



**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)**

(27<sup>th</sup> April 2019 – 30 April 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 (Dr) Tulika Saxena, Department of Business Administration, MJP Rohilkhand University, Bareilly  
 Venue : Department of Business Administration, MJP Rohilkhand University, Bareilly (UP)

Day & Date	Session I (10:00a.m. – 11:30 a.m.)	Session II (11:30 a.m. – 1:00 p.m.)	Lun ch Brea k	Session III (2:00 p.m. - 3:30 p.m.)	Session IV (3:30 p.m. - 5:00 p.m.)
Day-1. 27.4.2019 Saturday	<b><u>Inaugural Session</u></b> Academic Leadership and Educational Management & Developing Academic Master Plan for Educational Institutions <b>By</b> <b><u>Prof. V. Sudhakar</u></b> Professor & Head The English and Foreign Language University Hyderabad. Sudhakarvenu.eflu@gmail.com m 9440407641	Quality Assurance, Accreditation and Enhancement of Institutional Performance <b>By</b> <b><u>Prof. V. Sudhakar</u></b> Professor & Head The English and Foreign Language University Hyderabad. Sudhakarvenu.eflu@gmail.com 9440407641		Building Teams, Strengthening Alliances and Managing External Stakeholders <b>By</b> <b><u>Prof. Sanjay Mishra</u></b> Professor Dept. of Business Administration & Registrar , MJPRU, Bareilly mishra_sanju5@yahoo.com 9412603100	Balancing Accountability (including Financial Accountability) and Autonomy for Effective Governance <b>By</b> <b><u>Shri S.C. Upadhyay</u></b> Finance Officer MJPRU, Bareilly 9936233927
Day-2. 28.4.2019 Sunday	Effective Leadership and Strategic Planning <b>By</b> <b><u>Prof. Priti Saxena</u></b> Director CPGLS, BBAU, Lucknow saxenapritilaw@gmail.com 9450931325(m)	Challenges of Teachers during Fourth Industrial Revolution <b>By</b> <b><u>Prof. Priti Saxena</u></b> Director CPGLS, BBAU, Lucknow saxenapritilaw@gmail.com 9450931325(m)	1:00 p.m.	Handling Student Diversity and Coping with Stress/ Student Support Services and Placement/ Grievance Redressed and Handling Student Issues <b>By</b> <b><u>Prof. P.B. Singh</u></b> Head & Dean , Faculty of Management , MJPRU, Bareilly pbsingh1967@gmail.com 8218027949	Conflict Resolution and Management/ Distributed Leadership/ Diffusion of Authority and Effective Decision Making <b>By</b> <b><u>Prof. N.P Melkania</u></b> Prof. Environmental Sciences & Dean School of Vocational Studies and Applied Sciences, Gautam Buddha University (Govt. of U.P), Greater Noida niranjan.melkania@gbu.ac.in , npmelkania@gmail.com 9410906829(m)
Day-3. 29.04.2018 Monday	Use of ICT and Process Reforms for Improved Internal Governance <b>By</b> <b><u>Prof. Sanjay Medhavi</u></b> Ex Head Dept. of Business Administration, Lucknow University, Lucknow smedhavi@gmail.com 9335911393(m)	Budgetary Process and Strategies for Effective Resource Mobilization <b>By</b> <b><u>Prof. Sanjay Medhavi</u></b> Ex Head Dept. of Business Administration, Lucknow University, Lucknow smedhavi@gmail.com 9335911393	2:00 p.m.	Curricular Development and Pedagogy for Improved Teaching & Learning & Promoting Research <b>By</b> <b><u>Prof. A.K Jaitly</u></b> Professor Dept. of Plant Sciences & Dean Student Social Welfare , MJPRU, Bareilly jaitly1958@gmail.com 9412302526(m)	Institutional Ranking: Indian and International Perspectives/ Strategies for Academic Excellence <b>By</b> <b><u>Prof. A.K Jaitly</u></b> Professor & Dean Student Social Welfare ,MJPRU, Bareilly 9412302526(m)
Day-4. 30.04.2018 Tuesday	Reforms and New Initiatives in Higher Education <b>By</b> <b><u>Prof. Mohd Muzammil</u></b> (Ex VC- BRAU, Agra, & MJPRU, Bareilly) Rajajipuram, Lucknow <b><u>Prof.muzammil@gmail.com</u></b> , 9450022135	Internationalism & Collaborations <b>By</b> <b><u>Prof. Mohd Muzammil</u></b> (Ex VC- BRAU, Agra, & MJPRU, Bareilly) Rajajipuram, Lucknow <b><u>Prof.muzammil@gmail.com</u></b> , 9450022135		Experience sharing, Group Work and Take Aways/ Key Learning/ Implementation Ideas	<b><u>Valedictory Session</u></b>



