भारतीय प्रौद्योगिकी
संस्थान जम्मू
**INDIAN INSTITUTE OF
TECHNOLOGY JAMMU**
विद्ययाऽमृतमश्नुते

**MALAVIYA MISSION
TEACHER
TRAINING PROGRAMME**

शिक्षा मंत्रालय
**MINISTRY OF
EDUCATION**
सत्यमेव जयते

Indian Institute of Technology Jammu

अभ्युत्थानम्

अकादमिक नेतृत्व सहभागिता
समवाय - ३

**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

Join us for a transformative experience in leadership excellence with the third cohort of the "Abhyuthanam: Academic Leadership Engagement" Programme at IIT Jammu from July 14th to 18th, 2024. Designed with precision, Abhyuthanam aims to empower visionary leaders from Centrally Funded Institutes (CFIs) across India. This program is tailored to provide participants with the crucial skills, insights, and networks needed to effectively navigate the complex landscape of academic leadership today.

This third cohort of Abhyuthanam aims to equip leaders with essential skills through immersive discussions, Expert Sessions, and collaborative networking opportunities, participants will delve into key themes such as Leadership and Governance in Research Universities, Indian Knowledge System, Student Wellness, Innovation and Entrepreneurship Journey, Mindfulness while Taking Decisions, Policy Matters (NEP), Self Management as a Leader, Emerging Digital World, Future Indian Academics and Global Presence.

Leaders will delve into the intricacies of leadership and governance in research universities, gaining insights into effective management structures, strategic planning, and policy development. Embracing 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.

To nurture holistic student development and wellbeing through effective academic support, personal growth initiatives, and inclusive learning environments, academic leaders will be empowered to help students thrive academically, socially, and personally. They will learn to cultivate a culture of innovation and entrepreneurship within institutions, driving institutional growth, societal impact, and economic development through creative problem-solving and visionary initiatives.

These academic leaders will enhance decision-making processes by incorporating mindfulness practices, promoting clarity, focus, and alignment with organisational goals. They will navigate the complexities of educational policy, aligning institutional strategies with the evolving landscape of education, ensuring compliance, and adapting to regulatory changes effectively.

Additionally, these academic leaders will harness the power of digital technologies to innovate, collaborate, and lead in a rapidly evolving digital landscape, ensuring institutional competitiveness and relevance in the digital age. They will cultivate self-awareness, resilience, and effective time management skills, fostering personal growth and leadership excellence. Preparing for the future of academia, leaders will foster global perspectives, collaboration, and excellence in research and education, positioning institutions as leaders on the global stage.

Through Abhyuthanam, leaders will gain practical tools, strategies, and insights to address the evolving challenges and opportunities in academic leadership, driving positive change and excellence within their institutions and the broader educational 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 Shashikala Wanjari	Vice Chancellor, National Institute of Educational Planning and Administration (NIEPA), New Delhi
3	Dr Amit Sen	Co-Founder, Children First
4	Prof D B Phatak	Professor Emeritus, IIT Bombay
5	Prof Pankaj Jalote	Distinguished Professor (Founding Director 2008-2018) Indraprastha Institute of Information Technology, Delhi
6	Prof Ganti S Murthy	Professor at IIT Indore and National Coordinator of the IKS Division of the Ministry of Education, Govt. of India at AICTE
7	Dr Samir Karkhanis	Founder & CEO Yangpoo University Partners
8	Prof Gautam Barua	Director, IIIT Guwahati
9	Dr Deepak Vohra	Ambassador, GOI

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About Experts

Dr Sharad K Saraf is a distinguished leader in academia and industry, currently serving as Chairman of the Board of Governors at IIT Jammu and IIT Bombay. 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.

Dr Sharad K Saraf

Prof Shashikala Wanjari is the Vice Chancellor of the National Institute of Educational Planning and Administration (NIEPA), New Delhi, and previously served as Vice Chancellor of SNDT Women's University, Mumbai. With over 35 years in academia, she has authored numerous research papers and books, including "Understanding Early Childhood Education" (2021). Prof Wanjari is recognized for her leadership in educational policy, curriculum development, and teacher education, receiving awards like the Commonwealth Council for Educational Administration and Management Award (2014) and the Award of Eminence in Teacher Education (2024). She leads the National Centre for School Leadership at NIEPA, focusing on transformative leadership in school education.

Prof Shashikala Wanjari

Dr Amit Sen is a trailblazer in child mental health, renowned for co-founding Children First with a mission to establish a community-based center offering culturally resonant services. Over a decade, he has led a multidisciplinary team of 75 professionals, directly assisting over 12,000 children and families. Driven by a commitment to holistic support, he initiated transformative programs like Schools That Care and forged partnerships with 30+ educational institutions. In 2022, he expanded his impact through a collaboration with Amaha, aiming to build a comprehensive ecosystem for child and adult mental health. Dr Sen's dedication underscores his significant contributions to nurturing supportive environments for mental health care.

Dr Amit Sen

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About Experts

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.

Prof D B Phatak

Prof Pankaj Jalote was the founding Director of IIIT-Delhi (from 2008 to 2018), which is now a highly-respected institution globally with high quality research and education, and has been ranked in BRICS top 200 universities. Prior to this, he has been a Chair Professor at IIT Delhi, Professor and head of CS Department, IIT Kanpur, and Assistant Professor at University of Maryland at college Park. He was also Vice President at Infosys for two years, and Visiting Researcher at Microsoft, Redmond, for a year. He has a B.Tech. from IIT Kanpur, MS from Pennsylvania State University, and Ph.D from University of Illinois at Urbana-Champaign. He is the author of five books including the highly acclaimed CMM in Practice, which has been translated in Chinese, Japanese, Korean etc, and the best selling text on Software Engineering. He is a Fellow of the IEEE and INAE.

Prof Pankaj Jalote

Prof Ganti S Murthy, currently a Professor at IIT Indore and National Coordinator of the IKS Division at AICTE, brings extensive experience in academia and industry. He served at Oregon State University for over 17 years, holding roles from Assistant to Adjunct Professor. At IIT Indore, he is the Founding Head of the Center for Indian Scientific Knowledge Systems. Additionally, he is Chairman of the Board at GRW Engineering LLC, where he previously served as CEO and co-founded the company to commercialize sustainable technology for landfill leachate treatment. Prof. Murthy's leadership in integrating traditional knowledge with modern practices and fostering sustainable innovation marks his distinguished career.

Prof Ganti S Murthy

About Experts

Dr Samir Karkhanis is a pioneering leader in higher education with over 20 years of experience. As the CEO of Yangpoo Executive Education since 2017, he partners with Ivy League universities to enhance their presence in India and fosters global collaborations. He also serves as the India Regional Fellow at IESE Business School, expanding executive education, and is a member of the CII Task Force on Education. Previously, he was the Chief Marketing Officer at Welingkar Institute of Management. Dr. Karkhanis's career spans roles at ExxonMobil and Foster's India Limited, and he is dedicated to transforming education through innovative, learner-centric solutions and impactful policy changes.

Dr Samir Karkhanis

Prof Gautam Barua is a Professor Emeritus in the Department of Computer Science and Engineering. His academic career spans roles at IIT Kanpur (1982-1995) and IIT Guwahati (1995-2019), where he also served as Director (2003-2013). He was the Director of IIIT Guwahati from 2013 to April 16, 2024. Prof. Barua's research interests include Operating Systems, Storage Systems, NVM Systems, Networks, Network Function Virtualization, Software Defined Networks, Internet Pricing, Database Management Systems, Concurrency Control, and Memory DBMS Systems. His teaching interests are Storage Systems, Computer Organization, Operating Systems, Topics in Database Management Systems, and Data Communication. Prof. Barua has significantly contributed to both academic research and practical applications in these fields.

Prof Gautam Barua

Dr Deepak Vohra is a distinguished Indian diplomat with a rich career in the Indian Foreign Service. An alumnus of St. Stephen's College, Delhi, and the National Defence College (India), he has served in many countries as Indian Ambassador, including Armenia, Sudan, Poland. Notably, In 1995 he was deputy high commissioner in Kuala Lumpur. Dr. Vohra has also worked with Sulabh International and the United Nations in Africa. In 2012, he became an Advisor to the Government of South Sudan. His early career included being a news reader at Doordarshan. In 2013, he received Sudan's highest civilian honor, the Order of the Two Niles (First Class).

