



**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 April 2<sup>nd</sup> To April 5<sup>th</sup> 2019

Project Coordinator : **Professor A.R. Kidwai**, Director, UGC HRDC, AMU  
 Assistant Project Coordinator : **Dr. Faiza Abbasi**, Assistant Professor, UGC HRDC, AMU  
 Course Coordinator : **Professor P. Mohd. Ali**, Principal & Co-ordinator  
 Venue : Majlis Arts & Science College, Paramannur, Kerala

<b>4 Days Vice Chancellors/Directors/Pro Vice Chancellors/Deans/Chairpersons &amp; Head of Departments</b>					
	<b>9.30 AM - 11.00 AM</b>	<b>11.30 AM-1.00 AM</b>		<b>2.00 PM-3.30 PM</b>	<b>4.00 PM - 5.30 PM</b>
<b>02.04.2019</b>	Academic Leader Ship & Strategic Planning	Academic Leader Ship & Strategic Planning	<b>Lunch Break</b>	Administrative Strategies	Administrative Strategies
<b>Day 1</b>	<b>By: Dr. S. V. Sudheer</b> <b>(Director, HRDC, University of Kerala)</b> <b>Thriven dram</b>				
<b>03.04.2019</b>	Innovation Ecosystem	Innovation Ecosystem	<b>Lunch Break</b>	Revised NAAC Framework for Assessment & Accreditation	Revised NAAC Framework for Assessment & Accreditation
<b>Day 2</b>	<b>By Prof.S.Sivasubramanian</b> <b>(Former Vice Chancellor, Bharathidasan University, Tamilnadu)</b>				
<b>04.04.2019</b>	Technology & Remaking of Higher Education	Technology & Remaking of Higher Education	<b>Lunch Break</b>	Technology Enabled Learning	Technology Enabled Learning
<b>Day 3</b>	<b>By Dr.S.Senthilnathan</b> <b>(Director, HRDC, Bharathidasan University, Tirchy Tamilnadu)</b>				

05.04.2019	Quality Assurance & Institution Building	Quality Assurance & Institution Building	Lunch Break	Experience sharing,Group work and Take aways/ key learnings/implementation ideas
Day 4	By Dr.Major Sayed Shahabudheen (Former Principal,Islamiah College,Vaniyambadi,Tamilnadu)			By Dr.Major Sayed Shahabudheen (Former Principal,Islamiah College,Vaniyambadi,Tamilnadu)



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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 2<sup>nd</sup> April to 5<sup>th</sup> April, 2019)

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. P. Mohamedali, Principal, Majlis Arts & Science College, Puramannur  
Venue : Majlis Arts & Science College, Puramannur, Malappuram (Kerala)

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SC		ST		OBC		Minorities		General		Local	Outstation	Total		Total Participants
M	F	M	F	M	F	M	F	M	F			M	F	
00	01	00	00	41	18	41	18	09	15	36	49	51	34	85



# **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

## **Report**

### **4 days Training Programme for Principals, HoDs and Academic Leaders**

**From 02-04-2019 to 05-04-2019**

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

**MAJLISARTSANDSCIENCECOLLEGE, PURAMANNUR**

(Affiliated to the University of Calicut)

VALANCHERY, MALAPPURAM Dt. (KERALA) PIN: 676 552

## ACKNOWLEDGMENTS AND INTRODUCTION

Majlis Arts and Science College, Valanchery in collaboration with UGC HRDC of Aligarh Muslim University has organized four days training programme for Principals, HoDs and academic leaders. The training programme was handled by the academic administrators and seasoned academicians and it was an incomparable experience of leadership training for the participants of the course.

Organised by the Centre of Academic Leadership and Education Management (CALEM) under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers And Teaching of MHRD, Govt



of India, this short term course in Academic Leadership was designed to equip higher education leaders and administrators to competently handle the complex problems and leadership challenges that arise in the academic, financial, and administrative aspects of the functioning of their respective institutions of higher learning, so that they are able to lead and manage institutions of higher learning in a more effective manner.

2. The vision of the programme is to ensure excellence and professional development of the teachers and academic administrators. The mission of CALEM is to develop good quality Higher and School Education leaders and administrators to effectively lead and manage institutions of higher learning and to Contribute towards the advancement of Higher Education and School Education in India and the achievement of the goals of better access, equity and quality in the field of Higher and School Education through leadership development, research, and policy advocacy.

the first of its kind in Malappuram District, affiliated to the University of Calicut and approved by the Govt. of Kerala. The college is empowering the rural people especially the marginalized Muslim community thirsting for knowledge with a focus on basic human values social commitment, moral principles, personality development as creative talent with vision and mission “Culture Oriented Education”. The campus gifted with an enrapturing scenic beauty and serene atmosphere is conducive for higher academic activities. At present the college offers 15 UG programmes and 7 PG programmes.

