Indian Institute of Technology Jammu

अभ्युत्थानम्

अकादमिक नेतृत्व सहभागिता

**A Ministry of Education, Government of India
Initiative for Directors and VCs of Centrally Funded
Institutes Under the aegis of
Malaviya Mission Teacher Training Programme (MMTTP)**

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Preamble

The second cohort of "Abhyuthanam: Academic Leadership Engagement" successfully commenced on the 25th of May, 2024, with a clear focus on its core objective: Fostering the Development of Effective Academic Leaders, as outlined in the National Education Policy (NEP) 2020. This five-day event which successfully concluded on the 29th of May, 2024, was a collaborative effort, bringing together distinguished leaders from various prestigious academic institutions across India.

Abhyuthanam was conceptualized under the Malaviya Mission Teacher Training Programme (MMTTP) and is designed to engage with leaders from 200 Centrally Funded Institutions (CFIs) over the next two years. The program is organized into several cohorts, with the current report detailing the proceedings of the second cohort.

This cohort of Abhyuthanam is purposefully designed in a way that aims to equip leaders with the essential skills, insights, and networks necessary to navigate the complex landscape of academic leadership effectively. Through immersive discussions, hands-on workshops, and collaborative networking opportunities, participants will delve into key themes such as Self Sustenance, The Indian Knowledge System, Student Wellness, Innovation and Entrepreneurship, Mindfulness while Taking Decisions, Policy Matters (NEP), Self Management as a Leader, Emerging Digital World, Future Indian Academics and Global Presence. Leaders will explore strategies for financial resilience, resource optimization, and fostering self-sufficiency within institutions, ensuring sustainable growth and development. To embrace the rich heritage and indigenous wisdom of India, these leaders will learn how to integrate traditional knowledge with modern practices to foster holistic educational experiences and cultural appreciation.

Participants included two directors from IITs, four from NITs, three from IIITs, and two from NITTTRs. Additionally, seven Vice Chancellors from Central Universities and two directors/heads from centrally funded institutes also graced the event with their presence. In total, representatives from 20 institutions participated, contributing to a rich exchange of ideas and perspectives.

Throughout the event, comprehensive day-by-day summaries of the deliberations were compiled. These summaries capture the essence of discussions, highlighting key insights and recommendations from both subject experts and participants. The program featured dynamic panel discussions involving leaders from various Higher Educational Institutions (HEIs), which stimulated constructive dialogue and fostered collaboration.

The deliberations yielded actionable points, meticulously documented in this report. These points represent tangible outcomes of the program, paving the way for the implementation of concrete strategies to enhance academic leadership across institutions. By doing so, Abhyuthanam aims to contribute significantly to the goals set forth in NEP 2020, promoting excellence and leadership in India's higher education landscape.

Expert and Speakers

S.No	Name of Speakers	Current Designation
1	Dr Sharad K Saraf	Chairman, Board of Governors, IIT Jammu & IIT Bombay
2	Prof Pradeep Kumar Ramancharla	Director, Central Building Research Institute Roorkee, Uttarakhand
3	Prof D B Phatak	Professor Emeritus, IIT Bombay
4	Dr Jitendra Nagpal	Program Director , Expressions India - The Life Skills , National University and School Mental Health Program
5	Dr M T Arvind	Director at Amplebit Energy Solutions Pvt Ltd
6	Mr Ravi Kant	Former Managing Director, TATA Motors
7	Prof Ashok Kumar Ganguli	Director, Indian Institute of Science Education and Research, Berhampur
8	Dr Arvinder Singh	Director, Ashoka Centre for Well Being
9	Prof Manoj S Gaur	Director, IIT Jammu
10	Prof Vinay Nangia	Professor, Mentor , Guide for Education, Business and Startups

About Experts

Dr Sharad K Saraf

Dr Sharad K Saraf is a distinguished leader in academia and industry, currently serving as Chairman of the Board of Governors at IIT Jammu. He also chairs the Bombay Textile Research Association (BTRA), advancing textile research. As President of the Confederation of Exporting Units (CEU) and the Indo-Romanian Chamber of Commerce, he has fostered export growth and bilateral trade. An Ex-President of the Federation of Indian Export Organisations (FIEO) and Director at the Cotton Association of India, Saraf's influence spans trade and textiles. He is an active member of CITI and TEXPROCIL, contributing to industry policy, and supports educational and social causes through Rajasthani Sammelan and Shanti Seva Nidhi. His career exemplifies dedication to leadership and societal progress.

Prof Pradeep Kumar Ramancharla

Professor Pradeep Kumar Ramancharla is the Director of CSIR-Central Building Research Institute (CBRI) in Roorkee, Uttarakhand. He holds a Ph.D. in Earthquake Engineering from the University of Tokyo and an M.Tech. in Structural Engineering from IIT Kanpur. He developed the Applied Element Method (AEM) for studying structural collapse. At IIIT Hyderabad, he launched M.Tech. and Ph.D. programs and established the Earthquake Engineering Research Centre. He has supervised numerous students and published about 120 papers. His work on the Earthquake Disaster Risk Index is adopted by NDMA, and he has contributed to national earthquake standards. Recognized for his leadership, he received the Outstanding Concrete Engineer Award from the Indian Concrete Institute in 2021.

Prof D B Phatak

Prof. Deepak B Phatak, a prominent Indian computer scientist and academic, has left an indelible mark on science and technology. Honored with the prestigious Padma Shri Award in 2013, he is celebrated for his exceptional contributions. His diverse research interests span databases, software engineering, IT enabled education, and system performance evaluation. He has been recognized among the fifty most powerful Indians by Business Week in 2009, he has received esteemed awards, including the Lifetime Achievement Award from Skoch Foundation and IIT Bombay. Prof. Phatak's legacy inspires generations in computer science and engineering, reflecting his dedication and expertise.

Dr M T Arvind

Dr. M T Arvind, a seasoned leader in technology and entrepreneurship, brings over two decades of experience to his diverse roles. Currently, as CEO at Ramaiah Evolute on a part-time basis, he provides strategic guidance for innovation and startup success. Additionally, he serves as a Business Mentor, supporting aspiring entrepreneurs, and as an Instructor & Mentor at the Gopalakrishnan-Deshpande Centre for Innovation and Entrepreneurship, nurturing the next generation of startup founders. With a proven track record of innovation and fostering entrepreneurial spirit, Mr. Arvind continues to make significant contributions to the tech and startup ecosystem.

Mr Ravi Kant

Mr. Ravi Kant, a seasoned corporate leader with nearly 50 years of experience, notably served as the former Vice Chairman and Managing Director of Tata Motors for 15 years. Prior to Tata Motors, he held senior positions at Philips India, LML Ltd, Titan Watches, Kinetic Engineering, Hawkins, and Hindalco Industries Ltd. Beyond corporate roles, Mr. Kant actively contributes to the education and health sectors, having chaired IIM Rohtak and IIIT Allahabad. He advises prestigious business schools at IIT Bombay and Kharagpur and engages with institutions like the National Institute of Design in Ahmedabad and the Centre of Extractive Industry at the Earth Institute, Columbia University. Mr. Kant's diverse career and commitment to positive change underscore his exemplary leadership across corporate and societal domains.

Prof Ashok Kumar Ganguli

Professor Ashok Kumar Ganguli is the Director of the Indian Institute of Science Education and Research (IISER) in Berhampur, Odisha. He holds the Prof N K Jha Chair in the Dept. of Chemistry at IIT Delhi, where he is also a Joint Professor in the Dept. of Materials Science & Engg and Deputy Director (Strategy & Planning). He was the founding Director of the Institute of Nano Science and Technology in Mohali. With a Ph.D. from IISc Bangalore, Prof. Ganguli's research focuses on nanostructured materials for water purification, solar energy conversion, and high-temperature superconductivity. He has published over 320 papers, filed five patents, and received numerous awards, including the National Award of Nano Science and Nanotechnology. He is a fellow of the Royal Society of Chemistry and several Indian scientific academies. Prof. Ganguli is also a dedicated advocate for science education, initiating outreach programs for rural students across India.

Dr Arvinder J Singh

Dr. Arvinder J Singh is a distinguished psychologist and psychotherapist, renowned for her expertise as a UN consultant and Guest Faculty at IIM-Ahmedabad's strategic leadership program. She is the founder and director of the Ashoka Centre for Well-being at Ashoka University, a pioneering initiative in campus mental health that emphasizes wellness, illness, and community engagement. Her leadership has earned global recognition, including a white paper by the Ruderman Family Foundation. Dr. Singh launched the flagship Gatekeepers training program at Ashoka University, fostering a sustainable, stigma-free approach to mental health. She has also curated the course "Living with Purpose" for the Young India Fellowship and worked extensively with traumatized populations and disaster-affected individuals in politically sensitive zones, leading Mission Psychosocial support initiatives.

Prof Manoj S Gaur

Professor Manoj S Gaur is the founding director of the Indian Institute of Technology Jammu, serving since June 2017 and currently in his second term. He is also a Professor in the Department of Computer Science & Engineering. Prior to IIT Jammu, he was a Professor and Head of the Computer Science and Engineering Department at MNIT Jaipur, where he also served as Dean of Students Affairs and Head of the Central Computer Centre. With nearly three decades of teaching and research experience, Prof. Gaur has led numerous funded research projects in Information Security and Networks on Chip. He has published over 200 papers and supervised 23 PhDs. His current research focuses on Computer and Network Security, Mobile Platform Security, and Data Privacy. Under his leadership, IIT Jammu is reaching new milestones, embodying its vision to create leaders for a better tomorrow.

Prof Vinay Nangia

Prof. Vinay Nangia, a distinguished academician with over two decades of experience, serves as a Distinguished Professor at BML Munjal University on a part-time basis. He also contributes as a Freelance Distinguished Professor in Gurugram. His tenure as Professor Emeritus at NSUT saw him establish innovative business administration programs. With a rich academic background, he spent two decades as a full-time Professor at IIT Roorkee, initiating the Business School and leading as Head of the Department multiple times. His consultancy work at BRG showcased his management expertise. Prof. Nangia's diverse experience underscores his exemplary contributions to academia and the field of management.