## 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

### 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 27-April 2019 to 30 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 : Prof. Tulika Saxena , Dept. of Business Administration MJPRU**  
**: Auditorium, Dept. of Business Administration, MJP Rohilkhand University Campus, Bareilly (UP)**

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3.	Dr. Nivedita Srivastava	Head	Department Of Chemistry, MJP Rohilkhand University, Bareilly			
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60.	Dr. Nitin Sharma	Head	Deptt of Kaya Chitiksa, SRM Govt. Ayurvedic College	9557275726(m)	5910181 45491	
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67.	Dr. Ajay Yadav	Assistant DSW	Faculty of Engineering , MJP Rohilkhand University, Bareilly			

SC		ST		OBC		Minorities		General		Local	Outstation	Total		Total Participants
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# **Comprehensive Report**

**FOUR -DAYS TRAINING PROGRAMME  
On**

**“ACADEMIC LEADERSHIP AND EDUCATION MANAGEMENT”**

**27 - 30 APRIL 2019**

**FUNDED BY MHRD, GOVT. OF INDIA**

**Organized By**



**MAHATMA JYOTIBA PHULE ROHILKHAND UNIVERSITY,  
BAREILLY**

**Under the Ageis of**



**CENTRE FOR ACADEMIC LEADERSHIP AND EDUCATION  
MANAGEMENT (CALEM)  
ALIGARH MUSLIM UNIVERSITY, ALIGARH**

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

**Venue**

**Auditorium, Deptt. Of Business Administration, MJP  
Rohilkhand University Campus, Bareilly**



THEME OF THE COURSE: 04 DAYS TRAINING PROGRAMME ON ACADEMIC LEADERSHIP



**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

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(Vice-Chancellors/Pro Vice Chancellors/ Directors/Deans/Chairpersons and Heads of the Department)

**(From 27-April 2019 to 30 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: Prof. Tulika Saxena, Deptt. of Business Administration MJP Rohilkhand University, Bareilly**  
**Venue: Auditorium, Dept. of Business Administration, MJP Rohilkhand University Campus, Bareilly (UP)**

## FOREWORD

We are grateful to Aligarh Muslim University for providing us a learning opportunity under the aegis of UGC-HRDC. The training program organized by the Centre of Academic Leadership and Education Management (CALEM), Aligarh Muslim University, Aligarh under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching (PMMMNMTT) HRD Ministry Govt. of India, New Delhi, is an initiative to provide Training on Academic Leadership for second level functionaries such Vice- Chancellors, Pro- Vice-Chancellors, Deans, Heads, Directors/ Principals, etc. of higher educational institutions in order to make them more effective and efficient leaders of educational organizations in the country. The training programme provided a unique learning experience to the participants and left a lasting impression on the minds of the trainees.

