.

Dr. Xavier Mahimairaj handling Session on Role of IQAC in Sustenance and Enhancement of Internal Quality

Day 3

The third day session started at 9:30 am. Dr. Mashhoor, Head of department of Biotechnology chaired the session. He welcomed the speaker Mr. Najeeb, Retired administrative officer of directorate of collegiate education and the gathering.

The topic of the session was Public Fund Management System which was very much useful to

the participating principals. He explained the following in a practical point of view; agency registration, Expenditure management and fund utilisation through PFMS EAT module, Accounting Module for registered agencies, Treasury Interface, PFMS-PRI fund flow and utilization interface, Mechanism for State Governments towards fund tracking for State schemes, Monitoring of Externally Aided Projects (EAP) etc., He further expressed his opinion on public fund allocation. Public funding of higher education has always been linked, to some extent, with the quality of higher education in such a way that it should encourage and incentivize quality initiatives in higher educational institutions to help them attain excellence in due course of time. He says that no grant shall be given by the Central Government, the Commission, or any other organisation receiving any funds from the Central Government to a University, unless the UGC has, after satisfying itself as to such matters as may be prescribed, declared such University to be fit for receiving such grant". And this "fitness" is meant to ensure that only such universities that meet a minimum threshold level of quality could access public funds. The importance of effective use of state and central government fund and submission of its utilization certificates in time was emphasized by Mr. Najeeb. The session ended at 1:00 pm. Dr. Mashhoor concluded the session by proposing vote of thanks to the speaker and all the



participants who actively involved in the interaction time.

Mr. Najeeb in his speech on Public Fund Management System on Third Day of CALEM

The afternoon session of the day started at 2:00 pm. Mr. Mohamed Jamshad, Assistant Professor of computer science presided over the session and he introduced the key speaker Mr. Manesh Mohan, Business facilitator of Government e Marketing (GeM). The topic of the session 'procurement through government e-marketplace' was new to the participants. Mr. Manesh explained the use of portal for any kind of purchases with the use of government fund with minimum hassles. He demonstrated the purchase and showed the portal and its various functions. He explained easiest way of office purchase without following the purchase manual.

The session ended at 4:30 pm. Mr. Jamshad proposed vote of thanks.



Session on Procurement through government e-marketplace GeM by Mr. Manesh Mohan

Day 4

The fourth and final day of the workshop opened at 9:30 am. Principal Dr. Ayoob CP introduced the guest and speaker of the day Dr. Senthilnathan, Director (FAC) UGC HRDC, Bharathidasan University. Mr. Riyad, HoD, department of Computer science chaired the session and he welcomed the gathering.

The session was on “e-Learning” 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. After the lunch break he continued with the demonstration of various portals which is familiar and useful for e-learning. The session lasted till 3:00 pm. Mr. Riyad proposed vote of thanks.



Dr. Senthilnathan on his talks on e-Learning Techniques

The final session, the valedictory function, was started at 3:00 pm with the welcome address of Dr. Abdul Muneer, Head of the department of Journalism, EMEA College. Principal Dr. Ayooob CP 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 EMEA management, and all others who joined hands with him to make it a success.



Dr. Abdul Muneer V, Head of the department of Journalism welcoming the gathering in the Valedictory Function



Dr. Senthinathan delivering Valedictory Speech

Chief guest Dr. Senthilanathan opined the workshop will be helpful to a great extent in equipping the participants to face the challenges in higher education. Dr. Ibrahim Cholakal, IQAC Coordinator presented a brief report of the four-day programme.



Chief Guest distributing certificate to the participants



Feedback from the participant, Prof. Musthafa, Head of department of Commerce, PSMO College, Tirurangadi

Professor Musthafa, Head of the department of commerce, PSMO College, Tirurangadi 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 Dr.

Senthilnathan, Dr. Ibrahim Cholakal proposed the vote of thanks. Group photo of all the participants with the chief guest was taken in the campus. The programme was concluded at 5.00 pm, with the National Anthem.



Dr. Ibrahim Cholakal proposing vote of thanks



Certificate Distribution Function



Group Photo of participants with the Chief Guest on the Valedictory Day

ശ്രീമദ്വേദപ്രസാദം

അക്കാദമിക നേതൃശിൽപശാല തുടങ്ങി

കൊണ്ടോട്ടി: കേന്ദ്ര മാനവവിഭവ ശേഷി വികസന വകുപ്പിന്റെയും അലിഗഡ് മുസ്ലീം സർവകലാശാലയുടെയും സഹകരണത്തോടെ കൊണ്ടോട്ടി ഇ.എം.ഇ.എ കോളജിലെ ഐ.ക്യു.എ.സി നടത്തുന്ന ചതുർദിന അക്കാദമിക നേതൃശിൽപശാല കാലിക്കറ്റ് സർവകലാശാല വൈസ് ചാൻസലർ ഡോ. കെ. മുഹമ്മദ് ബഷീർ ഉദ്ഘാടനം ചെയ്തു. മലബാറിലെ വിവിധ സ്ഥാപനങ്ങളെ പ്രതിനിധീകരിച്ച് 90 ഡെലിഗേറ്റുകൾ ശിൽപശാലയിൽ പങ്കെടുക്കുന്നുണ്ട്.

കോളജ് പ്രിൻസിപ്പൽ ഡോ. സി.പി അയ്യൂബ് കേയി അധ്യക്ഷനായി. കോയമ്പത്തൂർ ഭാരതീയ സർവകലാശാല മുൻ വൈ

സ് ചാൻസലർ പ്രൊഫ. എസ് ശിവസുബ്രഹ്മണ്യൻ മുഖ്യ പ്രഭാഷണം നടത്തി. ഐ.ക്യു.എ.സി കോഡിനേറ്റർ ഡോ. ഇബ്രാഹീം ചോലക്കൽ, വൈസ് ചെയർമാൻ ഡോ. ടി.വി സക്കറിയ സംസാരിച്ചു.

ഡോ. വി.എം വിനോദ്, പ്രൊഫ. എസ് ശിവസുബ്രഹ്മണ്യൻ, ഡോ. എസ്വി സുധീർ, ഡോ. എസേവർ മഹിമേഷ്, മുഹമ്മദ് നജീബ്, എം. മാനേഷ് മോഹിൻ, ഡോ.എസ് സെതിൽനാഥൻ എന്നിവർ വരും ദിവസങ്ങളിലെ സെഷനുകൾ സംബന്ധിക്കും. നാളെ വൈകിട്ട് അഞ്ചിന് വൈകിട്ട് മൂന്നിന് നടക്കുന്ന സമാപന സമ്മേളനത്തിൽ പി.കെ അബ്ദുറബ്ബ് എം.എൽ.എ മുഖ്യാതിഥിയാകും.





THANK YOU NOTE

We, the EMEA College fraternity would like to expressed our deep sense of gratitude to the project co-ordinator and Director of 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 EMEA College of Arts & Science Kondotty. We would also like to thank Mr. Sayed Tariq Ali, Section Officer of UGC HRDC, AMU Aligarh for his whole hearted support and guidance throughout the program, which made us to conduct the CALEM workshop successfully.

BIG THANK TO ONE AND ALL