Dr Jitendra Nagpal

Dr. Jitendra Nagpal is a seasoned psychiatrist with over 25 years of experience in mental health, specializing in mind-transformation and everyday success pathways. He is affiliated with leading psychiatric hospitals in India and conducts stress management sessions for multinational corporations. As a regular columnist and consultant, his insights are featured in prominent media such as Doordarshan, CNN, IBN, Times of India Group, India Today, Hindustan Times, NDTV India, Jain TV, and SAB TV. Dr. Nagpal provides expert advice on psychiatric disorders like drug addiction, panic attacks, phobias, and schizophrenia, and addresses emotional, relationship, and self-image issues, making a significant impact on public mental health awareness.

MOE Nominated Participants

S.no	Name Of Director	Name of Institute
1	Prof Laxmidhar Behera	Indian Institute of Technology, Mandi
2	Prof Venkappayya R. Desai	Indian Institute of Technology, Dharwad
3	Prof Binod Kumar Kanaujia	Dr BR Ambedkar National Institute of Technology, Jalandhar
4	Prof P K Jain	National Institute of Technology, Patna
5	Prof Bidyadhar Subudhi	National Institute of Technology, Warangal
6	Prof Rama Shanker Verma	Motilal Nehru National Institute of Technology, Allahabad
7	Prof S N Singh	Indian Institutes of Information Technology, Gwalior
8	Prof Mukul S Sutaone	Indian Institutes of Information Technology, Allahabad
9	Prof Arun Mahan Sherry	Indian Institutes of Information Technology, Lucknow
10	Prof Shrinivasa Varakhedi	Central Sanskrit University
11	Prof Rama Shanker Dubey	Central University of Gujarat
12	Prof Battu Satyanarayana	Central University of Karnataka
13	Prof A Ravinder Nath	Central University of Kashmir
14	Prof Anand Bhalerao	Central University of Rajasthan
15	Prof Sanjay Srivastava	Mahatma Gandhi Central University
16	Prof Ganga Prasad Prasain	Tripura University
17	Prof Mani Kant Paswan	Sant Longowal Institute of Engineering & Technology, Longowal, Punjab
18	Prof Vijay Shanker Pandey	Board of Apprenticeship Training (SR), Chennai
19	Prof Bhola Ram Gurjar	National Institutes of Technical Teachers' Training & Research, Chandigarh
20	Prof C C Tripathi	National Institutes of Technical Teachers' Training & Research, Bhopal

Day-wise Engagements

Day one: 25.05.2024	
Session 1	By Prof Sharad K Saraf on The Indian Knowledge System
Panel Discussion 1	Changing Context of Higher Education: Global Orientation while Rooted in Indian Culture.
Session 2	By Prof Pradeep Kumar Ramancharla on Financial Self Sustenance of Academic Institutions
Panel Discussion 2	Resource Generation and Mobilization Strategies: VGF, HEFA and PPP.
Day two: 26.05.2024	
Session 3	By Prof D B Phatak on Mindfulness While Making Decisions
Session 4	By Dr Jitendra Nagpal on Integrated Approach to Promoting Positive Mental Health, Resilience & Well-being in HEIs
Session 5	By Dr M T Arvind on Building Vibrant Entrepreneurial Ecosystems in Academic Environments
Panel Discussion 3	Empowering India through Nurturing Entrepreneurship in HEIs.
Day three: 27.05.2024	
Session 6	By Mr. Ravi Kant on Self Management as a Leader
Session 7	By Prof Ashok Ganguli on Institution Building: Overcoming Obstacles at Different Stages of Evolution
Participants' Session	On Developing IDP: Five Priority Action Points for My Institute
Day four: 28.05.2024	
Session 8	By Prof Arvinder J Singh on Making Mental Health Sustainable, Accessible and Equitable on Campus
Panel Discussion 4	Strategies to Promote Inclusive Education Specifically in the Context of PwDs and People with SLDs.
Session 9	By Prof Manoj S Gaur on Emerging Digital World: SARAL in IIT Jammu
Day five: 29.05.2024	
Session 10	By Prof Vinay Nangia on Policy Matters: Making of NEP 2020.
Panel Discussion 5	Building Leadership Funnel among Stakeholders of HEIs.

Summary of Day-wise Engagements

Session 1
Topic - Indian Knowledge System
Speaker - Dr. Sharad K Saraf

Context: The Government of India emphasizes integrating the Indian Knowledge System (IKS) into contemporary education to foster holistic development and promote traditional wisdom. Institutes play a crucial role in embedding IKS in curricula, which include ancient sciences, arts, humanities, and spiritual knowledge.

Vision: The incorporation of IKS should inspire a deep connection to cultural heritage, stimulate intellectual curiosity, and establish comprehensive educational objectives that align with national development goals.

Implementation Plan: Design curricula to include Vedic mathematics, Ayurveda, Yoga, classical arts, and Sanskrit literature, complementing modern education. Train educators in IKS methodologies for effective integration. Establish research centers for studying and documenting IKS, encouraging scholarly work. Address local community needs by incorporating local knowledge systems, languages, and traditions into the educational framework and dovetailing cultural context in the academic offer.

<u>**Key Attributes of The Indian Knowledge System:**</u>

• **Vision and Strategy:** One of the primary responsibilities of academic leaders is to develop and communicate a clear and compelling vision and strategy for their institution that aligns with mission, values, and standards of the organization.

• **Wisdom and Values for Leadership:** The wisdom of the ages provides a marvelous dual opportunity: to receive guidance from our great ancestors and recognize potential for greatness. The foundation of the leadership framework lies in promoting ethical values, professional attitudes, and personal skill development.

• **Revival of Ancient Wellness Practices:** Reviving and studying ancient Indian wellness knowledge, particularly Ayurveda, and the utility of Yoga, supported by research, highlights their benefits for physical health, mental well-being, and quality of life.

• **Strategic Goal-Setting with Indian Knowledge:** Strategic planning, change, and crisis management guide administrative work and resource allocation. Embedding the Indian Knowledge System in education equips the next generation with holistic, adaptable, and culturally rich learning experiences.

Building the Institute: Faculty and Students

India's rich heritage emphasizes holistic development beyond knowledge acquisition. Academic leaders should promote diversity, equity, and inclusion, fostering well-being and engagement. We must encourage students to initiate social impact projects integrated with curricula and nurture innovation so that it becomes second nature to them.

Campus Design and Environment

Create learning spaces reflecting traditional architectural styles and sustainable practices, equipped for modern educational needs. Provide resources supporting the study and practice of IKS, including ancient manuscripts, digital libraries, and access to traditional crafts. Foster cultural integration by celebrating traditional festivals, arts, and cultural events, promoting a vibrant campus life.

Sustainable Campus Development

Design campuses with sustainable practices like using natural materials, energy efficiency, and waste management. Implement green initiatives such as organic farming, medicinal plant gardens, and eco-friendly waste disposal. Develop effective water management systems with rainwater harvesting and grey water recycling. Utilize renewable energy sources like solar and wind to power campus facilities, reducing the carbon footprint.

Actionable Points:

Social Responsibility and Community Empowerment: Institutional mechanisms should adopt a holistic approach to community engagement, encompassing teaching, research, and service functions of HEIs, including practitioners such as local community elders, women leaders, tribals, entrepreneurs, and civil society practitioners, who possess practical knowledge, as teachers are vital for community empowerment.

Curriculum Innovation and Faculty Development: Shifting towards competency-based learning closes achievement gaps. Introducing skill-based courses enhances knowledge and business opportunities. Academic leaders must promote faculty development and create opportunities for collaboration and improvement.

Ethics and Values: The Ethics and moral values adept in universities heavily affect future leaders. It is important to state that the moral value of ethics in life explores our origin as human beings.

'Right complete IKS literature': Actively work on getting the 'right complete IKS literature' available through experts who can translate & annotate rightly looking at all possibilities of interpretation of extant IKS literature. This would provide the 'right syllabus and text-books' needed to teach IKS.

Panel Discussion 1

Topic: Changing Context of Higher Education: Global Orientation While Rooted in Indian Culture.

Moderator: Prof Laxmidhar Behera, Director IIT Mandi.
Panelists: Prof Rama Shanker Verma, Director-MNIT Allahabad.
Prof Venkappayya Desai, Director- IIT Dharwad.
Prof Mani Kant Paswan, Director- SLIET, Punjab.

Context: Higher education embraces global perspectives while preserving Indian cultural values. Institutions need to integrate global best practices with traditional ethos, fostering global competencies without compromising cultural identity.

Key Points:

·**Global Integration:** Higher education must adopt a global outlook, incorporating international standards, collaborations, and research opportunities. This integration is essential for preparing students for a competitive global job market while maintaining a strong sense of national identity.

·**Cultural Preservation:** Even as we adopt global educational practices, it is crucial to maintain and promote Indian culture, values, and traditions. Curriculums must include Indian history, philosophy, and arts to ensure students remain connected to their roots.

·**Fostering Global Exchange:** Encourage Indian students abroad to return, mitigating brain drain. Attract international students to study in India for cultural exchange. Highlight India's educational strengths for international appeal.

·**Language and Literature:** Promoting Indian languages and literature in academic settings will help preserve cultural heritage. Translation of important works into and from Indian languages can enhance global understanding and appreciation of India's rich literary tradition.

·**Technological Advancements:** Leveraging technology to provide global exposure while being rooted in local culture is imperative. Virtual exchange programs, online courses, and digital libraries can bridge the gap between global education and local traditions.

Actionable Points

Curriculum Design: Develop a curriculum that balances global knowledge with Indian cultural education. Include courses on Indian heritage, values, and traditions alongside modern subjects.

Faculty Development: Train faculty to integrate global perspectives into their teaching while emphasizing the importance of Indian culture. Encourage faculty exchange programs to bring in global best practices.

Research Collaboration: Foster international research collaborations that focus on global issues from an Indian lens. Promote research in traditional Indian knowledge systems and their relevance in the modern world.