M.J.P, Rohilkhand University, Bareilly under the able leadership, vision , guidance and support of Prof. Anil Shukla Hon'ble Vice- Chancellor, MJP, Rohilkhand University, as a part of its endeavor to enhance interactions on academic, social & professional issues, dissemination of knowledge and experience sharing, organized "Four-Days Academic Leadership and Education Management Training Programme" for Academic Leaders from 27 April 2019 to 30 April 2019 which is a flagship program funded by MHRD Government of India for creating leaders for Indian academic organizations. This programme of leadership for academicians for central universities, state universities and institutes of national importance provided a platform to discuss and share ideas about the need and ways for bringing change in India's higher education system.

This was the first training program organized by the MJP Rohilkhand ,University, Bareilly .We are extremely grateful to Hon'ble Vice Chancellor of Aligarh Muslim University, for sanctioning the training program to our institution. We are extremely grateful to Prof. A. R. Kidwai, Director, HRDC of AMU and Dr. Faiza Abbasi, Asst. Director, CALEM, HRDC, AMU, Mr. Tariq Ali for guiding the procedural norms, Mr. Syed Zulfikar who coordinated the administrative work related to the training program and the entire team of HRDC- AMU for rendering this opportunity to our University.

The vision of this Programme was to provide excellence in higher education institutions by creating a pool of trained professionals. The programme was delivered through integrated teaching and learning methods by learned and eminent resource persons. The list of participants included Deans, Principals and Heads of Departments from various colleges , institutes and universities .The diverse group provided enough food for thought in the discussions towards the end of each session.

We are extremely grateful to all the dignitaries who graced the occasion with their benign presence and the excellent deliberations of resource persons woven the training program excellently well. We are grateful to Ministry of Human Resource Development for initiating the Centre of Academic Leadership and Education



Management (CALEM) under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching to teach the academic administrators. This training session will go a long way in upgrading the academic leader in the larger interest of the society.

## **Comprehensive Report**

**On**

### **Four-Day Academic Leadership and Education Management (CALEM) Training Programme Organized by Mahatma Jyotiba Phule Rohilkhand University, Bareilly**

Visionaries like Pandit Madan Mohan Malviya who established great centers of learning with a vision to promote higher education in the country. CALEM training program is doing the needful by organizing and spreading the knowledge across the academicians of the country so that higher education can reach the students in the manner which can produce desired results so as to take care of larger responsibilities tomorrow.

Organized by the Centre of Academic Leadership and Education Management (CALEM) under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers And Teaching, this short term course in Academic Leadership was designed to help the academic administrators maximize the leadership qualities they already possess and equip them with new strengths that will keep them well informed. The four day training program consisted of sixteen sessions including a session on group discussion and life skills. The resource persons of this training programme were all experts in their domain of knowledge. We are grateful to all the dignitaries and resource persons for being a part of this endeavor of developing academic leaders in the true sense of term.

#### **Inaugural session**

M.J.P, Rohilkhand University inaugurated a One Week Short Term Course on “Academic Leadership and Education Management” on 27-April 2019. The training programme was conducted by UGC HRDC, Aligarh Muslim University, Aligarh under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching supported by Ministry of Human Resource Development, Govt. of India—a Center for Academic Leadership and Education Management (CALEM) to re-invent academic leadership in the Indian Academia. In the program, India’s top level academicians and resource persons were called for lecturing and sharing their ideas and knowledge for the cause. The training programme threw light on the interpersonal relationship, self-awareness, self-knowledge, communication and leadership skills, professional effectiveness and personality analysis. The inaugural session of the four day Training Program on Academic Leadership was attended by sixty seven participants, who were academic leaders coming from diverse academic background.

The Four Day long Training Program on Academic Leadership and Education Management was inaugurated by Prof. Neelima Gupta Hon’ble Vice- Chancellor CSJM University, Kanpur, Chief Guest of the Inaugural Session of the Programme. She addressed the need to groom the newly inducted teachers for the growing need of learning, teaching in the classes which included the use of high tech infra-structure, latest techniques and trends around the globe and also inside our country. She also shed light on E- learning modules, digitalization, and research oriented courses, along with many options to include and improve the traditional segments of the courses. She laid emphasis on leadership skills in a teacher that will help to lead the students in the path of holistic knowledge. Being well versed in communication skills, a teacher enhances the quality of education and improves in entire personality development of the students.