Dr Deepak Vohra

MOE Nominated Academic Leaders

S.no	Name Of Director	Name of Institute
1	Prof Rajiv Prakash	Indian Institute of Technology, Bhilai
2	Prof Elayaperumal A	National Institute of Technology, Nagaland
3	Dr Mahesh Chandra Govil	National Institute of Technology, Sikkim
4	Prof B V Ramana Reddy	National Institute of Technology, Kurukshetra
5	Prof K K Shukla	Maulana Azad National Institute of Technology, Bhopal
6	Prof Narayan Prasad Padhy	Malaviya National Institute of Technology, Jaipur
7	Prof Rajeev Srivastava	Indian Institute of Information Technology, Ranchi, Jharkhand
8	Dr Manish Gaur	Indian Institute of Information Technology, Una, Himachal Pradesh
9	Prof S R Mahadeva Prasanna	Indian Institute of Information Technology, Dharwad, Karnataka
10	Prof Sunil Kumar Khare	Indian Institutes of Science Education and Research, Kolkata
11	Prof Sunil Subhash Bhagwat	Indian Institutes of Science Education and Research, Pune
12	Prof Anil Kumar Tripathi	Indian Institutes of Science Education and Research, Mohali
13	Prof M Krishnan	Central University of Tamil Nadu
14	Prof Raghavendra P Tiwari	Central University of Punjab
15	Prof Jagadish K Patnaik	Nagaland University
16	Prof Vemavarapu M S R Murthy	Indian Institute of Engineering Science and Technology, Shibpur
17	Prof V K Paul	The School of Planning and Architecture, New Delhi
18	Prof Siby John	Ghani Khan Choudhury Institute of Engineering & Technology, Malda

Day-wise Engagements

Day one: 14.07.2024	
Session 1	By Dr Sharad K Saraf on Entrepreneurship and Innovation Journey.
Panel Discussion 1	Funding and Investment Strategies for Startups: From Bootstrapping to Venture Capital and the Role of Angel Investors and Government Grants.
Session 2	By Prof Shashikala Wanjari on Policy Matters: NEP 2020.
Day two: 15.07.2024	
Session 3	By Dr Amit Sen on Student Wellness inside HEIs Campuses.
Panel Discussion 2	Building a Supportive Community: Enhancing Student Wellbeing through Peer Support Groups, Counseling Services, and Faculty Training.
Session 4	By Prof DB Phatak on Mindfulness While Making Decisions.
Panel Discussion 3	Balancing Rationality and Intuition: Harmonizing Analytical and Intuitive Decision-Making through Mindfulness.
Day three: 16.07.2024	
Session 5	By Prof Pankaj Jalote "An interactive session on Leadership and Governance in Research Universities."
Panel Discussion 4	Balancing Academic Freedom and Accountability: Governance Policies and Successful Institutional Case Studies.
Session 6	By Prof Ganti S Murthy on Indian Knowledge System.
Participants' Session	IDP Session: Five priority action points for my institute.
Day four: 17.07.2024	
Session 7	By Dr Samir Karkhanis on Learners of Tomorrow & Global Integration of Academics.
Panel Discussion 5	Enhancing Global Visibility: Strategies to Improve Rankings and International Recognition of Indian Academic Institutions.
Session 8	By Prof Goutam Barua on Resource Management towards Sustainability.
Day five: 18.07.2024	
Session 9	By Dr Deepak Vohra on Self Management as a Leader.
Panel Discussion 6	Personal Effectiveness and Time Management for Academic Leaders: Strategies, Prioritization, and Balancing Responsibilities.

Summary of Day-wise Engagements

Session 1

Topic - Entrepreneurship and Innovation Journey.
Speaker - Dr Sharad K Saraf

Context: In today's fast-paced corporate environment, innovation and entrepreneurship require strategic decision-making that promotes growth and enables long-term success and social impact. Mindfulness can enhance this path by fostering ethical leadership, creativity, resilience, and clarity.

Vision: To achieve transformational results while upholding personal well-being and social responsibility, entrepreneurs and innovators should include mindfulness to foster creative thinking, moral behavior, and resilient leadership.

Key Attributes

- **Mindfulness Training:** Initiate regular mindfulness training programs tailored for entrepreneurs and innovators to enhance focus, creativity, and stress management skills crucial for navigating challenges.
- **Creative Ideation:** Create spaces that encourage innovative thinking by implementing mindfulness techniques like meditation, brainstorming meetings, and immersive experiences.
- **Resilient Leadership:** Cultivate resilient leadership qualities by enhancing your ability to maintain clarity, adaptability, and composure in the face of uncertainty and adversity.
- **Ethical Innovation:** Embed ethical considerations into innovation processes, ensuring solutions are aligned with societal values and contribute positively to communities and the environment.
- **Collaborative Ecosystems:** Cultivate collaborative ecosystems that encourage diverse perspectives, interdisciplinary collaboration, and shared learning to foster innovation and collective problem-solving.

Local Aspiration: Entrepreneurial and innovative efforts should align with local cultural contexts, economic needs, and environmental sustainability goals, promoting inclusive growth and ethical entrepreneurship.

Work Environment and Culture
Create innovative spaces that inspire exploration, creativity, and invention in physical and virtual environments. Include calm and introspective areas to promote reflective thinking. Foster a supportive company culture that enhances resilience and continuous improvement through experimentation, risk-taking, and learning from mistakes. Encourage an entrepreneurial mindset by valuing initiative, independence, and ownership of creative ideas while promoting open communication and information sharing throughout the organization.

Sustainability Practices
Promote environmentally sustainable practices through innovative solutions that minimize ecological footprints and contribute positively to sustainability goals. Uphold ethical governance principles in entrepreneurial ventures by fostering transparency, accountability, and stakeholder engagement in decision-making processes. Engage with local communities to understand their needs, incorporating social impact into business strategies to promote trust and long-term partnerships based on shared values.

Actionable Points

- **Integration Framework:** Create a structured framework to incorporate practices that enhance focus and presence into the entrepreneurial journey, with defined milestones and assessments of their impact on innovation and leadership effectiveness.
- **Innovative Leadership:** Train entrepreneurial leaders to integrate techniques that enhance awareness and presence into their leadership styles, fostering an environment that values creativity, empathy, and ethical decision-making.
- **Agile Innovation Processes:** Adopt agile innovation processes that emphasize iterative feedback, rapid prototyping, and customer-centric design thinking, all guided by strategic foresight.
- **Continuous Entrepreneurial Learning:** Develop ongoing learning initiatives focused on emotional intelligence and sustainable entrepreneurship to nurture adaptive skills and visionary thinking.
- **Resource Allocation:** Allocate resources strategically to support initiatives that enhance focus and presence, including innovation labs, training programs, and mentorship networks that promote holistic development and ethical entrepreneurship.

Panel Discussion 1

Topic: Funding and Investment Strategies for Startups: From Bootstrapping to Venture Capital and the Role of Angel Investors and Government Grants.

Moderator: Prof Rajiv Prakash, Director-IIT Bhilai
Panelist: Prof Narayan Prasad Padhy, Director - MNIT, Jaipur
   Prof Rajeev Srivastava, Director - IIIT, Ranchi, Jharkhand
   Prof Raghavendra P Tiwari, VC - Central University of Punjab

Context: Strategic finance decisions play a critical role in shaping ventures' growth trajectory and sustainability within the dynamic landscape of startup ecosystems. Using well-informed and comprehensive investing techniques can improve long-term performance and maximize capital use.

Key Attributes

- **Initiatives for bootstrapping:** To promote financial independence and entrepreneurial resilience, encourage entrepreneurs to use their own savings and revenue-generating capabilities to finance early-stage creation and operation.
- **Angel Investor Engagement:** Encourage relationships with angel investors who offer strategic advice and early-stage finance, with a focus on alignment with the startup's mission and potential for growth.
- **Venture Capital Partnerships:** Establish ties with venture capital companies in order to obtain growth funding for expanding operations and entering new markets. Pay particular attention to how your skills and connections in the market might complement those of the investors.
- **Government Grants and Incentives:** To increase financial resources and reduce risk, pursue government grants and incentives that are specific to startups and support innovation, R&D, and sustainable business practices.
- **Risk Management Strategies:** Put risk management frameworks into practice to evaluate and reduce the financial risks connected to financing choices, guaranteeing wise distribution and application of capital resources.