Student Exchange Programs: Establish exchange programs that allow students to experience different cultures while maintaining their own cultural identity. Support Indian students studying abroad and international students in India with cultural orientation programs.

Multilingual Education and Cultural Promotion: Promote multilingual education and Indian language use in academia. Support translation projects and linguistic studies to preserve Indian languages. Organize cultural events in academic institutions. Encourage student participation to foster pride and belonging.

Session 2

Topic: Financial Self-Sustenance of Academic Institutions.

Speaker: Prof Pradeep Kumar Ramancharla

Context: In light of evolving financial landscapes and the need for sustainability, academic institutions must strive for financial self-sufficiency. This is particularly crucial as they navigate challenges posed by economic fluctuations, funding uncertainties, and changing educational paradigms.

Vision: Academic institutions should aim to achieve financial self-sustainability by implementing innovative financial models, fostering entrepreneurship, and maximizing revenue streams while maintaining academic integrity and quality.

Comprehensive Campus oversight and Development: Academic leaders, including Chancellors, Deans, Vice Presidents, Vice Provosts, Vice Chancellors, and Directors, oversee the financial performance of self-sustaining units and approve new ones. Campus development should blend with the site's natural characteristics, considering topography and future urban scenarios. Building positive relations with stakeholders is crucial, as is creating inviting public spaces and linking learning with community service. Effective leadership recognizes the need for stewardship and sustainable design principles in campus development.

Key Points:

• **Revenue Diversification and Cost Optimization:** Leverage various revenue sources beyond tuition fees, such as research grants, partnerships, donations, and ventures. Implement efficient cost management to streamline operations and maximize resource utilization without compromising academic standards.

• **Entrepreneurial Initiatives:** Encourage entrepreneurial ventures within the institution, such as startup incubators, technology transfer offices, and consultancy services, to generate additional revenue and foster innovation.

• **Strategic Partnerships:** Forge strategic partnerships with industry stakeholders, government agencies, and international institutions to access funding, expertise, and collaborative opportunities that support institutional goals.

• **Endowment and Fundraising:** Establish and grow endowment funds through targeted fundraising campaigns, alum engagement initiatives, and donor stewardship programs to ensure long-term financial stability and sustainability.

• **Local Aspiration:** Academic institutions should align their financial strategies with the socioeconomic needs and aspirations of the local community, fostering economic development, social inclusion, and cultural enrichment.

Campus Design and Environment

Design campuses for resource efficiency, energy conservation, and sustainability, minimizing costs and environmental impact. Integrate revenue-generating infrastructure like conference facilities and commercial spaces. Engage local communities through educational outreach, cultural events, and collaborative initiatives for regional development.

Sustainability Practices

Build financial reserves and contingency plans to mitigate risks and maintain stability during uncertainty. Promote transparency, accountability, and good governance in financial management to build trust among stakeholders. Ensure ethical fund utilization, adhering to regulatory compliance and institutional values in all financial decisions.

Actionable Points:

Financial Sustainability Plan: Develop a comprehensive financial sustainability plan that outlines short-term and long-term goals, strategies, and performance metrics to guide decision-making and resource allocation.

Revenue Enhancement Strategies: Explore innovative programs, fee structures, and value-added services to diversify revenue sources and cater to diverse market segments. Utilize technology such as recording lectures, online education platforms, and AI for evaluation to generate revenue.

Continuous Monitoring and Evaluation: Establish mechanisms for continuous monitoring, evaluation, and adaptation of financial strategies and performance to ensure alignment with institutional objectives and changing market dynamics.

Strategic Investments for Financial Sustainability: Prioritize investments in revenue-generating infrastructure to enhance competitiveness and revenue potential. Additionally, invest in capacity building for faculty, staff, and administrators to improve financial literacy, entrepreneurship skills, and strategic planning capabilities crucial for achieving self-sustainability.

Alternative Revenue Streams in higher Education: Collaborate with external stakeholders to share expertise and resources in higher education strategy. Explore mixed-use development projects combining academic, residential, and commercial spaces. Utilize income from alums as another alternative source of revenue for universities.

Panel Discussion 2:

Topic: Resource Generation and Mobilization Strategies: VGF, HEFA, and PPP and beyond.

Moderator: Prof A Ravinder Nath, VC- Central University of Kashmir.
Panelists: Prof Binod Kumar Kanaujia, Director- BR Ambedkar NIT, Jalandhar.
Prof S N Singh, Director- IIIT Gwalior.
Prof Arun Mahan Sherry, Director- IIIT Lucknow

Context: In today's higher education landscape, securing funding is crucial for institutional growth. Innovative strategies like Viability Gap Funding (VGF), Higher Education Financing Agency (HEFA), and Public-Private Partnerships (PPP) offer viable solutions for addressing financial constraints and improving infrastructure and educational outcomes.

Key Points:
• **Viability Gap Funding (VGF):** VGF provides financial support to projects that are economically justified but fall short of financial viability. This funding mechanism is critical for bridging the gap in capital requirements and ensuring the completion of essential educational projects.
• **Higher Education Financing Agency (HEFA):** HEFA offers low-cost funds for infrastructure development and improvement in higher education institutions. This agency enables institutions to access long-term financing for projects that enhance educational quality and research capabilities.
• **Public-Private Partnerships (PPP):** PPPs facilitate collaboration between public institutions and private entities, leveraging private sector efficiency and innovation in delivering public education services. This partnership can help improve infrastructure, provide additional funding, and introduce best practices in management and administration.

Actionable Points
Enhancing Curriculum and Faculty development: Develop curricula with modules on financial management, project planning, and resource mobilization to equip students with practical skills. Train faculty to understand and engage with VGF, HEFA, and PPP models, encouraging their involvement in project development and management for effective utilization of these funding mechanisms.
Research Collaboration: Promote research on resource mobilization strategies and their impact on higher education. Encourage collaboration between institutions and funding agencies to explore innovative funding solutions.
Infrastructure Development: Utilize VGF and HEFA funds to upgrade and expand educational infrastructure. Focus on creating state-of-the-art facilities that enhance learning and research environments.
Student Involvement: Engage students in projects funded through VGF, HEFA, and PPP. Provide opportunities for students to participate in project planning and implementation, fostering a practical understanding of resource mobilization.
Strengthening Partnerships and Policy Advocacy: Foster partnerships with local communities and industries through PPP, highlighting mutual benefits like improved facilities. Advocate for policies supporting VGF, HEFA, and PPP to create a conducive funding environment.
Monitoring and Evaluation: Implement robust monitoring and evaluation frameworks for projects funded through VGF, HEFA, and PPP. Ensure transparency and accountability in the utilization of funds to build trust and attract further investment.

Session 3:

Topic: Mindfulness While Making Decisions
Speaker: Prof D.B Phatak

Context: Decision-making is crucial in both personal and professional life, significantly impacting well-being, organizational success, and societal progress. In today's fast-paced world, practicing mindfulness—being present and fully engaged—can enhance decision-making by reducing stress, increasing clarity, and fostering a balanced perspective.

Vision: Individuals and organizations should incorporate mindfulness into their decision-making processes to achieve more thoughtful, deliberate, and impactful outcomes while maintaining emotional well-being and ethical standards.

Key Points:

• **Mindfulness Training:** Offer regular mindfulness training and workshops to develop awareness, focus, and emotional regulation among decision-makers.

• **Reflective Practices:** Encourage reflective practices such as journaling, meditation, and contemplative breaks to foster deeper self-awareness and thoughtful consideration of choices.

• **Stress Management:** Implement stress management techniques to create a calm and centered mental state conducive to making sound decisions.

• **Balanced Perspectives:** Cultivate the habit of considering diverse perspectives and their long-term implications to ensure holistic and balanced decision-making.

• **Ethical Considerations:** Integrate ethical deliberations and compassion into decision-making processes to align actions with core values and societal good.

• **Local Aspirations:** Mindful decision-making should be aligned with local cultural values, community needs, and social responsibilities, promoting inclusive growth, well-being, and ethical governance.

Work Environment and Culture

Create a supportive work environment that encourages open communication, collaboration, and mutual respect to facilitate mindful interactions and decisions. Designate quiet spaces within the workplace for mindfulness practices, relaxation, and reflection to support mental clarity and emotional balance. Promote work-life balance through flexible working hours, mental health resources, and wellness programs to reduce burnout and enhance decision quality.

Sustainability Practices

Build emotional resilience through regular mindfulness practice, enabling individuals and organizations to navigate challenges and uncertainties with composure and clarity. Foster transparency and trust in decision-making processes by openly communicating intentions, deliberations, and outcomes to all stakeholders. Ensure decisions are made with a sense of responsibility and accountability, prioritizing ethical considerations and long-term benefits over short-term gains.

Actionable Points:

Mindfulness Integration: Develop a structured plan to integrate mindfulness practices into daily routines and organizational processes, setting clear goals and performance metrics.

Mindful Leadership: Train leaders to embody mindfulness in their leadership style, setting an example and fostering a culture of thoughtful and empathetic decision-making.

Collaborative Decision-Making: Encourage collaborative decision-making processes that value input from all stakeholders, ensuring diverse viewpoints and making collective wisdom guide choices.

Continuous Learning: Establish continuous learning opportunities focused on mindfulness, emotional intelligence, and ethical decision-making to adapt to evolving challenges and opportunities.

Resource Allocation: Allocate resources to support mindfulness initiatives, including training programs, wellness activities, and infrastructure that promotes mental well-being.

Session 4:

Topic: Integrated Approach to Promoting Positive Mental Health, Resilience & Well-being in Higher Education Institutions

Speaker: Dr Jitendra Nagpal

Context: In the dynamic landscape of Higher Education Institutions (HEIs), prioritizing mental health, resilience, and overall well-being is paramount to ensure the holistic development and success of students, faculty, and staff. An integrated approach can effectively address the multifaceted needs of the academic community.

Vision: HEIs should adopt an integrated approach to mental health promotion, resilience building, and overall well-being enhancement to create a nurturing environment that supports the flourishing of all stakeholders.

Key Points:

• **Comprehensive Support Services:** Establish comprehensive mental health support services that encompass counseling, therapy, peer support groups, and crisis intervention to address diverse needs and challenges.