Prof. Anil Shukla , Hon'ble Vice Chancellor, MJP Rohilkhand University ,Bareilly & Chief Patron of the Programme opined that the greatest need of the hour in Higher Education is to have institutional belongingness, to spread the relevance of education and the role of the universities to propagate career oriented and life centered education for overall development of the universities . He emphasized in his inaugural speech that in today's scenario, a teacher should act like a mentor with clear vision and mission to improve the quality of academics. They should re-orient themselves with what is latest in their subjects to give knowledge to the students. They should perform and act like a pioneers in their fields. He said that academic leadership depends on research and excellence in learning and teaching. He further added that all sort of human knowledge, wisdom, critical and creative efforts come under the academic leadership. Therefore, we need to develop a responsible attitude and sensitivity to find out the goals and objectives in academics.

Guest of Honour Shri Suresh ji, Social Thinker and Activist emphasized on the mind-making of the students to a greater nation by enlightening the new and young minds. He laid emphasis on national unity and integrity. He reflected on knowing oneself in the academic leadership and said that there are hidden potentials in the individuals that they themselves do not know.

On the occasion of inaugural ceremony, Prof. (Dr.) Tulika Saxena, Professor, Deptt. Of Business Administration MJPRU, Bareilly & Course Coordinator CALEM Programme welcomed the participants and also wished them success in their course pursuit. In her welcome address, she said essence of leadership is always to have a vision for greater future. The task of an academic leader should motivate ordinary people to unusual efforts. She emphasized on the meaningful academic leadership towards the greater goals to achieve. Observing on the importance of management, she said that time and quality should never be compromised in academics— and values and ethics play vital role in teaching and learning process. She gave formal introduction of the dignitaries and program.

## **Day One- 27 April, 2019 (Saturday)**

### **Inaugural Function**

The inaugural function witnessed the presence of 67 participants that included Senior Faculty, Directors, Principals, Deans and HOD's from different academic Institutions, Degree Colleges and Universities. The Inaugural session started with introduction of participants, distribution of Programme Kit and sharing the schedule with the participants of the training program.

### **Session One: Academic Leadership and Educational Management & Developing Academic Master Plan for Educational Institutions By- Prof. V. Sudhakar, Professor & Head, Deptt. Of Education, The English and Foreign Language Central University, Hyderabad.**

Inaugural Session was followed by two sessions with small tea break, conducted by Professor Venu Sudhakar , Professor & Head , Deptt. Of Education, The English and Foreign Language Central University, Hyderabad who shed light on the first session on academic leadership and educational management & developing academic master plan for educational institutions. He deliberated on the need, objectives and methods of attaining academic leadership and developing adequate educational management.

**Session Two: Quality Assurance, Accreditation and Enhancement of Institutional Performance**  
**By- Prof. V. Sudhakar, Professor & Head , Deptt of Education , The English and Foreign Language Central University Hyderabad.**

The second session was lucidly delivered on quality assurance, accreditation and enhancement of institutional performance by Prof. Sudhakar. He explained at length the details, objectives, implications and importance of the theme.

**Session Three: Strengthening Alliances and Managing External Stakeholders, By- Prof. Sanjay Mishra, Professor Dept. of Business Administration & Registrar, MJPRU, Bareilly**

There were two post-lunch sessions; first session was conducted by Prof. Sanjay Mishra, Professor Deptt. Of Business Administration & Registrar, MJPRU, Bareilly, The session was on building teams, strengthening alliances and managing external stakeholders. The session was conducted with the help of interesting exercises based on life skills.