Actionable Points

- **Investment Readiness Programs:** Create organized initiatives that help businesses get ready to interact with investors. These initiatives should emphasize financial modeling, pitch development, and strategy planning to increase funding desirability.
- **Form Strategic Alliances:** To gain access to capital, mentorship, and market validation support for startups, establish strategic alliances with corporations, educational institutions, and trade associations.
- **Diversified Funding Sources:** Encourage the use of a variety of funding sources, such as corporate venture capital, foreign grants, and crowdsourcing, in order to reduce reliance on a single source of funding and improve financial resilience.
- **Frameworks for Due Diligence:** Provide thorough due diligence procedures for assessing funding opportunities and investor offers to make sure they are in line with your startup's growth goals, market potential, and risk tolerance.
- **Sustainability Practices:** Integrate sustainability principles into business operations and finance plans in order to attract socially conscious investors. These activities should be in line with environmental, social, and governance (ESG) standards.

Session 2

Topic: Implementation of National Education Policy (NEP) 2020.
Speaker: Prof Shashikala Wanjari

Context: By encouraging comprehensive, inclusive, and transdisciplinary learning, the National Education Policy (NEP) 2020 seeks to revolutionize India's educational system. Ensuring that education fulfills the demands of the twenty-first century and improving educational quality depend on its implementation.

Vision: In order to prepare students for a world that is changing quickly, the NEP 2020 envisions an education system that not only places a strong emphasis on academic success but also fosters creativity, critical thinking, and ethical principles.

Key Attributes:

- **Curriculum Revamp:** Revise curricula to include experiential learning, critical thinking, and interdisciplinary approaches, ensuring relevance to contemporary society.
- **Teacher Training:** Invest in regular professional development for educators to equip them with innovative teaching methodologies and subject knowledge.
- **Inclusive Education:** Promote inclusive practices that cater to diverse learning needs and backgrounds, ensuring equitable access to quality education for all.
- **Technology Integration:** Leverage technology to enhance teaching and learning processes, making education more accessible and engaging.
- **Assessment Reform:** Shift assessment practices towards formative evaluation, focusing on skill development and holistic growth rather than rote memorization.
- **Local Aspiration:** The implementation of NEP 2020 should reflect local cultural contexts, community needs, and social responsibilities, fostering an education system that promotes inclusive growth and societal well-being.

Local Aspiration: The implementation of NEP 2020 should reflect local cultural contexts, community needs, and social responsibilities, fostering an education system that promotes inclusive growth and societal well-being.

Work Environment and Culture

To foster a positive work environment and culture, it is essential to establish a collaborative framework among educational institutions, communities, and policymakers, ensuring the effective implementation of NEP initiatives. Additionally, cultivating a supportive atmosphere in educational institutions that encourages open dialogue, innovation, and respect for diverse opinions is crucial. Integrating mental health and wellness programs for students and educators will further promote a balanced and supportive educational experience.

Sustainability Practices

Building equitable and inclusive education systems that prioritize access and quality for all students, regardless of their socio-economic background, is essential. This involves fostering transparency in policy implementation by clearly communicating objectives, progress, and outcomes to all stakeholders. Ensuring a long-term commitment to educational reform is also crucial, prioritizing sustainable practices that benefit future generations over immediate results.

Actionable Points:

- **Structured Integration Plan:** Develop a structured plan to incorporate NEP 2020 guidelines into institutional policies, with clear objectives and accountability measures.
- **Leadership Development:** Train educational leaders to embody NEP 2020 principles, fostering a culture of innovation and inclusivity.
- **Community Engagement:** Encourage community involvement in educational initiatives, valuing local knowledge and perspectives in decision-making.
- **Continuous Improvement:** Establish ongoing learning opportunities to stay current with educational trends, pedagogy, and policy developments, ensuring responsiveness to changing needs.
- **Resource Mobilization:** Allocate resources to support NEP initiatives, including training programs, technology integration, and infrastructure development to enhance educational quality.

Session 3
Topic: Enhancing Student Wellness in Higher Education Institutions (HEIs).
Speaker: Dr Amit Sen

Context: Recognizing the importance of student wellness in academic success and overall campus life, Higher Education Institutions (HEIs) must prioritize comprehensive strategies to support student well-being amidst diverse challenges and evolving societal needs.

Vision: HEIs should aspire to foster a culture of holistic student wellness by implementing proactive measures, supportive environments, and inclusive policies that nurture physical, mental, and emotional health.

Key Attributes

- **All-inclusive Support Services:** To effectively address the varied needs of students, provide integrated support services that include wellness programs, counseling, healthcare, and accessibility services.
- **Campaigns for Mental Health Awareness:** Start campus-wide campaigns to encourage students and staff to seek treatment when they need it, lessen stigma associated with mental health concerns, and increase knowledge of these issues.
- **Physical Health Programs:** To improve physical well-being, put in place initiatives that support exercise, a good diet, access to sports facilities, and healthy lifestyles.
- **Psychosocial Support Networks:** To improve social relationships and give students a feeling of community, set up peer support groups, mentorship programs, and community-building exercises.
- **Crisis Management and reaction:** To quickly handle emergencies, mental health crises, and other pressing student needs, establish strong crisis management procedures and fast reaction teams.

Local Aspiration: HEIs should tailor their wellness initiatives to align with local community health priorities, cultural sensitivities, and socioeconomic contexts, thereby fostering community well-being and engagement.

Campus Design and Environment
Designing campus environments that are safe, inclusive, and conducive to student well-being involves incorporating elements such as green spaces, recreational areas, and quiet zones. Integrating wellness-centric infrastructure like meditation rooms, relaxation centers, and health promotion hubs into campus planning supports student wellness activities. Additionally, engaging with local healthcare providers, NGOs, and community organizations enhances wellness outreach, advocacy, and collaborative partnerships.

Sustainability Practices
Building resilient support systems that adapt to evolving student needs, crises, and societal changes ensures continuous improvement and responsiveness. Upholding ethical standards, cultural sensitivity, and inclusivity in delivering wellness services addresses the unique challenges of diverse student populations effectively.

Actionable Points:

- **Comprehensive Wellness Framework:** Develop a detailed wellness framework that outlines goals, strategies, and measurable outcomes to guide institutional efforts in promoting student well-being.
- **Student Engagement Programs:** Launch interactive workshops, seminars, and educational campaigns on topics such as stress management and mindfulness, tailored to meet student needs and preferences.
- **Investment in Wellness Resources:** Allocate resources for hiring qualified wellness professionals, enhancing counseling services, and expanding healthcare facilities to meet the growing demand from students.
- **Continuous Evaluation and Feedback:** Implement regular assessments, surveys, and feedback mechanisms to evaluate the effectiveness of wellness initiatives and make data-driven improvements.
- **Staff Training and Development:** Provide ongoing training and professional development opportunities for faculty and staff to enhance their ability to support student wellness and mental health.

Panel Discussion 2

Topic: Building a supportive community: Enhancing student wellbeing through Peer support groups, counseling services, faculty training.

Moderator: Prof B V Ramana Reddy, Director- NIT Kurukshetra
Panelist: Prof S R Mahadeva Prasanna, IIT Dharwad - Karnataka
      Dr Amit Sen, Co-Founder - Children First
      Prof Vemavarapu MSR Murthy, Director - IEST, Shibpur

Context: Establishing a supportive community within Higher Education Institutions (HEIs) is essential for nurturing student well-being, fostering academic success, and promoting a positive campus environment. Integral components of this comprehensive support system include peer support groups, counseling services, and faculty training to address students' diverse needs.

Key Attributes

- **Peer Support Groups:** Establish structured peer support groups that provide students with opportunities to connect, share experiences, and receive peer support in navigating academic challenges, personal growth, and transitions.
- **Comprehensive Counseling Services:** Enhance counseling services to offer personalized support, mental health interventions, crisis management, and referrals to external resources, ensuring accessible and responsive care for students.
- **Faculty Training and Development:** Provide faculty with training in student support strategies, mental health awareness, active listening skills, and crisis intervention to effectively recognize and respond to students' diverse needs.
- **Wellbeing Workshops and Programs:** Organize wellbeing workshops, seminars, and skill-building programs focusing on stress management, resilience, mindfulness, and other aspects of student wellbeing.
- **Holistic Approach:** Adopt a holistic approach by integrating physical health initiatives, social activities, academic support services, and career counseling into community-building efforts.