• **Holistic Wellness and Resilience:** Implement wellness programs focusing on mindfulness, stress management, physical activity, nutrition, and sleep hygiene to promote holistic well-being among students, faculty, and staff. Additionally, offer resilience training and workshops to develop coping skills, adaptive strategies, and emotional resilience, empowering students and staff to navigate academic and personal challenges effectively.

• **Community and Cultural Engagement:** Foster a sense of belonging and connectedness through community-building initiatives, peer mentorship programs, and social events that promote positive relationships and mutual support. Ensure cultural sensitivity and inclusivity in mental health promotion efforts, recognizing and respecting diverse backgrounds, identities, and experiences within the academic community.

• **Local Aspirations:** Integrated mental health promotion initiatives should be tailored to the unique needs, cultural context, and challenges prevalent within each HEI, fostering a supportive and inclusive campus environment.

Campus Environment and Culture

Combat stigma surrounding mental health through awareness campaigns, education initiatives, and destigmatizing language. Ensure accessibility and affordability of mental health resources, including counseling centers, support hotlines, online platforms, and community partnerships. Designate safe spaces and relaxation zones within campus premises for students and staff to unwind and recharge. Forge partnerships with local mental health organizations, healthcare providers, and community resources to enhance mental health promotion efforts.

Sustainability Practices

Establish mechanisms for seamless continuity of care and support across transitions, such as from high school to college or from academia to workforce, ensuring ongoing mental health support. Foster peer support networks and student-led initiatives promoting mental health awareness and resilience building, complementing formal support services. Advocate for policies and practices at institutional, local, and national levels prioritizing mental health promotion and funding allocation.

Actionable Points:

Holistic Approach: Integrate mental health promotion into academic curricula, extracurricular activities, and campus policies to embed a culture of well-being and resilience throughout the academic experience.

Leadership Commitment: Garner leadership support and commitment to prioritize mental health and well-being as institutional values, allocating resources and championing initiatives that promote a healthy campus environment.

Student Involvement: Engage students as active partners in mental health promotion efforts, involving them in program planning, implementation, and evaluation to ensure that institutional as well as institute community initiatives resonate with their needs and preferences.

Faculty and Staff Training: Provide training and professional development opportunities for faculty and staff on mental health awareness, crisis intervention, and supportive practices to enhance their capacity to respond effectively to student needs.

Data-Informed Practices: Collect and analyze data on mental health trends, service utilization, and campus climate to inform evidence-based decision-making and tailor interventions to address emerging needs and gaps.

Session 5:

Topic: Building Vibrant Entrepreneurial Ecosystems in Academic Environments
Speaker: Dr M T Arvind

Context: In academia, fostering entrepreneurial mindsets and nurturing innovation is crucial for economic growth, job creation, and addressing societal challenges. Building vibrant entrepreneurial ecosystems within academic environments catalyzes the translation of knowledge into tangible impact and sustainable ventures.

Vision: Academic institutions should cultivate vibrant entrepreneurial ecosystems that support the discovery, development, and commercialization of innovative ideas, fostering a culture of creativity, collaboration, and risk-taking among students, faculty, and researchers.

Key Points:

• **Entrepreneurial Education:** Integrate entrepreneurial education and experiential learning opportunities into academic curricula across disciplines to equip students with the skills, mindset, and resources needed to identify, evaluate, and pursue entrepreneurial opportunities.

• **Incubation and Acceleration Programs:** Establish incubation and acceleration programs within academic institutions to provide aspiring entrepreneurs with mentorship, resources, and infrastructure to develop and scale their ventures, from ideation to market launch.

• **Industry Partnerships:** Forge strategic partnerships with industry stakeholders, investors, and accelerators to facilitate technology transfer, collaborative research, and access to market insights, funding, and networks for entrepreneurial ventures.

• **Seed Funding and Grants:** Allocate seed funding, grants, and venture capital resources to support early-stage startups and innovative projects emerging from academic research, enabling them to overcome initial barriers and validate their ideas.

• **Entrepreneurial Community and Local Contextualization:** Foster entrepreneurial communities within academia through events and challenges connecting students, faculty, alums, and industry professionals. Tailor initiatives to each institution's strengths and local opportunities to drive innovation and economic growth.

Institutional Support and Culture

Cultivate an entrepreneurial culture that celebrates creativity, curiosity, and resilience, encouraging experimentation and perseverance. Facilitate cross-disciplinary collaboration among students, faculty, and researchers to spur interdisciplinary innovation. Establish clear policies for intellectual property protection to incentivize entrepreneurial endeavors. Ensure inclusive participation in entrepreneurial ecosystem activities, actively engaging diverse groups to promote equity and inclusion in entrepreneurship.

Sustainability Practices

Demonstrate institutional commitment to entrepreneurial ecosystem development through sustained funding, leadership support, and strategic planning integration. Foster resilience by diversifying funding sources, building collaborative networks, and adapting to market dynamics. Promote knowledge sharing among academic institutions, industry partners, and stakeholders to catalyze continuous improvement.

Actionable Points:

Ecosystem Mapping: Conduct a comprehensive assessment of the existing entrepreneurial ecosystem within the academic institution, identifying strengths, gaps, and opportunities for ecosystem development and enhancement.

Entrepreneurial Infrastructure: Invest in the development of entrepreneurial infrastructure, such as co-working spaces, maker labs, prototyping facilities, and technology transfer offices, to provide physical and technological resources for venture creation and innovation.

Mentorship Networks: Establish mentorship networks comprising experienced entrepreneurs, industry leaders, alums, and faculty advisors to provide guidance, feedback, and support to aspiring entrepreneurs throughout their entrepreneurial journey.

Startup Support Services: Offer specialized support services, such as legal advice, market research, business development, and financial planning, to assist startups in overcoming operational challenges and accelerating their growth trajectory.

Impact Measurement: Implement mechanisms for monitoring and evaluating the impact of entrepreneurial ecosystem development initiatives, tracking key performance indicators such as startup success rate, job creation, revenue generation, and social impact metrics.

Panel Discussion 3:

Topic: Empowering India through nurturing entrepreneurship IN HEIs.

Moderator: Prof Rama Shanker Dubey, VC- Central University of Gujarat
Panelists: Dr P K Jain, Director- NIT Patna
          Prof Sanjay Srivastava, VC- Mahatma Gandhi Central University
          Prof Mukul S Sutaone, Director- IIIT Allahabad
          Dr Bhola Ram Gurjar, Director- NITTTR Chandigarh.

Context: Higher education in India is shifting towards fostering student entrepreneurship, emphasizing innovation and job creation. Institutions play a crucial role in nurturing entrepreneurial spirit, empowering students, and driving economic growth through problem-solving and innovation.

Key Points:
• **Entrepreneurial Education Integration:** Instill an entrepreneurial mindset among students, encouraging them to identify opportunities, take risks, and create value, fostering a culture of innovation and resilience. Integrate entrepreneurship courses into academic curricula across disciplines, providing foundational knowledge and practical skills in areas like business planning, marketing, and financial management.
• **Incubation Ecosystem:** Establish incubation centers within HEIs to support aspiring entrepreneurs in developing and scaling their ventures. These centers provide mentorship, funding, and access to resources, enabling students to turn their ideas into viable businesses.
• **Industry Collaboration and Supportive Policies:** Foster collaboration between HEIs and industries to provide students with real-world exposure and experiential learning opportunities, facilitating technology transfer and market validation. Champion supportive policies at institutional and governmental levels to create an enabling environment for entrepreneurship, including simplified regulatory processes, financial incentives, and infrastructure support for startups.
• **Research and Innovation:** Encourage research and innovation activities that address societal challenges and market needs. HEIs can incentivize faculty and students to pursue research projects with commercialization potential, fostering a culture of innovation-driven entrepreneurship.

Actionable Points:
Curriculum Development: Design entrepreneurship-focused courses and programs that equip students with the knowledge, skills, and mindset needed to succeed as entrepreneurs.
Entrepreneurship Cells: Establish entrepreneurship cells or clubs within HEIs to organize workshops, events, and competitions that promote entrepreneurial thinking and networking among students.
Mentorship Networks: Create mentorship networks comprising successful entrepreneurs, industry experts, and alums to provide guidance and support to aspiring entrepreneurs.
Seed Funding: Allocate funds through seed funding initiatives that provide early-stage capital to student-led startups, enabling them to prototype, test, and iterate their business ideas.
Incubation Facilities: Invest in state-of-the-art incubation facilities equipped with co-working spaces, prototyping labs, and access to business support services for startup founders.
Community Engagement: Engage with local communities and stakeholders to identify entrepreneurship opportunities, address societal challenges, and foster inclusive entrepreneurship ecosystems.

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Session 6:
Topic: Self-Management as a Leader
Speaker: Mr. Ravi Kant

Context: Effective leadership requires mastering self-management skills to navigate challenges, inspire confidence, and foster growth. Self-management empowers leaders to lead by example, maintain resilience, and cultivate a positive work culture.

Vision: Leaders should prioritize self-management to enhance their effectiveness, promote personal growth, and create a supportive environment conducive to organizational success and employee well-being.

Key Points:
• **Self-Awareness Development:** Invest in self-awareness development through assessments, feedback mechanisms, and reflective practices to understand personal strengths, weaknesses, and triggers.
• **Goal Setting and Planning:** Set clear, achievable goals aligned with organizational objectives and develop strategic plans to prioritize tasks, manage time effectively, and track progress.
• **Emotional Regulation:** Cultivate emotional intelligence skills to regulate emotions, handle stress, and maintain composure during challenging situations, inspiring confidence and trust among team members.
• **Adaptive Leadership:** Embrace adaptive leadership practices to remain agile and responsive in dynamic environments, adjusting strategies and behaviors based on changing circumstances and feedback.
• **Continuous Growth:** Commit to continuous learning and personal development through workshops, coaching, and peer networks to expand knowledge, refine skills, and adapt to evolving leadership demands.
• **Local Aspiration:** Self-management practices should be tailored to local cultural norms, organizational values, and leadership expectations, fostering inclusivity, authenticity, and trust within the workplace.