**Session Four: Balancing Accountability (including Financial Accountability) and Autonomy for Effective Governance By- Shri S.C. Upadhyay, Finance Officer MJPRU, Bareilly**

Second post- lunch session was on balancing accountability (including financial accountability) and autonomy for effective governance conducted by Mr. S.C. Upadhyay Finance Officer MJPRU, Bareilly. He beautifully explained the various sources of finance which can be explored by a university. He further explained that there is no constraint of funds for good and relevant projects.

**Day Two - 28 April, 2019 (Sunday)**

**Session One: Effective Leadership and Strategic Planning By- Prof. Priti Saxena, Director, CPGLS, BBAU, Lucknow**

In Session one of day two, Prof. Saxena discussed in detail about academic leadership. and strategic planning. A seasoned academician, filled with knowledge and experiences, delivered on the topic using relevant and live examples. She discussed about the high impact practices for student success. For a teacher the most important job is to know the mindset, thought and estimation of the expectations of the students. It is very important for any teacher to get involved in the process of “know your students”.

**Session Two: Challenges of Teachers during Fourth Industrial Revolution, By- Prof. Priti Saxena , Director CPGLS, BBAU, Lucknow**

Prof. Priti Saxena in her second session discussed about contemporary challenges of teachers during fourth industrial revolution. She focused on the global scenario of research quality and administration. She recommended that a teacher should act like a facilitator with clear vision and mission to improve the quality of academics.

**Session Three: Handling Student Diversity and Coping with Stress/ Student Support Services and Placement/ Grievance Redressal and Handling Student Issues, By- Prof. P.B. Singh, Head & Dean , Faculty of Management , MJPRU, Bareilly**

Prof. Singh wonderfully explained handling student diversity and coping with stress, student support services, placement, grievance redressal and handling student issues in the classes and suggested ways and means to handle it.

**Session Four: Conflict Resolution and Management/ Distributed Leadership/ Diffusion of Authority and Effective Decision Making By Prof. N.P Melkania, Prof. Environmental Sciences & Dean School of Vocational Studies and Applied Sciences, Gautam Buddha University (Govt. of U.P.), Greater Noida**

Prof. Melkania, a learned academician deliberated on the major contents, importance and methods of the conflict resolution and management, styles of distributed leadership, diffusion of authority and effective decision making.

**Day Three - 29 April,2019 (Monday)**

**Session One: Use of ICT and Process Reforms for Improved Internal Governance, By- Prof. Sanjay Medhavi, Ex Head Deptt. of Business Administration, Lucknow University, Lucknow**

On day three Prof. Medhavi engaged the first session which was on use of ICT and process reforms for improved internal governance. Here he focused on the governance issues in academic institutions. He dealt in detail about the different authorities and officers at academic institutions and other bodies. He discussed the usage of available technology to simply day to day research/ academics tasks as well as ways and means to strengthen the research.

**Session Two: Budgetary Process and Strategies for Effective Resource Mobilization By- Prof. Sanjay Medhavi , Ex Head Deptt. Of Business Administration, Lucknow University, Lucknow**

Dr. Medhavi conducted second session two on Budgetary Process and Strategies for Effective Resource Mobilization. He discussed the importance and process of doing massive open online courses like MOOC and SWAYAM etc and other student faculty admin aid providers which helps the students and faculties online.

**Session Three: Curricular Development and Pedagogy for Improved Teaching & Learning & Promoting Research By- Prof. A.K Jaitly, Professor Dept. of Plant Sciences & Dean Student Social Welfare , MJPRU, Bareilly**

In the post lunch session, Prof. Jaitly discussed in detail about curricular development and pedagogy for improved teaching & learning & promoting research. He conducted the sessions using interesting researches, cases which involved the participants and resulted in better understanding of the topics.

