

Report on the Leadership Development Program (LDP) conducted under TEQIP II (02 -13 Dec. 2013)

MHRD through its NPIU planned LDP under TEQIP II for the practicing administrators in the technical institutions in the capacity of Chancellor, Vice-Chancellor, Director, Principal, Dean and Head of the department in the centrally funded, state funded, grant-in-aid and the private institutions and entrusted it to be organized by IIM Lucknow at its Noida campus (02 -06 Dec. 2013) and at Indiana University, Bloomington, USA (09 – 13 Dec. 2013). The report of this LDP is presented here both conducted at Noida and Indiana University respectively:

(A) At IIM Lucknow (Noida Campus)

It was a pleasant experience to get an opportunity to be a part of this unique LDP under the aegis of IIM Lucknow as it has enriched all the participants a structured and art of the knowledge through the Academic experts from IIM Lucknow and the practicing experts in the specialized areas of (i) Reforms and Regulatory Framework of Higher Education, (ii) New Learning Paradigms, (iii) Strategic Perspective for Institutional Growth, (iv) Governance and Effective Management Processes for academic institutions, (v) Leadership Approaches to drive organizational change, (vi) Legal terms with the inclusion of natural justice, arbitration and contents of enquiry report, (vii) Effective communication mechanism, (viii) Experience and Practices for implementing change initiatives under TEQIP, and (ix) Identify practical action plans to transfer their learning to their respective roles.

The program conducted was highly professional in nature and it has offered healthy deliberations in the classroom with open mind. This program has provided to all the participants enough tools to overhaul the day today maintenance of academic cum administrative challenges. The time management was perfectly followed along with the coverage of almost all the desired topics for shaping the leadership qualities.

(B) At Indiana University, Bloomington, USA

It was interesting to know that Indiana University (IU) campus at Bloomington maintained huge infrastructure with the students numbering about 45000, 1600 teachers, 10 numbers of different schools, having state of the art library, laboratories, auditorium, beautiful stadiums and many more facilities managed and maintained by the students/alumnus.

The President of IU has been the pivot of all the activities which an ideal leader must possess. All the officials had demonstrated their whole hearted commitment in an uninhibited manner for the goals set by the President. The focus in all the schools has been on resource generation through innovation.

Linkages of IU with Stakeholders

The University has established strong linkages with the following stakeholders: (i) alumni, (ii) industry, (iii) policy makers, (iv) other Universities in the country, (v) Government funding agencies etc. It was pleasant to see that the University is involved in the overall developments taking around in the country. In the decision making of the Government, the policy makers remain in touch with the University and vice versa. The facilities being set up in the University are being regularly utilized for the benefit of the society in one way or the other.

Research and Application Development

Apart from apprising us the ongoing academic activities in the university, we were taken to the ongoing proto type research centers, mainly

(i) Cyber research: The facility was basically created to deal with the data of various types of the University. The interesting thing is that this facility was designed to not just handle that the present or future data of the University alone but in fact it is enough to serve as the service provider for various Government agencies as well as to the industry. This facility has now been spearheading the project Internet 2 which involves linking different continents through the I.T. network being created. They are already in the process of roping the NKN of India in this project. This is one such example to show that how the government of USA has been

implementing its agenda through University route and how the IU has been extending the scope of their facility for remaining in the lead not just in education but also in areas beyond that.

(ii) Nuclear Research: A facility established for the nuclear research almost 40 years ago is now being utilized for the societal benefits as it is attached with the Hospital under the health school of the University. Plus, they are also seeking collaboration in the areas like Proton accelerator and neutron accelerator besides conducting their own research in fundamental areas of research.

(iii) Basic Applied Sciences Research: This facility is mainly for the purpose of carrying out research in various fields of applied sciences including nanomaterials, biophotonics, cell biology and molecular biology, proteomics, genetics etc. All the equipment set up here are the most advanced ones. This facility serves as the service provider for the research in novel areas of health care being pursued by their Medical School etc., besides being utilized by the researchers of various divisions and Schools.

Finally, we were taken to a private institute namely *Rose- Hulman Institute of Technology*, which is mainly running undergraduate courses (ranking No 1 in USA). This institute has adopted policy of getting projects from the industries through the dedicated team of project managers and hence, the students get hands on real projects. This helps to generate the revenues for the institute as well as provide the students an employment. In spite of charging very high fee (to the tune of \$ 60000 per year), the institute receive 5000 applications for 500 seats. This institute is an example of self sustainability and maintaining the high quality of applicants.

In the end, I wish to put on records, my sincere gratitude to the Honorable President of SGPC, Amritsar cum Chairman - NSET, Ludhiana for granting me permission to attend this highly valuable LDP, the team of NPIU, MHRD, Govt. of India and IIM, Lucknow, all the experts and volunteers of IU, the experts of associate institutes of IU visited and all the members of the team.

2/11/13
by [Signature]
Chairman- NSET

[Signature]
23/12/13
Dr. Manohar Singh Saini
Director, GNDEC, Ludhiana