Actionable Points

- **Peer Support Network Enhancement:** Expand and formalize peer support networks through recruitment, training of student leaders, regular meetings, and peer-led initiatives addressing student concerns.
- **Integrated Counseling Services:** Integrate counseling services with academic advising structures, develop clear referral pathways, and implement crisis management protocols to provide timely and effective support to students in distress.
- **Faculty Empowerment:** Offer ongoing professional development opportunities for faculty and staff to enhance their skills in supporting student wellbeing, fostering empathetic communication, and creating a supportive learning environment.
- **Student Engagement Initiatives:** Engage students in developing and implementing wellbeing initiatives, ensuring their perspectives and preferences are integrated into support services and community-building efforts.
- **Evaluation and Adaptation:** Establish mechanisms for evaluating the effectiveness of community support programs, collecting feedback from students and stakeholders, and making data-driven improvements to service delivery and outcomes.

Session 4

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

Context: In the modern world, where decisions impact personal well-being, organizational success, and societal progress, mindfulness offers a powerful tool to enhance decision-making. By fostering clarity, reducing stress, and promoting a balanced perspective, mindfulness enables individuals and organizations to make thoughtful and impactful decisions.

Vision: Embracing mindfulness in decision-making processes is essential for achieving outcomes that are deliberate, ethical, and aligned with broader societal goals. It cultivates emotional well-being while ensuring decisions are grounded in awareness and ethical considerations.

Key Attributes:

- **Mindfulness Training:** Provide regular mindfulness training and workshops to cultivate awareness, focus, and emotional regulation among decision-makers. This empowers them to approach decisions with heightened clarity and presence.
- **Reflective Practices:** Encourage reflective practices such as journaling, mindfulness meditation, and moments of quiet contemplation. These practices deepen self-awareness and facilitate thoughtful consideration of choices.
- **Stress Management:** Implement stress management techniques within organizational practices to foster a calm and centered mental state. This environment is conducive to making sound decisions amidst challenges.
- **Balanced Perspectives:** Foster a culture that values considering diverse viewpoints and long-term implications in decision-making processes. This ensures holistic assessments and mitigates potential biases.
- **Ethical Considerations:** Integrate ethical deliberations and compassion into decision-making frameworks. Aligning actions with core values and societal well-being ensures decisions contribute positively to the community.

Local Aspiration: Align mindfulness practices with local cultural values, community needs, and social responsibilities. This promotes inclusive growth, well-being, and ethical governance tailored to specific contexts.

Work Environment and Culture

Create a workplace culture that encourages open communication, collaboration, and mutual respect, fostering a supportive atmosphere for mindful interactions and decisions. Designate quiet spaces for mindfulness practices, relaxation, and reflection to support mental clarity and emotional balance, crucial for effective decision-making. Promote work-life balance through flexible schedules, mental health resources, and wellness programs to reduce burnout and enhance decision quality.

Sustainability Practices

Build emotional resilience through consistent mindfulness practice, equipping individuals and organizations to navigate uncertainties with composure and clarity. Foster transparency in decision-making processes by openly communicating intentions, deliberations, and outcomes, promoting trust and accountability among stakeholders. Prioritize ethical considerations and long-term benefits over short-term gains in decision-making, ensuring that integrity is upheld and decisions contribute positively to organizational goals and societal well-being.

Actionable Points:

- **Mindfulness Integration:** Develop a structured plan to integrate mindfulness practices into daily routines and organizational processes. Define clear goals and performance metrics to measure the impact of mindfulness on decision-making effectiveness.
- **Mindful Leadership:** Train leaders to embody mindfulness in their leadership styles. Leaders serve as role models, fostering a culture of thoughtful, empathetic decision-making across the organization.
- **Collaborative Decision-Making:** Encourage collaborative decision-making processes that solicit input from diverse stakeholders. Valuing diverse perspectives ensures decisions are well-informed and inclusive.
- **Continuous Learning:** Establish ongoing learning opportunities focused on mindfulness, emotional intelligence, and ethical decision-making. This equips individuals and teams to adapt to evolving challenges and seize opportunities effectively.
- **Resource Allocation:** Allocate resources to support mindfulness initiatives, including training programs, wellness activities, and infrastructure. Investing in mental well-being enhances overall organizational resilience and effectiveness.

Panel Discussion 3

Topic: Balancing rationality and intuition: Harmonizing Analytical and Intuitive decision- Making through mindfulness.

Moderator: Prof Raghavendra P Tiwari, VC- Central University of Punjab
Panelists: Dr Mahesh Chandra Govil, Director- NIT Sikkim
       Prof Sunil Kumar Khare, Director- IISER, Kolkata
       Prof V K Paul, Director- SPA, New Delhi

Context: In the dynamic and complex landscape of decision-making, balancing rational analysis with intuitive insights is crucial for achieving optimal outcomes. Mindfulness practices can enhance this balance by promoting clarity, reducing cognitive biases, and integrating holistic perspectives into decision processes.

Key Attributes:

- **Mindfulness Training:** Offer regular mindfulness training and workshops to cultivate heightened awareness, focus, and emotional intelligence among decision-makers, enhancing their ability to integrate rationality and intuition.
- **Reflective Practices:** Encourage reflective practices such as mindfulness meditation, journaling, and contemplative exercises to deepen self-awareness and tap into intuitive insights during decision-making processes.
- **Integration of Analytical Tools:** Utilize analytical tools and data-driven approaches to inform decision-making, complementing intuitive insights with empirical evidence and rigorous analysis where applicable.
- **Holistic Decision Frameworks:** Develop decision-making frameworks that incorporate both analytical reasoning and intuitive understanding, ensuring decisions consider diverse perspectives, long-term implications, and ethical considerations.
- **Ethical Reflection:** Integrate ethical reflection into decision-making processes, fostering compassion, integrity, and alignment with organizational values and societal well-being.

Actionable Points:

- **Decision-Making Framework:** Develop a comprehensive decision-making framework that incorporates analytical methodologies and intuitive insights, setting clear guidelines and performance metrics for decision processes.
- **Leadership Development:** Provide leadership development programs that emphasize the importance of balancing rational analysis with intuitive judgment, nurturing leaders who can guide teams in making holistic and effective decisions.
- **Collaborative Decision Processes:** Encourage collaborative decision-making processes that harness the collective wisdom of diverse stakeholders, blending analytical perspectives with intuitive understanding to achieve consensus and innovative solutions.
- **Continuous Learning:** Establish ongoing learning opportunities focused on mindfulness, emotional intelligence, and decision-making strategies, enabling individuals and teams to adapt and grow amidst evolving challenges.
- **Resource Allocation:** Allocate resources towards mindfulness training, analytical tools, and infrastructure that support both rational and intuitive decision-making practices, ensuring sustained organizational effectiveness and ethical integrity.

Session 5

Topic: Leadership and Governance in Research Universities.
Speaker: Prof Pankaj Jalote

Context: In the dynamic landscape of research universities, effective leadership and governance are crucial for fostering innovation, academic excellence, and societal impact. Emphasizing mindfulness in decision-making can enhance these attributes by promoting clarity, reducing stress, and ensuring ethical integrity.

Vision: Research universities should integrate mindfulness into their leadership and governance frameworks to achieve strategic foresight, ethical stewardship, and holistic development while nurturing a supportive academic environment.

Key Attributes:

- **Leadership Development:** Implement leadership development programs that incorporate mindfulness training to enhance self-awareness, emotional intelligence, and decision-making among university leaders.
- **Reflective Practices:** Foster reflective practices such as journaling, mindfulness exercises, and contemplative dialogues to encourage thoughtful and principled decision-making.
- **Stress Management:** Provide stress management resources and techniques to university leaders to maintain resilience and clarity during challenging academic and administrative decisions.
- **Inclusive Decision-Making:** Cultivate inclusive decision-making processes that prioritize diverse perspectives, collaboration, and stakeholder engagement to ensure comprehensive and equitable outcomes.
- **Ethical Governance:** Integrate ethical considerations and social responsibility into governance structures to uphold transparency, accountability, and alignment with the university's mission and values.