Work Environment and Culture
Foster accountability, transparency, and feedback mechanisms for continuous improvement. Empower team members through delegation and autonomy, reducing micromanagement. Advocate for work-life integration and prioritize well-being to sustain long-term leadership effectiveness.

Sustainability Practices
Advocate for self-care and prioritize well-being to sustain long-term performance and resilience. Lead with authenticity and transparency, fostering genuine connections and building trust. Anchor leadership decisions in core values and ethical principles, demonstrating integrity and accountability.

Actionable Points:
Self-Reflection Practices: Incorporate regular self-reflection practices, such as journaling, meditation, or peer coaching, to deepen self-awareness, clarify values, and enhance decision-making.
Leadership Presence: Develop a strong leadership presence by embodying authenticity, confidence, and integrity, inspiring trust and respect among team members and stakeholders.

Resilience Building: Build resilience through mindfulness, stress management techniques, and supportive networks to bounce back from setbacks and navigate uncertainty with resilience and determination.

Feedback Culture: Foster a culture of constructive feedback and open communication, seeking input from peers, mentors, and team members to gain diverse perspectives and refine leadership approaches.

Strategic Reflection: Dedicate time for strategic reflection and evaluation of leadership practices, seeking opportunities for improvement, innovation, and alignment with organizational goals.

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Session 7:

Topic: Institution Building: Overcoming Obstacles at Different Stages of Evolution
Speaker: Prof Ashok Ganguli

Context: Building and sustaining institutions demand strategic vision, adaptive leadership, and resilience to overcome obstacles. Effective institution building involves navigating challenges, fostering innovation, and cultivating a culture of excellence and sustainability.

Vision: Institutions should prioritize long-term viability, innovation, and societal impact, overcoming obstacles and adapting to changing environments to fulfill their mission and serve stakeholders effectively.

Key Points:
• **Strategic Vision:** Develop a clear strategic vision aligned with the institution's mission and values, guiding decision-making and resource allocation to achieve long-term goals.

• **Adaptive Governance:** Establish adaptive governance structures and processes that facilitate agility, transparency, and accountability, enabling the institution to respond effectively to internal and external challenges.

• **Innovation and Collaboration:** Foster a culture of innovation and collaboration by promoting creativity, risk-taking, and interdisciplinary approaches to address complex problems and seize opportunities.

• **Stakeholder Engagement:** Engage stakeholders, including employees, clients, partners, and communities, in the institution-building process, soliciting feedback, building consensus, and fostering ownership and support.

• **Continuous Improvement:** Embrace a culture of continuous improvement, learning, and adaptation, leveraging feedback, data, and best practices to enhance efficiency, effectiveness, and relevance over time.

• **Local Aspiration:** Institution-building efforts should be grounded in local context, culture, and needs, promoting inclusivity, diversity, and responsiveness to community priorities and aspirations.

Obstacles and Strategies

Early-stage challenges

Limited Resources: Secure funding and resources through strategic partnerships, grants, and fundraising efforts to support initial operations and expansion.

Uncertain Environment: Conduct thorough market research and feasibility studies to assess demand, competition, and regulatory requirements, mitigating risks and maximizing opportunities.

Leadership Transition: Cultivate strong leadership succession plans and mentorship programs to ensure continuity and stability during leadership transitions.

Growth and Expansion Obstacles

Scaling Operations: Implement scalable systems, processes, and infrastructure to accommodate growth and expansion while maintaining quality, efficiency, and compliance.

Talent Acquisition: Attract and retain top talent through competitive compensation, professional development opportunities, and a supportive work culture that values diversity and inclusion.

Market Competition: Differentiate the institution through innovation, quality, and customer service, building brand reputation and loyalty to withstand competitive pressures.

Maturity and Sustainability Challenges

Organizational Culture: Nurture a resilient, values-driven organizational culture that promotes collaboration, accountability, and adaptability, sustaining institutional identity and integrity over time.

Governance Complexity: Streamline governance structures and decision-making processes to enhance agility, transparency, and accountability while complying with regulatory requirements and stakeholder expectations.

Innovation Fatigue: Foster a culture of continuous innovation and learning by investing in research and development, cross-functional collaboration, and employee empowerment, rejuvenating institutional relevance and impact.

Sustainability Practices

Ensure institutional impact is measured, engage with local communities to understand their needs, and integrate environmental stewardship into daily operations, reducing the carbon footprint and conserving resources for a sustainable future.

Actionable Points:

Strategic Planning: Develop and implement comprehensive strategic plans with clear objectives, timelines, and performance indicators to guide institution-building efforts and measure progress.

Leadership Development: Invest in leadership development programs and mentorship initiatives to cultivate a pipeline of skilled leaders capable of navigating challenges and driving institutional growth and sustainability.

Partnership Building: Forge strategic partnerships with government agencies, NGOs, academia, and industry stakeholders to leverage complementary strengths, resources, and expertise, advancing shared goals and mutual benefit.

Innovation Incubation: Establish innovation hubs, incubators, or accelerators to support entrepreneurship, research, and technology transfer, fostering a culture of creativity and experimentation within the institution.

Risk Management: Implement robust risk management frameworks and contingency plans to identify, assess, and mitigate potential risks and disruptions, safeguarding institutional stability and resilience.

Developing IDP: Five Priority action points for my institute.

Prof P K Jain, Director- National Institute of Technology, Patna.

1. NEP 2020 Implementation: IIT Patna aligns policies with NEP 2020, restructuring curricula and promoting experiential learning for inclusive education.

2. Interdisciplinary Oversight: Committees manage student entry for interdisciplinary studies, fostering academic exploration.

3. Dynamic Curriculum: Annual updates integrate new ideas and technologies, ensuring relevance to industry and society.

4. Entrepreneurial Focus: Priority on fostering entrepreneurial skills and supporting startups through education, mentorship, and funding.

5. Practical Learning Focus: Emphasis on hands-on experiences through internships and projects with industry and government partners.

Prof Bidyadhar Subudhi, Director- National Institute of Technology, Warangal.

1. Community Support Focus: NIT Warangal fosters a supportive community among faculty, staff, and students, emphasizing empathy, collaboration, and responsibility.

2. Research Enhancement: NIT Warangal prioritizes research, fostering collaboration and interdisciplinary approaches among faculty and students.

3. Enhancing Teaching-Learning Quality: NIT Warangal focuses on improving teaching-learning processes through innovative methods and technology integration.

4. Infrastructure Upgrade and Innovation Initiatives: NIT Warangal is committed to enhancing infrastructure and fostering innovation and entrepreneurship.

5. Interdisciplinary Student Research Collaboration: NIT Warangal promotes interdisciplinary collaboration among students to foster innovation and research.

Prof S N Singh, Director- Indian Institutes of Information Technology, Gwalior.

1. Enhanced Industry Collaboration: Strengthen partnerships with industry leaders for practical exposure, internships, and research projects. Utilize industry liaison offices, interaction events, and joint certification programs.

2. Curriculum Evolution: Update curriculum to match industry trends and tech advancements. Include hands-on learning, project-based assessments, and interdisciplinary courses.

3. Research Focus: Invest in research infrastructure, incentivize faculty research, and promote interdisciplinary collaborations. Establish research centers of excellence.

4. Global Outreach: Expand international collaborations, facilitate exchanges, research initiatives, and conference participation for cross-cultural learning.

5. Entrepreneurship and Innovation: Develop an ecosystem for innovation and entrepreneurship. Provide support, mentorship, funding, and networking opportunities for startups and ventures.

Prof Mukul S Sutaone, Director- Indian Institutes of Information Technology, Allahabad.

1. Infrastructure Upgradation: Invest in upgrading academic and residential infrastructure to provide modern facilities for learning and research, including classrooms, laboratories, libraries, and student housing.

2. Translation Research Park: Establish a research park to bridge academia-industry gaps, facilitating technology transfer and economic development through collaborations with industry partners, startups, and government agencies.

3. Outreach Programs: Proactively engage stakeholders through outreach programs like workshops, seminars, and conferences to identify academic demands, drive research, and consolidate efforts for academic excellence.

4. Internationalization Initiatives: Promote internationalization through partnerships with foreign universities for student exchange, research collaborations, and faculty engagements, enhancing global perspectives and cultural immersion for students.

5. Global Ranking Participation: Improve visibility and reputation by enhancing research output, and academic quality and fostering a culture of innovation to meet global ranking criteria and position IIIT Allahabad as a leader in higher education.

Prof Arun Mahan Sherry, Director- Indian Institutes of Information Technology, Lucknow.

1. NEP Alignment: IIIT Lucknow, will align its educational objectives, teaching methodologies, and assessment practices with NEP guidelines. This includes incorporating multidisciplinary education, flexibility in curriculum design, and promoting research and innovation.

2. STEM Education Enhancement: IIIT Lucknow, will strengthen STEM education through innovative teaching methods, hands-on learning opportunities, and industry projects in science, technology, engineering, and mathematics (STEM) disciplines.

3. Specialized AI Courses: IIIT Lucknow, will develop and implement specialized AI courses covering foundational and advanced topics like machine learning, deep learning, and natural language processing. Emphasis will be on practical application-based learning.

4. Computer Science Program Focus: IIIT Lucknow will prioritize the development of its computer science programs by updating the curriculum, strengthening core concepts, and offering specialized tracks in areas like cybersecurity and data science.

5. High-Demand Programs: IIIT Lucknow, will offer programs in high-demand areas identified through market research, such as blockchain, IoT, and cybersecurity. Collaborations with industry partners will ensure program relevance and applicability in the job market.

Prof Shrinivasa Varakhedi, Central Sanskrit University.

1. Open and Online Learning: Central Sanskrit University can develop online programs for the global dissemination of Sanskrit education. These courses cover language, literature, law, philosophy, and culture, reaching a wider audience.

2. Teacher Training: The university will establish teacher training programs focusing on innovative teaching methods and technology integration to enhance Sanskrit instruction quality.

3. Campus Expansion: Opening new campuses or study centers in different regions increases Sanskrit education accessibility, fostering collaboration and cultural enrichment.