It is in this context that the CALEM of UGC-HRDC Aligarh Muslim University has organized a short term training programme on academic leadership for academic administrators at Majlis Arts and Science College from 02-04- 2019 to 05-04-2019. The short term course was intended to give an exposure to various aspects of academic leadership to Vice Chancellors, Pro

3. Vice Chancellors, Deans, Directors, Chairpersons and Heads of Departments in higher education institutions of Kerala.

We are extremely grateful to Prof. Tariq Mansoor, Honourable Vice Chancellor of Aligarh Muslim University for sanctioning the short term course to our institution. We are also thankful to Prof. AR Kidwai, Director, HRDC of AMU and Project Co-ordinator, CALEM and Dr. Faiza Abbas, Assistant Project Co-ordinator for taking special interest in giving this opportunity to our institution. We show our heartfelt gratitude to Dr Mohamed Ali, Course Co-ordinator, The Principal, Majlis Arts and Science College for the successful coordination of the course.

## **REPORT**

The 4 days course was inaugurated by Dr SV Sudheer, Director, HRDC, and University of Kerala on 2-04-2019. The inaugural function was started with the prayer by Mrs Hajara and Mrs Indu. Dr. Mohamed Ali, The Principal of Majlis Arts and Science College presided over the function. Jb. Abdul Latheef, (CAO of Majlis College), Dr MU Usman, (President, Principal council,) Dr K Azeez, (Principal, PSMO College), Dr Babu Ibrahim, (Former Syndicate Member of Calicut University) felicitated the program. Prof. P Moideen Kutty (Director, Majlis Arts and Science College) welcomed the gathering and the inaugural session was ended with the formal vote of thanks given by Prof. Shanthakumari, HOD of chemistry, Majlis Arts and Science College.

### **First Day 02-04-2019**



The first day forenoon session was dealt with the topic 'Academic Leadership and Strategic Planning.' The session was led by Dr S V Sudheer, Director, HRDC, University of Kerala. Without academic jargons, his dialogues and interactions on academic leadership was interwoven with the fabric of real life examples. The afternoon session was under the title of Administrative Strategies. The level of efficiency in leadership especially in academic scenario is only based on the quality application of certain strategies and principles. He described new strategies to enrich the

5. experience of teaching and learning experience. He says that variation in efficiency and in leadership and in quality of higher educational institution is based on the application of the different strategies and principles. The proper application of the successful strategies and experimented principles will ensure the quality of higher educational systems. Thus our higher educational institutions need experienced leaders and good strategy makers. His sessions were highly fruitful and useful and he discussed various dimension of the subject. According to him, there is a difference in 'Being a Leader' and 'Being accepted as a Leader'. A leader should be a MAGNET.



## Second Day 03-04-2019



6. There were two sessions under the titles of Innovation Eco system and Revised NAAC Frame work for assessment and accreditation respectively in forenoon and afternoon. The sessions were handled by Prof.S.Sivasubramanian, former Vice Chancellor, Bhardidasan University, Tamilnadu. His presentation concentrated on how to create innovation education ambience in the colleges and higher educational institutions to improve the teaching learning process.

By stating that Imagination is better than knowledge, he introduced some innovative ideas to implement 3Ps inside of the classroom, Provoking, Pursuing and Providing. He was sure that our traditional method of teaching-learning process in the higher education sector is outdated and it should be replaced by dynamic contemporary and relevant strategies and principles. For example, Examination oriented system should be replaced by Understanding oriented, Teachers oriented by student oriented, text oriented by subject oriented and so on. Most of us use traditional method to teach, such as Chalk and Talk, must be converted to the ICT enabled and integrated Method.

The education ambience that leads to innovation is called Innovation Eco System. If we are equipped to create such an academic ambience we can orient on the student's understanding that leads to thinking, that leads to critical thinking, to creative thinking and finally to lead the students to

Innovation, the necessity of current era. In order to establish Innovation Eco System we must have innovative curricular design, innovative teaching-learning process, innovative evaluation, innovative research...etc. After discussing multiple intelligence and Blooms Taxonomy he discussed new strategies in learning experience such as Blended Learning, Flipped

7. Learning and effective integration of open educational resources such as MOOC other resources to enhance our teaching learning experience. Teaching is important but reaching is more important, reaching the mind is important but reaching the heart is more important. So to increase the quality of teaching- learning experience we must ensure to create ideal learning environment. Then we can target on student's critical thinking. The teachers should make their students capable to face the challenges in life with confidence, filling their hearts with ethics, values, good citizenship and service mindfulness.