Local Aspiration: Leadership and governance in research universities should align with local educational priorities, cultural values, and community expectations, fostering inclusive growth, knowledge dissemination, and ethical leadership.

Academic Environment and Culture

Nurture a supportive academic culture that values intellectual diversity, academic freedom, and mutual respect among faculty, staff, and students. Designate mindful spaces on campus for meditation, relaxation, and reflection to promote mental clarity, creativity, and well-being among university members. Provide continuous professional development opportunities focused on leadership, mindfulness, and ethical decision-making to equip university leaders with relevant skills and insights.

Sustainability Practices

Promote emotional resilience and adaptive leadership skills through mindfulness practices, enabling university leaders to navigate complexities and uncertainties with clarity and composure. Foster a culture of trust and accountability by ensuring that decisions are guided by ethical principles, communicated transparently, and aligned with the long-term interests of the university community. Encourage university leaders to make decisions that prioritize the advancement of knowledge, societal impact, and sustainable development, contributing positively to global challenges and opportunities.

Actionable Points:

- **Mindfulness Integration:** Develop a strategic roadmap to embed mindfulness practices into everyday university operations and decision-making processes, with clear benchmarks and assessment metrics.
- **Leadership Role Modeling:** Train academic leaders to embody mindfulness in their leadership practices, serving as role models and promoting a culture of integrity, empathy, and collaboration.
- **Collaborative Governance:** Foster collaborative governance models that engage faculty, students, alumni, and external stakeholders in university decision-making, ensuring shared governance and transparent processes.
- **Continuous Improvement:** Establish mechanisms for continuous improvement in leadership and governance practices, leveraging feedback loops and data-driven insights to adapt to evolving academic challenges and opportunities.
- **Investment in Well-being:** Allocate resources to support well-being initiatives, including mental health services, wellness programs, and infrastructure that promotes a healthy work-life balance for all university members.

Panel Discussion 4

Topic: Balancing Academic Freedom and Accountability: Governance Policies and Successful Institutional Case Studies.

Moderator: Prof Elayaperumal A, Director- NIT, Nagaland
Panelists: Prof K K Shukla, Director- MANIT, Bhopal
   Prof Sunil Subhash Bhagwat, Director- IISER, Pune
   Prof Siby John, Director- GKCIET, Malda

Context: In the realm of higher education, balancing academic freedom with institutional accountability is crucial for fostering innovation, intellectual rigor, and societal impact. Mindful decision-making can play a pivotal role in navigating this delicate balance by promoting clarity, reducing tensions, and ensuring ethical stewardship.

Key Attributes:

- **Mindfulness Training:** Offer comprehensive mindfulness training programs tailored for academic leaders, faculty, and governance bodies to enhance awareness, focus, and emotional resilience in decision-making processes.
- **Reflective Practices:** Promote reflective practices such as scholarly discourse, peer reviews, and ethical dialogues to encourage critical thinking, self-awareness, and responsible decision-making within academic contexts.
- **Conflict Resolution:** Implement effective conflict resolution strategies grounded in mindfulness principles to manage disputes, uphold academic freedom, and maintain institutional integrity.
- **Ethical Framework:** Develop and uphold a robust ethical framework that balances academic freedoms with accountability to ensure decisions are aligned with institutional values, academic standards, and societal expectations.
- **Transparency and Engagement:** Foster transparency and stakeholder engagement by ensuring open communication, shared governance, and inclusive decision-making processes that uphold academic freedom while fostering accountability.

Actionable Points:

- **Mindfulness Integration:** Develop a strategic framework to embed mindfulness practices into academic governance processes, incorporating metrics for evaluating the impact on decision-making quality and institutional integrity.
- **Leadership Role Modeling:** Cultivate mindful leadership among academic administrators and governance bodies, setting examples of ethical decision-making, transparency, and accountability.
- **Collaborative Governance:** Promote collaborative governance models that involve faculty, students, alumni, and external stakeholders in decision-making processes, ensuring diverse perspectives and collective wisdom guide institutional policies.
- **Continuous Improvement:** Establish mechanisms for continuous improvement in governance policies and practices, integrating feedback loops, and best practices to adapt to evolving academic challenges and societal expectations.
- **Investment in Ethical Education:** Allocate resources for ethical education programs, workshops, and research initiatives that explore the intersection of academic freedom, accountability, and ethical governance in higher education.

Session 6
Topic: Indian Knowledge System.
Speaker: Prof Ganti S Murthy

Context: The richness of India's traditional knowledge systems offers profound insights for contemporary decision-making in academia, governance, and societal development. Embracing mindfulness can enrich decision-making by fostering clarity, reducing stress, and nurturing holistic perspectives.

Vision: Individuals and institutions should integrate mindfulness rooted in India's knowledge traditions into decision-making processes to achieve insightful, ethical, and impactful outcomes while promoting cultural heritage and societal harmony.

Key Points:

- **Mindfulness from Traditions:** Draw from ancient Indian practices such as yoga, meditation, and contemplation to offer mindfulness training that enhances awareness, concentration, and emotional balance among decision-makers.
- **Reflective Traditions:** Encourage reflective practices such as scriptural study, self-inquiry, and dialogue with mentors to deepen self-awareness and promote thoughtful consideration of decisions within the context of Indian philosophical frameworks.
- **Harmonious Living:** Implement principles of Ayurveda and sustainable living to foster a balanced mental and physical state conducive to sound decision-making.
- **Integral Perspectives:** Embrace the holistic worldview of Indian philosophies (such as Vedanta and Jainism) to consider diverse perspectives, interconnections, and long-term implications in decision-making processes.
- **Dharma and Ethics:** Integrate teachings of dharma (duty/righteousness) and ahimsa (non-violence) into decision-making frameworks to ensure actions align with ethical values and societal welfare.

Local Aspiration: Decision-making within the Indian knowledge system should resonate with local cultural ethos, community aspirations, and sustainable development goals, fostering inclusive growth and ethical governance.

Work Environment and Cultural Integration
Create an environment that values spiritual practices, rituals, and contemplative spaces to support mindfulness and inner growth among decision-makers. Designate areas inspired by Indian architectural principles, such as mandapas or meditation halls, for mindfulness practices, reflection, and rejuvenation to enhance mental clarity and emotional resilience. Promote education that integrates traditional knowledge systems alongside modern disciplines to nurture well-rounded individuals capable of wise and compassionate decision-making.

Sustainability Practices
Promote physical and mental resilience through yoga and meditation practices, enhancing adaptive capacity and clarity in decision-making amidst complexities. Uphold principles of transparency (satya) and integrity in decision-making processes, ensuring accountability and trust-building among stakeholders. Ensure decisions are guided by dharma, reflecting ethical considerations and long-term sustainability over immediate gains, thereby contributing positively to societal well-being.

Actionable Points:

- **Mindfulness Integration:** Develop a structured framework to integrate mindfulness practices rooted in Indian traditions into daily routines and institutional processes, with defined metrics for evaluating impact.
- **Leadership as Seva:** Cultivate servant leadership inspired by the ethos of seva (selfless service) to guide decision-makers in fostering empathy, inclusivity, and ethical responsibility.
- **Sangha Approach:** Embrace a collaborative decision-making approach akin to the traditional sangha (community) model, where collective wisdom and consensus-building are valued.
- **Continuous Upgradation:** Establish platforms for continuous learning and knowledge exchange focused on integrating ancient wisdom with contemporary challenges in governance, education, and innovation.
- **Investment in Tradition:** Allocate resources to preserve, promote, and research Indian knowledge systems, supporting initiatives that bridge the gap between ancient wisdom and modern applications.
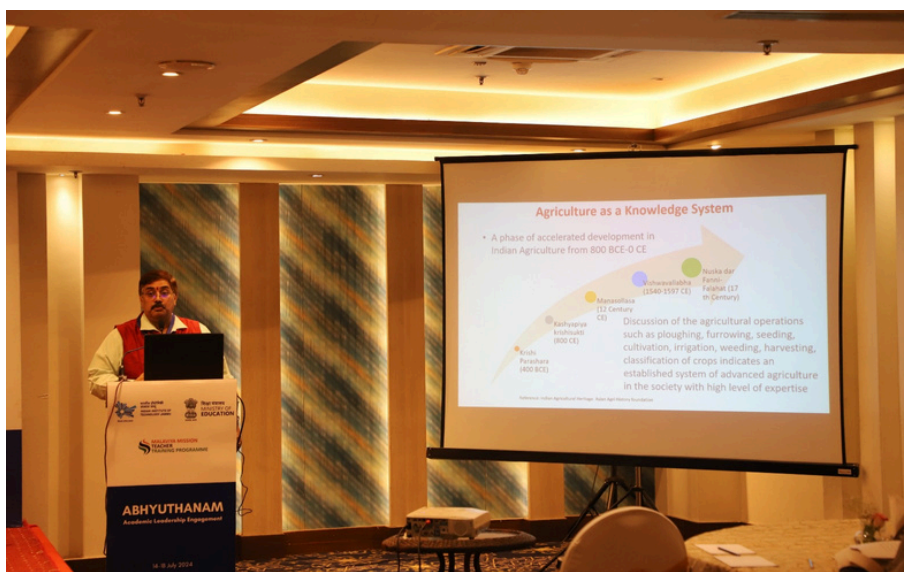
Participants' Session

Developing IDP: Five Priority action points for my institute.