4. Faculty Development: Establish a center for faculty development offering training workshops, research grants, and mentorship to enhance teaching and research skills.

5. Interdisciplinary Incubation: Establishing an incubation center for interdisciplinary research in areas like Sanskrit computational linguistics or management principles derived from Sanskrit literature.

Prof A Ravinder Nath, Central University of Kashmir.

1. Enhanced ICT Facilities: The Central University of Kashmir will prioritize upgrading campus-wide Wi-Fi networks, providing high-speed internet, and developing specialized ICT labs for disciplines like computer science.

2. Development of Central Infrastructure: Initiatives will focus on constructing new academic buildings, lecture halls, libraries, and student amenities to create a conducive learning environment.

3. Central Workshops, Advanced Labs, and Incubation Centre: The university will establish workshops, advanced labs, and an incubation center to support hands-on learning, research, and entrepreneurship among students and faculty.

4. Sports and Financial Resources: Investments will be made to upgrade sports facilities and allocate financial resources for scholarships, grants, and infrastructure development.

5. Sustainable Biodiversity Parks: The university will create biodiversity parks within its campus as living laboratories for ecological research and environmental education, engaging students and local communities in conservation efforts.

Prof Ganga Prasad Prasain, Tripura University.

1. Integrated Degree Programs: Tripura University plans to introduce integrated degree programs to provide students with interdisciplinary learning opportunities across multiple subjects.

2. NEP 2020 Implementation: The university aligns its curriculum, pedagogy, and assessment methods with NEP 2020, focusing on critical thinking, creativity, and technology integration.

3. Infrastructure Development: Investment is directed towards constructing new academic buildings, laboratories, and libraries, prioritizing sustainability in infrastructure projects.

4. Faculty Recruitment: Tripura University is hiring new faculty members with diverse expertise to maintain academic excellence and meet program demands.

5. Expansion of Smart Classrooms: The university is expanding its smart classroom facilities to support interactive and multimedia-rich teaching methods.

Prof Mani Kant Paswan, Director- Sant Longowal Institute of Engg. And Tech, Punjab.

1. New MBA Course Introduction: Adding an MBA course tailored to contemporary business trends and Indian market needs diversifies the institute's academic offerings.

2. Integration of Indian Knowledge System: Incorporating elements like Ayurveda and traditional management principles enriches students' understanding of India's cultural heritage.

3. Campus Infrastructure Development: Initiatives include constructing new academic buildings, labs, and green spaces to support academic and recreational needs.

4. Academic Bank of Credits: Implementing this system streamlines credit transfers and promotes lifelong learning opportunities for students.

5. Overall Infrastructure Enhancement: Upgrading facilities and ensuring a clean, safe campus environment improves the quality of education.

Prof Vijay Shanker Pandey, Director- Board of Apprenticeship Training (SR), Chennai.

1. Subsidies DBT System Implementation: Adopting a Direct Benefit Transfer (DBT) system for subsidies ensures transparent and efficient subsidy distribution to apprentices and training institutions.

2. Degree Program Expansion: Offering a diverse range of technical and non-technical degree programs caters to varied industry demands and enhances apprentices' employability.

3. Industry Engagement: Strengthening partnerships with industries attracts more companies to participate in apprenticeship programs, providing apprentices with valuable industry exposure.

4. Credit-Based Apprenticeship Programs: Implementing a credit system for apprenticeship modules enhances recognition and transferability of learning outcomes, facilitating career progression.

5. Introduction of New Courses: Regularly introducing courses aligned with industry trends ensures apprenticeship programs remain relevant and responsive to evolving skill requirements.

Prof C C Tripathi, Director- National Institutes of Technical Teachers' Training and Research, Bhopal.

1. Academic Infrastructure Development: Investing in modern academic infrastructure like classrooms, labs, and libraries enhances the learning environment and promotes innovation.

2. Faculty Development: Implementing faculty development programs enhances teaching methodologies and research skills, ensuring high-quality education delivery.

3. Deemed University Status: Seeking deemed university status grants autonomy and recognition, attracting talent and facilitating research collaborations.

4. Alignment with NEP: Adapting to the New Education Policy's principles promotes learner-centric education and fosters innovation and entrepreneurship.

5. Integration of AI and ML: Embracing AI and ML technologies enhances teaching, learning, and research processes, offering personalized experiences and automating tasks.

Prof Laxmidhar Behera, Director- Indian Institute of Technology, Mandi.

1. HCI Center Establishment: Establish a Center for Human-Computer Interaction (HCI) to drive research, innovation, and education in HCI, focusing on user-friendly interfaces and enhancing user experience.

2. AI Robotics Technology Center: Create a specialized center for AI Robotics Technology to advance research in robotics and AI, developing autonomous systems for various applications.

3. IKS Integration for Mental Health: Introduce innovative approaches to mental health by integrating Indigenous Knowledge Systems (IKS) with modern healthcare practices, promoting culturally sensitive interventions.

4. Women Empowerment Initiatives: Implement programs to empower women in STEM fields, including scholarships, mentorship, and leadership training, fostering gender diversity and inclusivity.

5. New Lab Establishment: Invest in opening new cutting-edge laboratories to support research, interdisciplinary collaboration, and industry partnerships, attracting top talent and enhancing research capabilities.
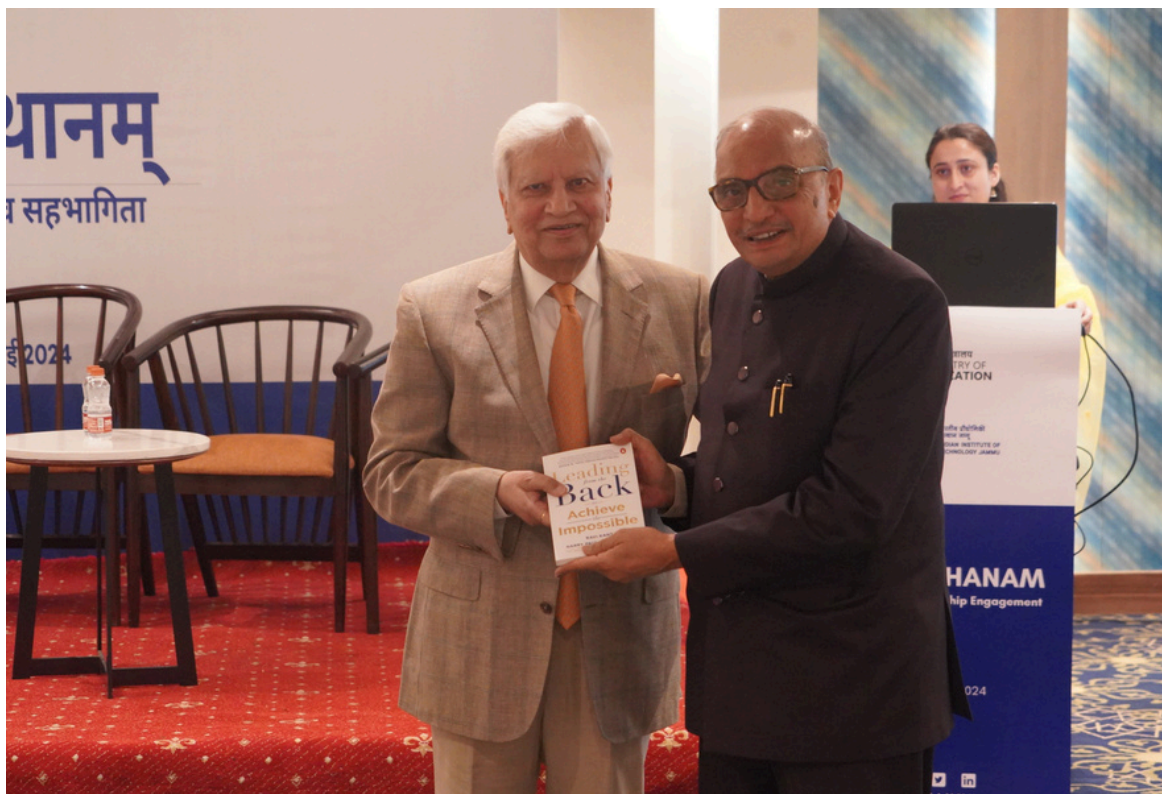
Prof Rama Shanker Verma, Director- Motilal Nehru National Institute of Technology, Allahabad.

1. Research Promotion Initiatives: Implement measures to boost participation in disciplinary research, including organizing symposiums, offering research grants, and fostering collaborations with industries and research institutions.

2. Aerospace Engineering Department: Establish a dedicated Aerospace Engineering department, introducing new programs and collaborating with industry to address the demand for aerospace professionals.

3. Student Wellness Centers: Set up wellness centers to support student well-being through counseling, fitness activities, and stress management workshops, creating a conducive campus environment.

4. Incubation Centers for Entrepreneurship: Create incubation centers to nurture entrepreneurship and innovation, providing resources and mentorship to aspiring entrepreneurs and startups.

5. New Faculty Training Programs: Develop training programs for new faculty members to enhance their teaching, research, and leadership skills, ensuring high-quality education and research output.

Prof Anand Bhalerao, Director- Central University of Rajasthan.

1. Governance Efficiency and Transparency: In striving for governance efficiency, meticulous documentation through note sheet writing is emphasized, along with maintaining comprehensive records of university assets and prioritizing transparency in financial matters. These measures collectively foster accountability, efficiency, and integrity within educational institutions.

2. Internationalization Initiatives in Education: Internationalization strategies involve implementing dual-degree programs blending Indian and foreign curricula, hosting international conferences to showcase academic research, and streamlining admission processes for international students. Additionally, recruiting international faculty and conducting Short-Term Training Programs (STTPs) for faculty enhance global academic exchange and collaboration.

3. Research Advancement Initiatives: Research enhancement efforts include establishing specialized centers for semiconductor laboratories and healthcare research to contribute to technological advancement and healthcare innovation.

4. Sports Development Initiatives: Sports development initiatives focus on developing state-of-the-art sports facilities, partnering with the government for multifaceted village development, and empaneling national and international coaches to strengthen sports programs. Private sector participation is encouraged to bolster sports development efforts further.