**Session Four: Institutional Ranking: Indian and International Perspectives/ Strategies for Academic Excellence, By- Prof. A.K Jaitly, Professor & Dean Student Social Welfare, MJPRU, Bareilly**

Prof. Jaitly , a renowned academician in his second session discussed the importance of teaching - learning environment and the universal world ranking in light of research and administration.

**Day Four - 30 April,2019( Tuesday)**

**Session One: Reforms and New Initiatives in Higher Education, By- Prof. N.L. Sharma , Former Dean & Head Deptt. Of Commerce, MJPRU, Bareilly**

Day began with reforms and new initiatives in higher education session by Professor N.L. Sharma a very eminent and renowned academician .

### **Session Two: Internationalism & Collaborations, By- Prof. N.L. Sharma, Former Dean & Head Deptt. Of Commerce, MJPRU, Bareilly**

Prof. Sharma lucidly explained the concept, Objectives, need and methods of Internationalism & Collaborations in relation to Higher education.

### **Session Three: Experience sharing, Group Work and Take Aways/ Key Learning/ Implementation Ideas**

All the sessions were marked by the topics that were take-up by the expert and a liveliness of ease of learning was prompted by them. They all encouraged question time by the participants and quick to respond to all the queries. The sessions were followed by a group activity conducted by Prof. N.L. Sharma.

### **About the sessions**

Experts addressed the need to develop academic leadership in various domains pertaining to their topics .They pondered upon growing need of learning and teaching around the globe and also inside our country. They opined the greatest need of the hour in Higher Education is to have quality assurance and accreditation for the enhancement of institutional performance. They explained importance of accreditation used for understanding the quality status of an institution. They focused on the NAAC as an autonomous body of UGC and IQAC as an integral part of NAAC which upholds the highest bench marks to accredit an institution in the main stream of standards by UGC and predefines the quality of academics in all the universities. They discussed about the future scenario of Academics. They laid emphasis on leadership skills in a teacher that will help to lead the students in the path of complete knowledge. Experts emphasized on the principle of learning by doing. Here he said that the curriculum must have discussion learning, blended learning, and experiential learning. They discussed Distributed Leadership, Diffusion of Authority and Delegation of Authority. He discussed with the participants various qualities that are required to be a good academic leader in the current scenario. Quoting different examples, they said that being an academic leader is essential now in order to grow and excel in academics. He also reflected on the linguistic nuances of effective communication. They focused on the self-assessment, a subject related to a very special knowledge and a proficiency in professional psychology. Self- assessment is used to increase the accuracy in the behavioral predictions in a variety of settings and contexts i. e. forensic, clinical, organizational and educational.

### **Valedictory Session**

The valedictory program was attended by more than 100 teachers of the university. And 67 participants. Prof. Shyam Bihari MLA Faridpur(U.P.), Dean Faculty of Applied Social Sciences of the University graced the occasion as the Chief Guest for valedictory session. During Valedictory Session feedback of the participants was sought which was followed by the distribution of certificates to the participants. The participants in their open feedback said that the speakers have shared their learned deliberations and live experiences to circulate their knowledge towards the academic excellence and leadership.

The training program ended with a vote of thanks by Prof. Tulika Saxena. She on behalf of the University proposed the Vote of Thanks to Prof. Anil Shukla Hon'ble Vice Chancellor, MJP Rohilkhand University, Bareilly, under whose able leaderships, guidance and Vision University is progressing every day and these kinds of programs see the light of the day. She expressed heart felt gratitude to Prof. A.K. Kidwai and Dr. Faiza Abbasi , Mr. Tariq Mr. Syed Zulfikar, from AMU HRDC was of great help in coordinating the valedictory session and distribution of certificates and entire team CALEM, Aligarh Muslim University for sanctioning of grant and never lasting support to make this event a grand success .She expressed gratitude to chief guest, speakers, guests of honors for providing this learning opportunity to the academicians of the university. She said on behalf of all the participants that the inputs provided by seasoned resource persons during this training program will go a long way in the academic development of the educational institutions they are associated with.