Prof V K Paul, Director- The School of Planning and Architecture, New Delhi.

1. Delivering exceptional learning experiences through innovative pedagogy and expert faculty.
2. Integrating research excellence into teaching, led by renowned experts in their fields.
3. Empowering students to reach their full potential through holistic development and support.
4. Optimizing campus spaces for collaborative learning, innovation, and student success.
5. Building sustainable, cutting-edge facilities that inspire discovery and achievement.

Prof Siby John, Director- Ghani Khan Choudhury Institute of Engineering and Technology, Malda

1. Pursuing deemed university status through persistent advocacy and excellence.
2. Attracting and retaining distinguished faculty to drive academic excellence.
3. Expanding access to education through innovative non-formal programs.
4. Empowering students with industry-relevant skills for a competitive edge.
5. Enhancing campus infrastructure to foster innovation, learning, and growth.

Prof Vemavarapur M S R Murthy, Director- Indian Institute of Engineering Science and Technology, Shibpur

1. Securing funding to modernize and upgrade campus infrastructure.
2. Launching innovative programs to address emerging industry needs.
3. Fostering a research-driven culture with ample opportunities for innovation.
4. Forging strategic partnerships with premier institutions like NITs and IITs to enhance academic excellence.
5. Striving for national recognition through NIRF rankings. Enhancing faculty capabilities through training, mobility, and international exposure

Prof Jagadish K Patnaik, VC- Nagaland University

1. Establishing a state-of-the-art permanent campus to enhance learning experiences.
2. Launching a comprehensive cancer research and treatment center for societal impact.
3. Offering innovative, interdisciplinary programs for advanced learning and research.
4. Inspiring students to embrace their academic pursuits with passion and purpose.
5. Transforming the campus landscape through modern, sustainable infrastructure development.

Prof Sunil Subhash Bhagwat, Director- Indian Institute of Science Education and Research, Pune

1. Expanding outreach efforts, despite limited engagement, to foster community connections.
2. Exploring opportunities for a new campus to enhance academic and research capabilities.
3. Launching innovative courses to address emerging industry needs and student interests.
4. Developing and upgrading infrastructure to support academic excellence, research, and student life.

Prof. Rajiv Prakash, Director- Indian Institute of Technology, Bhilai

1. Introduced biomedical engineering program at AIIMs, Raipur, to foster innovation in healthcare technology.
2. Advancing Indian Knowledge Systems through research, documentation, and application.
3. Providing hands-on training in cutting-edge equipment and engineering techniques for industry-ready skills.
4. Addressing critical issues in water, health, and environment through interdisciplinary research and collaboration.
5. Fostering partnerships with national and international industries for knowledge exchange, research, and innovation.

Prof Sunil Kumar Khare, Director- Indian Institutes of Science Education and Research, Kolkata

1. Implementing an E-Office system for efficient digital governance and operations.
2. Upgrading and maintaining campus infrastructure to ensure a conducive learning environment.
3. Addressing the need for additional student housing facilities to ensure comfortable accommodation.
4. Expanding academic offerings with new Master's programs and certificate courses to enhance skill development.
5. Augmenting research infrastructure and facilities to support innovative and cutting-edge research endeavors.

Prof B V Ramana Reddy, Director- National Institute of Technology, Kurukshetra

1. Securing ₹300 crore HEFA loan to fuel infrastructure development and academic excellence.
2. Developing state-of-the-art infrastructure facilities to enhance teaching and learning experiences.
3. Expanding academic portfolio with innovative minor courses and degree programs to cater to diverse interests.
4. Strengthening faculty with new recruitments to enhance teaching quality and research output.
5. Launching a unique course on Indian knowledge and human values, offered in six languages, to promote cultural diversity and understanding.

Prof Elayaperumal A, Director- National Institute of Technology, Nagaland

1. Developing robust physical and digital infrastructure to support academic excellence.
2. Fostering a digital academic environment that enhances learning, teaching, and research.
3. Establishing a research-intensive culture that drives innovation and discovery.
4. Offering specialized lectures to enhance computer literacy and digital skills.
5. Launching new academic programs and courses to address emerging industry needs and trends.

Prof S R Mahadeva Prasanna, Director- Indian Institute of Information Technology, Dharwad, Karnataka

1. Rolling out various schemes to enhance academic and extracurricular experiences.
2. Reserving 60 additional seats for female students to promote gender diversity and inclusivity.
3. Constructing new hostels to provide comfortable and secure on-campus student accommodation.
4. Upgrading sports facilities and infrastructure to foster a culture of fitness and healthy competition.
5. Enhancing research capabilities and digital infrastructure to drive innovation and academic excellence.

Prof Narayan Prasad Padhy, Director- Malaviya National Institute of Technology, Jaipur

1. Fostering interdisciplinary collaboration through joint faculty appointments.
2. Celebrating excellence with prestigious awards.
3. Honoring outstanding research contributions with special awards.
4. Recognizing exceptional leadership with the Outstanding Warden Award.
5. Expanding academic offerings with innovative new courses.

Dr Manish Gaur, Director- Indian Institute of Information Technology, Una, Himachal Pradesh

1. Unifying academic programs to foster a collaborative culture.
2. Enhancing campus infrastructure and student accommodations.
3. Simplifying fund allocation processes for greater efficiency.
4. Introducing a shopping complex for added student convenience.
5. Pursuing strategic growth and expansion opportunities.

Prof Rajeev Srivastava, Director- Indian Institute of Information Technology, Ranchi, Jharkhand

1. Developing permanent campuses for long-term growth and stability.
2. Driving academic excellence through strategic reforms and innovations.
3. Boosting student success and placement outcomes through targeted support.
4. Expanding program offerings with new M-Tech and MBA courses.
5. Cultivating a world-class teaching environment that inspires excellence.

Dr Mahesh Chandra Govil, Director- National Institute of Technology, Sikkim

1. Transforming campuses to inspire learning and discovery.
2. Growing student numbers to enrich campus life and diversity.
3. Innovating programs to stay ahead of industry trends.
4. Raising the bar on teaching excellence and student outcomes.
5. Elevating global recognition and prestige through strategic efforts.

Prof K K Shukla, Director- Maulana Azad National Institute of Technology, Bhopal

1. Fostering a sustainable campus culture with bike-friendly facilities and electric buses.
2. Building world-class infrastructure to support academic success.
3. Empowering researchers with scholarships to drive groundbreaking work.
4. Launching pioneering programs in energy and EV technology.
5. Unlocking innovation by securing funds for bold and unconventional initiatives.

Session 7

Topic: Learners of Tomorrow and Global Integration of Academics.
Speaker: Dr Samir Karkhanis

Context: In an increasingly interconnected world, the education system plays a pivotal role in preparing learners to thrive in diverse global contexts. Integrating global perspectives into academic frameworks enhances adaptability, innovation, and cultural competence among students.

Vision: Educational institutions must embrace global integration to equip learners with the skills, knowledge, and mindset necessary to tackle global challenges, foster collaboration, and contribute meaningfully to society.