5. Capacity Building Initiatives: Capacity building programs prioritize faculty development, student competency enhancement, and the establishment of skill development centers to address identified skill gaps. Collaborations and network development are pursued to expand opportunities for research, knowledge sharing, and resource pooling.

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Session 8
Topic: Making Mental Health Sustainable, Accessible & Equitable on Campus.
Speaker: Prof Arvinder J Singh.

Context: Mental health is a crucial aspect of student well-being, directly impacting academic success, personal development, and campus culture. Building sustainable, accessible, and equitable mental health services is essential to support students effectively amidst academic pressures and social challenges.

Vision: Campuses should prioritize mental health advocacy to create an environment where all students can thrive emotionally, academically, and socially, regardless of background or circumstance.

Key Points:

• **Awareness Campaigns:** Launch comprehensive awareness campaigns to destigmatize mental health issues, educate students about available resources, and promote self-care strategies.

• **Accessible Services:** Expand and enhance mental health services by increasing counseling staff, establishing peer support networks, and integrating mental health resources into academic and residential life.

• **Crisis Intervention:** Develop protocols for crisis intervention and suicide prevention, providing immediate support to students in distress and facilitating timely referrals to appropriate resources.

• **Cultural Competence:** Ensure mental health services are culturally competent and inclusive, addressing the unique needs and perspectives of diverse student populations.

• **Collaborative Partnerships:** Forge partnerships with community organizations, healthcare providers, and advocacy groups to leverage resources and expertise in addressing complex mental health challenges.

• **Local Aspiration:** Campus mental health initiatives should be tailored to the unique needs, preferences, and cultural dynamics of the student body, fostering a supportive and inclusive community for all.

Campus Environment and Culture

Establish safe and welcoming spaces on campus for students to seek help and connect with others without fear. Implement peer support programs and engage the campus community in dialogue to prioritize mental health and well-being.

Sustainability Practices

Prioritize preventive mental health strategies like stress reduction workshops and mindfulness programs. Allocate adequate resources to sustain mental health initiatives within the campus budget. Advocate for policy changes and institutional commitments to prioritize mental health. Empower marginalized student populations by addressing systemic barriers to mental health access.

Actionable Points:

Student Involvement: Involve students in the design, implementation, and evaluation of mental health initiatives, ensuring their voices and experiences inform decision-making processes.

Faculty and Staff Training: Provide comprehensive training to faculty and staff on recognizing signs of distress, responding to mental health crises, referring students to appropriate resources, and enhancing campus-wide support systems.

Integrated Approach: Integrate mental health into academic curricula, student orientation programs, and campus activities to promote holistic well-being and resilience among students.

Data-Informed Strategies: Collect and analyze data on student mental health needs, utilization of services, and outcomes to inform evidence-based strategies and resource allocation efforts.

Continuous Improvement: Establish mechanisms for ongoing evaluation and improvement of mental health services, soliciting feedback from students, staff, and stakeholders to ensure responsiveness and effectiveness.

Panel Discussion 4 :

Topic: Strategies to Promote Inclusive Education, Specifically in the Context of PwDs and People with SLDs.

Moderator: Prof Battu Satyanarayana, VC- CU Karnataka.
Panelist: Prof Arvinder J Singh, Director- Ashoka Centre for Well-Being.
Prof Bidyadhar Subudhi, Director- NIT Warangal.
Prof Vijay Shanker Pandey, Director- Board of Apprenticeship Training (SR), Chennai.
Prof Mani Kant Paswan, Director- Sant Longowal Institute of Engineering. And Technology, Punjab.

Context: Implement strategies to foster diversity and empower individuals with disabilities. This includes creating an accessible learning environment for persons with disabilities and those with specific learning disabilities.

Vision: Educational institutions should prioritize inclusive practices that accommodate diverse learning needs, ensure equal participation, and promote the holistic development of all students, regardless of ability or background.

Key Points:

• **Accessibility Measures:** Implement accessibility measures such as wheelchair ramps, assistive technologies, and sensory-friendly environments to remove physical and sensory barriers and facilitate access to education for PwDs and individuals with SLDs.

• **Individualized Support:** Provide individualized support and accommodations tailored to the unique needs of students with disabilities, including specialized instruction, assistive devices, and alternative assessment methods.

• **Teacher Training:** Offer comprehensive training and professional development opportunities for educators to enhance their knowledge of inclusive teaching strategies, differentiated instruction, and positive behavior support techniques.

• **Peer Support Programs:** Establish peer support programs and inclusive activities that promote social interaction, empathy, and mutual respect among students of diverse abilities, fostering a sense of belonging and community.

• **Community Collaboration for Inclusive Education:** Forge partnerships with disability advocacy groups, local stakeholders, and government bodies to advocate for policy reforms and secure funding. Tailor inclusive education initiatives to local contexts, addressing the unique needs of persons with disabilities and individuals with specific learning disabilities within the community.

Educational Environment and Culture

Embrace universal design principles for accessibility. Foster a positive school climate that celebrates diversity. Encourage collaborative problem-solving for addressing inclusion barriers and enhancing learning outcomes.

Sustainability Practices

Invest in professional development for educators and engage the community to support inclusive education. Empower students with disabilities to advocate for their rights and access educational opportunities.

Actionable Points:

Inclusive Curriculum: Develop and implement an inclusive curriculum that reflects diverse perspectives, experiences, and abilities, incorporating accommodations and modifications as needed to ensure equitable access and participation for all students.

Universal Screening: Implement universal screening processes to identify students with disabilities or learning difficulties early, enabling timely interventions and support services to address their unique needs and promote academic success.

Parent and Family Engagement: Foster partnerships with parents and families of students with disabilities, involving them in the educational planning process, providing support services, and promoting home-school collaboration to enhance student outcomes.

Data-Informed Decision-Making: Collect and analyze data on student progress, participation, and outcomes to inform evidence-based decision-making, monitor the effectiveness of inclusive practices, and drive continuous improvement efforts.

Policy Advocacy: Advocate for inclusive education policies and legislative reforms that uphold the rights of students with disabilities, promote inclusive practices, and allocate resources to support their educational needs.

Session 9
Topic: Emerging Digital World: SARAL
Speaker: Prof Manoj S Gaur

Context: In the age of digital transformation, initiatives like SARAL play a crucial role in enhancing efficiency and transparency in governance. Integrating mindfulness into SARAL implementation can further improve its effectiveness by simplifying processes and promoting ethical practices.

Vision: IIT Jammu aims to integrate mindfulness principles into the SARAL e-governance program to achieve more transparent, responsive, and inclusive governance while safeguarding data privacy and fostering digital empowerment.

Key Points:
• **Mindfulness Training:** Provide regular mindfulness training sessions for SARAL administrators and users to cultivate focus, attention, and emotional resilience in navigating digital interfaces and decision-making processes.

• **User Experience Enhancement:** Conduct user feedback sessions and usability studies to continuously improve SARAL's interface and functionality continuously, ensuring a seamless and intuitive experience for citizens accessing government services online.

• **Data Privacy Measures:** Implement robust data privacy and security measures in SARAL, adhering to international standards and regulations, to safeguard citizens' personal information and build trust in digital governance.

• **Accessibility and Inclusivity:** Ensure SARAL's accessibility for differently-abled individuals and marginalized communities through inclusive design principles and targeted outreach efforts, promoting digital inclusion and equity.

• **Ethical Guidelines:** Develop and uphold ethical guidelines for SARAL administrators and users, emphasizing integrity, accountability, and respect for citizens' rights and privacy in all interactions and transactions.

• **Local Aspiration:** SARAL's implementation should be tailored to local needs, cultural sensitivities, and linguistic diversity, fostering citizen participation, trust, and ownership in the digital governance process.

Work Environment and Culture
Foster collaboration among SARAL stakeholders to co-create solutions, promote continuous improvement, and enhance digital literacy for effective utilization of e-governance platforms.

Actionable Points:
Stakeholder Engagement: Facilitate regular stakeholder consultations and participatory decision-making processes to ensure SARAL's alignment with citizens' needs, expectations, and aspirations.

Citizen Feedback Mechanism: Establish mechanisms for collecting, analyzing, and acting upon citizen feedback on SARAL's usability, accessibility, and service delivery, fostering a culture of responsiveness and continuous improvement.

Capacity Building: Provide technical assistance and capacity-building support to government agencies and local authorities to effectively utilize SARAL's features and functionalities, maximizing its impact and reach.

Community Partnerships: Forge partnerships with civil society organizations, academic institutions, and private sector entities to leverage their expertise, resources, and networks in promoting SARAL adoption and usage among diverse population groups.

Sustainability Measures: Develop sustainability strategies for SARAL's long-term viability and scalability, including periodic reviews, updates, and investments in technological infrastructure and human capital.

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Session 10
Topic: Policy Matters: Making of National Education Policy 2020.
Speaker: Prof Vinay Nangia

Context: Implementing the National Education Policy (NEP) is essential for driving positive change and ensuring equitable access to quality education. Integrating mindfulness into policy implementation can enhance clarity and promote sustainable outcomes.

Vision: Stakeholders implementing the NEP should embrace mindfulness to facilitate thoughtful decision-making and transformative reforms that address diverse needs.

Key Points:
• **Mindfulness Training:** Provide comprehensive mindfulness training programs for policymakers, administrators, educators, and other stakeholders involved in the implementation of the NEP, fostering awareness, focus, and emotional regulation.

• **Reflective Practices:** Encourage reflective practices such as stakeholder consultations, feedback mechanisms, and periodic reviews to facilitate continuous learning, adaptation, and improvement throughout the implementation process.

• **Stress Management:** Integrate stress management strategies into policy implementation efforts to mitigate resistance, address challenges proactively, and maintain a constructive mindset amidst complexity and uncertainty.

• **Balanced Perspectives:** Foster a culture of inclusive decision-making by considering diverse perspectives, contextual nuances, and empirical evidence to inform policy choices and resource allocation priorities.