His afternoon session was on revised NAAC Frame work, and discussed about the quality parameters set by MHRD in higher education sector. MHRD is focusing on activities to develop intellectuals rather than just creating degree holders, to develop youth with environment sensitivity,



human values and other professional ethics. To get the proper and transparent evaluation of higher institutions, NAAC revised the assessment frame work that launched in July 2017. He discussed 7 criteria of revised frame works in detail.

### **Third day 04-04-2019**

Dr Senthilnathan, Director, HRDC, Bharathidasan University, Tamilnadu handled two sessions in forenoon and afternoon under the titles of Technology and Remaking of Higher Education and Technology Enabled Learning respectively. His focal point of the presentations was on integrating technology in to the teaching process especially concentrating on digital learning experience. He assured that it has tremendous possibilities especially under Digital India Mission, monitord by central government of India.

9. In this digital age, new processes and practices revolutionised all spheres of human enterprises. Revolution takes place in communication and interactions among people across the world. So we should rethink about our teaching practices and do a self analysis about our techniques whether it useful or not. So we must revise our teaching with the technology and explore the possibilities of internet and new technology.

When we adapt the new technologies to teaching process, our class room experience will be more interactive, more participatory and more involving. We can utilise open educational resources at free of cost. In the 21<sup>st</sup> century new processes and practices revolutionized all spheres of human enterprises and revolution is taking place in communication and interactions among people across world. So it is necessary to ensure



that we are equipped to utilise all possibilities of digital world to enrich our teaching experience. He described about numbers of MOOC platforms such as SWAYAM, Edx, Khan Academy..etc. The session was highly fruitful and effective.

#### Fourth day 5-4-2019

On the fourth day, the seasoned academician Dr. Major Sayed Shahabudheen, former Principal, Islamiah college, Vaniyampadi, Tamilnadu and member of NAAC Peer team handled the forenoon session with the title of Quality Assurance and Institutional Building. We know that the quantity of higher educational institutions is increasing but the quality is being deteriorated. Our higher educational institution produces numbers of unemployable graduates. So based on Kothari commission report he says that our quality of teaching and learning experience should be improved.

Who should be a teacher? A teacher should be physically strong, intellectually enlightened, spiritually inspired, socially committed and emotionally balanced.

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Assimilation and creation of knowledge should be happened in higher education not memorising and reproducing the knowledge like primary level. He shared numbers of inspiring ideas and his own experiences. In order to improve the quality of teaching every teacher should ask three fundamental questions

1. **Am I performing better than what I was?**
2. **Are there any other organisations doing better than my institution?**
3. **Are there any other practices to improve my performance?**
4. **good teacher has to target on following 5 metrics.**

1. **Research and Enquiry.**
2. **Creativity and Innovation.**
3. **Technology and Integration**
4. **Entrepreneurship.**
5. **Moral leadership.**

Teachers are capable to transform the millions of lives. So teacher should be aware of what they are doing.

#### Valedictory Session

The final session, the valedictory function, was started at 2:pm with the welcome address by 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, and to Dr. Faiza Abbasi, Assistant Co-ordinator, CALEM, 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.

A photograph of a large lecture hall during a presentation. A speaker stands at a podium in the center, facing an audience seated in rows of blue chairs. A large screen is visible behind the speaker.

14 solutions in his brief inaugural speech. The valedictory address was done by Dr. Major Syed Shahabudheen, former principal of Islamiah College, Vaniyambadi, Tamilnadu. He concluded the major points of the course in his short address and shared his experiences. Mr. Abudl Latheef, Chief Administrative Officer of Majlis Educational Complex also facilitated the programme. In the valedictory session, the participants shared their experience and discussed how the course is influenced in their academic career. The participants gave a very positive feedback, saying the workshop was a great opportunity for the betterment of the Academic Leadership and face the challenges in Higher Education. Mr. Mohammed Ismail MT, Coordinator, Department of English presented a brief report of the programme and thanked all faculties, participants, and non-teaching staff for making the four day programme so lively and also those involved in catering, stating that the arrangements were excellent. Certificates for the participants were distributed by the Chief guest Dr KM AbdulRasheed, director, Aligarh Muslim University, Off Campus, Perinthalmanna. Dr. Mohamed Ali, Principal, Majlis Arts and Science College. The programme was concluded at 5.00 pm, with national anthem.

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