Key Attributes:

- **Global Curriculum:** Develop a curriculum that integrates global perspectives, diverse cultures, and international issues into core subjects to broaden students' understanding and empathy.
- **Experiential Learning:** Facilitate experiential learning opportunities such as international exchanges, virtual collaborations, and cross-cultural projects to promote hands-on global engagement.
- **Digital Literacy:** Equip students with digital literacy skills and tools to connect, collaborate, and access global resources effectively in a digital age.
- **Language Proficiency:** Promote language learning programs that enable students to communicate proficiently across cultures, fostering mutual understanding and effective global communication.
- **Critical Thinking:** Cultivate critical thinking and problem-solving abilities within a global context, encouraging students to analyze diverse perspectives and formulate innovative solutions.

Local Aspiration: Global integration should be adapted to reflect local cultural richness, educational needs, and societal aspirations, nurturing inclusive learning environments and global citizenship.

Learning Environment and Culture

Foster a multicultural environment that celebrates diversity, promotes respect, and values different perspectives to enrich the learning experience. Implement programs that raise awareness of global issues, sustainable development goals, and cross-cultural understanding among students and educators. Embrace inclusive teaching practices that accommodate diverse learning styles, backgrounds, and abilities, ensuring equitable access to educational opportunities.

Sustainability Practices

Instill values of global citizenship, ethical responsibility, and sustainable development in educational practices and student initiatives. Empower marginalized communities through access to quality education, digital resources, and opportunities for socioeconomic advancement. Foster a culture of innovation and adaptability within educational institutions to respond effectively to global trends, technological advancements, and emerging challenges.

Actionable Points:

- **Curricular Reforms:** Initiate reforms to align curriculum with global competencies, embedding international perspectives into educational standards and learning outcomes.
- **Teacher Training:** Provide professional development opportunities for educators to enhance their capacity in global education, cross-cultural communication, and teaching methodologies.
- **Student Empowerment:** Empower students as global citizens through leadership development, community service initiatives, and platforms for advocating social justice and sustainability.
- **Partnerships and Networks:** Forge partnerships with international institutions, industry leaders, and community organizations to facilitate collaborative projects, research initiatives, and knowledge exchange.
- **Evaluation and Assessment:** Implement assessment strategies that measure students' global competencies, critical thinking skills, and cultural awareness, ensuring educational outcomes align with global integration goals.

Panel Discussion 5

Topic: Enhancing Global Visibility: Strategies to Improve Rankings and International Recognition of Indian Academic Institutions.

Moderator: Prof Sunil Subhash Bhagwat, Director- IISER, Pune
Panelist: Prof Rajiv Parkash, Director- IIT, Bhilai
       Prof Anil Kumar Tripathi, Director- IISER, Mohali
       Dr. Samir Karkhanis, Founder & CEO Yangpoo University Partners

Context: In an increasingly competitive global landscape, the visibility and reputation of academic institutions are crucial for attracting international students, fostering collaborations, and securing research funding. Strategic initiatives can significantly enhance global recognition and rankings of Indian academic institutions.

Key Attributes:

- **Strategic Partnerships:** Forge strategic partnerships with leading international universities, research institutions, and industry partners to enhance collaboration, joint research projects, and faculty/student exchange programs.
- **Research Excellence:** Promote research excellence and innovation through targeted investment in cutting-edge research facilities, interdisciplinary studies, and impactful research publications.
- **Faculty Development:** Invest in faculty development programs, including international conferences, workshops, and sabbaticals, to enhance teaching quality, research output, and global networking.
- **Student Mobility:** Facilitate student mobility programs such as study abroad opportunities, dual degree programs, and international internships to attract global talent and foster cultural diversity.
- **Global Curriculum:** Internationalize the curriculum by integrating global perspectives, cross-cultural competencies, and interdisciplinary studies into academic programs to prepare students for global careers.

Actionable Points:

- **Strategic Planning:** Develop a comprehensive strategic plan for enhancing global visibility, outlining specific objectives, timelines, and key performance indicators (KPIs).
- **Marketing and Branding:** Implement targeted marketing and branding strategies to promote institutional achievements, faculty expertise, and student success stories on global platforms.
- **Quality Assurance:** Strengthen quality assurance mechanisms to ensure compliance with international standards, accreditation requirements, and benchmarks for academic excellence.
- **Alumni Engagement:** Engage alumni networks globally to leverage their expertise, networks, and resources in enhancing institutional reputation and global outreach.
- **Data Analytics:** Utilize data analytics and benchmarking tools to monitor performance, identify areas for improvement, and benchmark against peer institutions globally.

Session 8

Topic: Resource Management towards Sustainability.
Speaker: Prof Goutam Barua

Context: In the dynamic landscape of institutional operations, effective resource management plays a pivotal role in ensuring sustainability, growth, and optimal utilization of available resources. By integrating strategic approaches and mindful practices, institutions can enhance efficiency, financial stability, and overall impact.

Vision: Institutions should adopt a holistic approach to resource management, encompassing finance, funds, programs, infrastructure, and more, to achieve sustainable growth, operational excellence, and societal impact while maintaining ethical and transparent practices.

Key Attributes:

- **Strategic Planning:** Develop and implement strategic plans that align resource allocation with institutional goals, priorities, and long-term sustainability objectives.
- **Financial Management:** Implement robust financial management practices to ensure prudent budgeting, expenditure tracking, and revenue diversification strategies.
- **Program Development:** Foster innovation and excellence in program development by aligning resource allocation with programmatic priorities and outcomes assessment.
- **Infrastructure Enhancement:** Continuously evaluate and enhance infrastructure to support institutional operations, technological advancements, and future growth strategies.
- **Risk Management:** Integrate risk management frameworks to mitigate financial, operational, and regulatory risks, ensuring resilience and continuity.

Local Aspiration: Resource management strategies should be tailored to reflect local economic conditions, community needs, and institutional responsibilities, fostering inclusive development, stakeholder engagement, and ethical governance.

Work Environment and Culture
Promote collaborative governance structures that facilitate transparent decision-making, accountability, and stakeholder participation in resource allocation processes. Designate innovation hubs and collaborative spaces within the institution to foster creativity, interdisciplinary research, and strategic partnerships. Invest in professional development opportunities and leadership training to cultivate a culture of excellence, adaptability, and ethical stewardship among staff and stakeholders.

Sustainability Practices
Promote environmentally sustainable practices in resource management, including energy efficiency, waste reduction, and green infrastructure development. Adopt a long-term planning horizon in resource management strategies, balancing short-term needs with future growth opportunities and risks. Build and maintain trust with stakeholders through transparent communication, accountability, and ethical conduct in all resource management activities.

Actionable Points:

- **Resource Optimization:** Develop strategies to optimize resource allocation across departments and programs, ensuring efficiency, cost-effectiveness, and sustainability.
- **Leadership in Resource Stewardship:** Empower institutional leaders to champion responsible resource stewardship, integrating ethical considerations, and sustainability principles into decision-making.
- **Community Engagement:** Enhance community engagement initiatives to solicit feedback, leverage local expertise, and align resource management strategies with community development priorities.
- **Continuous Improvement:** Establish mechanisms for continuous evaluation and improvement of resource management practices, leveraging data analytics and performance metrics to drive informed decision-making.
- **Capacity Building:** Invest in capacity-building initiatives focused on financial literacy, project management, and technological integration to enhance institutional resilience and agility.

Session 9

Topic: Self Management as a Leader.

Speaker: Dr Deepak Vohra

Context: In the dynamic landscape of leadership, effective self-management is critical for leaders to navigate challenges, inspire teams, and achieve personal and organizational goals.

Vision: Leaders should strive for effective self-management by cultivating self-awareness, enhancing productivity, and fostering a balanced approach to leadership responsibilities and personal well-being.

Key Attributes:

- **Self-Awareness and Reflection:** Engage in continuous self-assessment and reflection to understand strengths, weaknesses, and personal values that influence leadership style and decision-making.
- **Goal Setting and Prioritization:** Set clear, achievable goals aligned with organizational objectives, and prioritize tasks to optimize time and productivity.
- **Time and Energy Management:** Implement strategies for effective time and energy management, including delegation, task batching, and utilizing tools for scheduling and prioritization.
- **Emotional Intelligence:** Develop emotional intelligence to manage personal emotions, understand others' perspectives, and build constructive relationships within the team and across stakeholders.
- **Adaptability and Resilience:** Cultivate adaptability to respond to change, adversity, and unexpected challenges with resilience, maintaining focus on long-term objectives while adjusting strategies as needed.