• **Ethical Considerations:** Embed ethical principles such as equity, social justice, and integrity into policy implementation frameworks, ensuring that decisions and actions uphold the fundamental rights and dignity of all stakeholders.

• **Local Aspiration:** The implementation of the NEP should be contextualized to reflect the unique socio-cultural realities, educational challenges, and aspirations of diverse regions and communities across the country, fostering inclusive development and equitable progress.

Work Environment and Culture
Establish transparent and participatory governance structures for education policy formulation and implementation while creating platforms for sharing best practices among policymakers, practitioners, and researchers. Additionally, empower local communities and institutions to actively participate in education policy implementation, fostering ownership and accountability.

Sustainability Practices
Foster continuity and stability in education policy by garnering support and institutionalizing key reforms. Prioritize the needs of marginalized communities in policy design and implementation, ensuring inclusive development and social justice. Advocate for evidence-based policymaking to inform effective decision-making processes.

Actionable Points:

Policy Integration Framework: Develop an integrated framework for aligning various sectoral policies, programs, and initiatives with the overarching goals and principles of the NEP, ensuring coherence, synergy, and effectiveness in implementation efforts.

Capacity Development: Invest in capacity development initiatives aimed at enhancing the competencies, skills, and knowledge of educators, institution leaders, and education officials to implement the transformative reforms outlined in the NEP effectively.

Monitoring and Evaluation Mechanisms: Establish robust monitoring and evaluation mechanisms to track progress, identify bottlenecks, and measure the impact of policy implementation interventions, facilitating evidence-based decision-making and adaptive management.

Community Engagement Strategies: Design and implement community engagement strategies that promote meaningful dialogue, collaboration, and partnership between educational institutions, local governments, civil society organizations, and other stakeholders, fostering collective ownership and support for NEP implementation.

Resource Mobilization: Mobilize financial, human, and technical resources from diverse sources, including government budgets, development partners, philanthropic organizations, and private sector investments, to support the effective implementation of NEP reforms at scale and pace.

Panel Discussion 5

Topic: Building leadership funnel among stakeholders of HEIs.

Moderator: Prof Vinay Nangia, (Professor, Mentor, Guide for Education, Business and Startups)
Panelist: Prof Ganga Prasad Prasain, VC- Tripura University.
   Prof Anand Bhalerao, VC- Central University of Rajasthan.
   Prof C C Tripathi, Director- NITTTR Bhopal.
   Prof Shrinivasa Varakhedi, VC- Central Sanskrit University.

Context: As Higher Education Institutions (HEIs) navigate complex challenges and opportunities, the cultivation of effective leadership across all stakeholders is paramount for fostering innovation, driving excellence, and promoting sustainable development within the education ecosystem.
Vision: HEIs should prioritize building a robust leadership funnel among stakeholders, including faculty, administrators, students, and community partners, to nurture visionary, inclusive, and ethical leaders capable of leading transformative change within and beyond the institution.

Key Points:
• **Leadership Training Programs:** Develop comprehensive leadership training programs tailored to the unique needs and aspirations of different stakeholder groups within HEIs, focusing on communication, collaboration, problem-solving, and strategic thinking skills.
• **Mentorship and Coaching:** Establish mentorship and coaching initiatives to provide personalized guidance, support, and feedback to emerging leaders, facilitating their professional growth and development.
• **Experiential Learning Opportunities:** Offer experiential learning opportunities such as internships, research projects, and leadership roles within student organizations to allow stakeholders to apply theoretical knowledge in real-world contexts and hone their leadership abilities.
• **Diversity and Inclusion Initiatives:** Promote diversity and inclusion initiatives that create a welcoming and equitable environment for individuals from diverse backgrounds to participate in leadership development programs and contribute their unique perspectives and talents.
• **Community Engagement:** Foster partnerships with external stakeholders, including industry leaders, alum networks, and local community organizations, to provide exposure to different leadership styles, industry trends, and societal challenges.
• **Local Aspiration:** Leadership development initiatives in HEIs should be aligned with local educational priorities, socio-cultural dynamics, and economic imperatives, empowering stakeholders to address pressing challenges and seize emerging opportunities within their respective contexts.

Institutional Culture and Environment
Establish collaborative governance structures involving all stakeholders to foster shared responsibility, transparency, and accountability. Design innovative learning spaces on campus to encourage creativity, critical thinking, and interdisciplinary collaboration. Adopt a student-centered approach to leadership development, empowering students to co-create their educational experiences and take ownership of their leadership journey.

Sustainability Practices

Foster a long-term vision for leadership development ensuring continuity and sustainability over time. Promote inclusive leadership practices valuing diverse perspectives and empowering marginalized voices. Cultivate global citizenship among emerging leaders to engage with global issues and contribute to collective well-being.

Actionable Points:

Leadership Pipeline Mapping: Conduct a thorough assessment of existing leadership pipelines within HEIs to identify strengths, gaps, and areas for improvement, informing targeted interventions and resource allocation strategies.

Leadership Competency Framework: Develop a leadership competency framework that outlines the core skills, attributes, and behaviors expected of leaders at different levels within the institution, serving as a guide for leadership development initiatives and performance evaluations.

Institutional Leadership Forum: Establish an institutional leadership forum or advisory board comprising representatives from diverse stakeholder groups to provide strategic guidance, mentorship, and advocacy for leadership development efforts.

Research and Evaluation: Conduct research and evaluation studies to measure the effectiveness and impact of leadership development programs and initiatives, using data-driven insights to enhance their relevance and scalability continuously.

Recognition and Reward Systems: Implement recognition and reward systems that celebrate and incentivize exemplary leadership behavior, reinforcing a culture of excellence and continuous improvement across the institution.
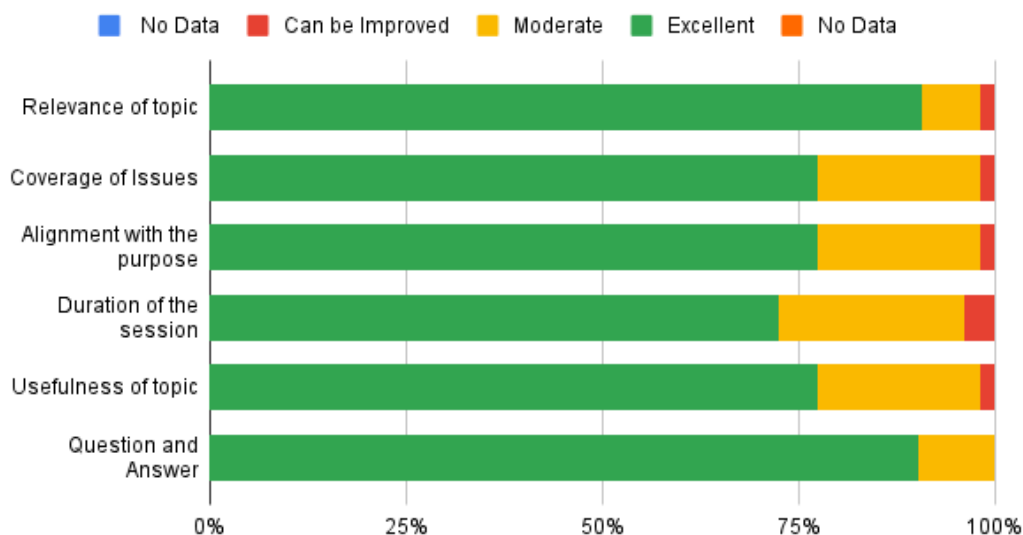
Feedback

The second cohort of Abhyuthanam: Academic Leadership Engagement has received overwhelmingly positive feedback from participants, reflecting the program's success in fostering academic leadership.

- An impressive 94.08% of participants found the relevance of the topics covered to be excellent, underscoring the program's ability to address key issues pertinent to academic leadership effectively.

- Participants also appreciated the comprehensive coverage of issues, with 80.36% rating it as excellent and another 21.56% finding it moderately well-covered. This indicates that the sessions provided a thorough exploration of important themes, contributing to a deeper understanding and engagement among attendees.

- The alignment of the program's content with its overarching purpose was another strong point, with 80.36% of participants feeling that the sessions were excellently aligned with the event's goals. A further 21.56% found the alignment to be moderate, suggesting that the program's objectives were consistently reflected throughout the sessions.

- The Question-and-Answer round stood out as a particularly well-received component, with an impressive 90.16% of participants expressing extreme satisfaction with this segment. The interactive nature of the Q&A sessions facilitated meaningful dialogue and enhanced the overall learning experience, contributing significantly to the program's positive reception.

Feedback from cohort 2

- While the duration of the sessions received mixed feedback, with 72% finding the timing just right and 23.52% considering it moderately perfect, a small percentage (3.96%) felt the sessions were quite long. This suggests a potential area for adjustment to optimize session lengths and maintain participant engagement without causing fatigue.

- The usefulness of the sessions was highly rated, with 80.36% of participants finding them extremely useful and 21.56% considering them moderately useful. This positive reception highlights the practical benefits and applicability of the content delivered, reinforcing the program's impact on participants' professional development.

Overall, the second cohort of Abhyuthanam has been a resounding success. The feedback reflects a high level of satisfaction, with participants valuing the relevance, coverage, alignment, and usefulness of the sessions. The insights gained from this feedback will be instrumental in refining and enhancing future iterations of Abhyuthanam, ensuring it continues to provide valuable support and development for academic leaders.

In conclusion, Abhyuthanam's second cohort has achieved its goal of fostering academic leadership, with participants expressing significant appreciation for the program's content and structure. The positive feedback serves as a testament to the program's success and provides a solid foundation for future cohorts.

Organizing Committee

Prof Manoj S Gaur, **Patron**
Prof Abhay Sharma, **Convener**
Prof Goutam Dutta, **Convener**
Dr Navneet Kumar, **Finance Chair**
Dr Sameer K Sarma, **Event Management Chair**
Prof Manoj Aggarwal, **Communication Chair**
Ms Neha Jamwal, **Program Coordinator**
Mrs Madhu Pahal, **Logistics and Accommodation Coordinator**
Mr Neeraj Badotra, **Transport In-charge**

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ABHYUTHANAM

Academic Leadership Engagement