Local Aspiration: Leaders should align their personal leadership strategies with the cultural and organizational context, promoting diversity, inclusion, and ethical leadership practices.

Work Environment

Foster a work environment that supports work-life integration, promoting employee well-being, motivation, and productivity. Encourage continuous learning and skill development among team members to foster a culture of innovation and adaptation to industry trends.

Sustainability Practices

Develop resilience to manage stress, setbacks, and uncertainties effectively, maintaining composure and focus during challenging times. Practice transparent communication and accountability in leadership actions and decisions to build trust and credibility among team members and stakeholders. Uphold ethical standards and integrity in all leadership interactions and decisions, demonstrating a commitment to fairness, honesty, and responsibility.

Actionable Points:

- **Personal Development Plan:** Create a personal development plan that includes goals for leadership skills enhancement, self-management strategies, and ongoing learning opportunities.
- **Feedback and Self-Reflection:** Seek feedback from peers, mentors, and team members to gain insights into leadership effectiveness and areas for improvement, fostering a culture of openness and growth.
- **Balanced Decision-Making:** Make decisions based on a balanced assessment of data, stakeholder input, and ethical considerations, ensuring alignment with organizational values and goals.
- **Continuous Improvement:** Commit to continuous improvement in leadership practices through self-assessment, feedback integration, and adaptation of best practices in leadership and management.
- **Personal Well-Being:** Prioritize personal well-being through stress management techniques, regular exercise, and fostering supportive relationships, ensuring sustained energy and focus in leadership roles.

Panel Discussion 8

Topic: Personal Effectiveness and Time Management for Academic Leaders: Strategies, Prioritization, and Balancing Responsibilities.

Moderator: Dr Deepak Vohra, Ambassador, GOI

Panelist: Prof B V Ramana Reddy, Director- NIT, Kurukshetra

Prof M Krishnan, VC- Central University of Tamil Nadu

Prof Sunil Subhash Bhagwat, Director- IISER, Pune

Context: Academic leaders play a pivotal role in guiding institutions towards success amidst evolving educational landscapes. Personal effectiveness and efficient time management are essential for achieving academic goals, fostering innovation, and maintaining work-life balance.

Key Attributes:

- **Priority Setting:** Develop a system for prioritizing tasks based on importance, urgency, and alignment with institutional goals, ensuring focus on high-impact activities.
- **Time Blocking:** Implement time blocking techniques to allocate dedicated periods for specific tasks, meetings, and strategic initiatives, minimizing distractions and maximizing productivity.
- **Delegation and Empowerment:** Delegate tasks effectively to capable team members, empowering them to take ownership and contribute to shared objectives while freeing up time for strategic leadership.
- **Strategic Planning:** Engage in strategic planning sessions to set long-term goals, milestones, and action plans, aligning personal and institutional objectives for sustained growth and impact.
- **Continuous Improvement:** Foster a culture of continuous improvement by evaluating workflows, identifying inefficiencies, and implementing process enhancements to optimize time and resource utilization.

Actionable Points:

- **Personal Productivity Plan:** Develop a personalized productivity plan outlining daily routines, task management strategies, and tools for enhancing personal efficiency and effectiveness.
- **Time Management Tools:** Integrate effective time management tools and technologies into daily workflows, such as scheduling apps, project management software, and task tracking systems.
- **Work-Life Integration:** Promote work-life integration initiatives, including flexible work arrangements, wellness programs, and stress management resources to support academic leaders in maintaining balance and well-being.
- **Effective Communication:** Enhance communication strategies to ensure clarity, transparency, and alignment of goals among academic departments, administrative units, and external stakeholders.
- **Performance Metrics:** Establish performance metrics and benchmarks to monitor personal effectiveness, time management practices, and leadership impact, facilitating continuous learning and improvement.

Feedback

In the third cohort of the Abhyuthanam: Academic Leadership Engagement Program, aimed at enhancing the skills and knowledge of academic leaders across various higher education institutions, the positive feedback collected from participating academic leaders from all across the country provides valuable insights into the program's effectiveness and areas for improvement.

- The relevance of the topics covered during the program was highly appreciated, with 88.05% of the respondents rating the relevance as excellent. This positive feedback indicates that the topics were well-chosen and pertinent to the needs of the academic leaders. However, 9.95% of the participants felt that the relevance was moderate, and 2% suggested that it could be improved. This underscores the importance of continuously evaluating and adapting the topics to ensure they meet the evolving needs of the participants.

- The program's coverage of issues received positive feedback as well, with 85% of the participants rating it as excellent. This reflects the comprehensive approach taken to address various challenges and opportunities in academic leadership. Additionally, 12.44% of the participants found the coverage to be moderate, while 2.40% felt there was room for improvement.

Feedback from Cohort 3.
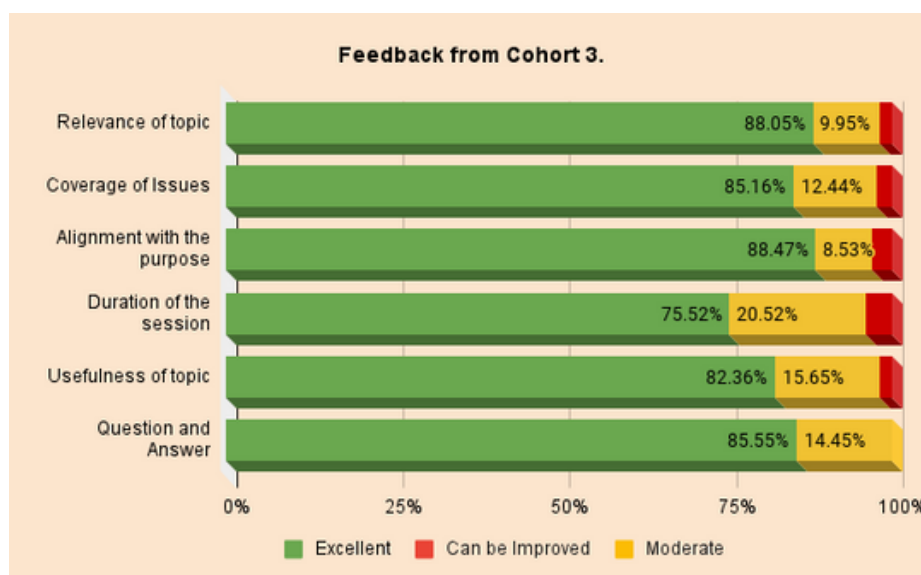
- Ensuring that the program aligns with its intended purpose is crucial for its success. Positive feedback was evident here, with an impressive 88.47% of the respondents rating the alignment as excellent, indicating that the program's objectives were clearly communicated and met. Meanwhile, 8.53% of the participants rated the alignment as moderate, and 3% felt it could be improved.

- The duration of the sessions was another aspect evaluated positively by the participants. While 75.52% of the respondents rated the duration as excellent, 20.52% found it to be moderate, and 3.96% suggested that it could be improved.

- A substantial 82.36% of the respondents rated the usefulness as excellent, highlighting the practical value and applicability of the content. However, 15.65% found the usefulness to be moderate, and 1.99% felt it could be improved.

- The question and answer rounds were an essential component of the program, providing participants with the opportunity to engage directly with the speakers and clarify their doubts. Positive feedback was notable here, with 85.55% of the respondents rating the Q&A sessions as excellent, indicating high satisfaction with this interactive element. The remaining 14.45% found the Q&A sessions to be moderate, suggesting that while the majority were satisfied, there may be room to enhance the interactivity and responsiveness of these sessions.

Overall, the positive feedback from the third cohort of the Abhyuthanam: Academic Leadership Engagement Program hosted by IIT Jammu indicates a high level of satisfaction among the participants. The relevance, coverage, alignment, duration, usefulness, and interactivity of the program were all rated positively, with most aspects receiving excellent ratings from the majority of participants. However, the feedback also highlights areas for potential improvement, such as ensuring all topics are highly relevant and useful, optimizing session durations, and enhancing the interactivity of Q&A sessions. These insights will be invaluable for planning future cohorts of the program, ensuring it continues to meet the needs of academic leaders effectively.

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विद्याधनं सर्वधन प्रधानम्

ABHYUTHANAM

Academic Leadership Engagement