B.M.S.COLLEGE OF ENGINEERING, BANGALORE-560 019
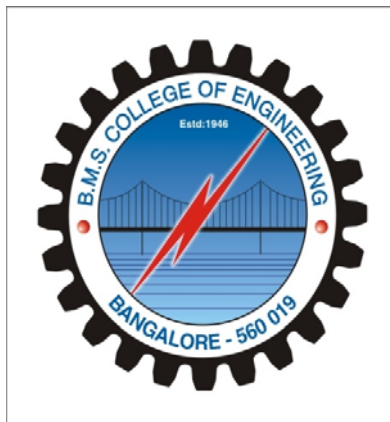
TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME, PHASE-II

SIXTEENTH MEETING OF THE SUB-COMMITTEE OF BOG

MINUTES

DATE : 26.08.2015

VENUE: BOARD ROOM

B.M.S.COLLEGE OF ENGINEERING, BENGALURU-560 019

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME, PHASE-II

SIXTEENTH MEETING | 26.8.2015 |SUB-COMMITTEE OF BOG | MINUTES

CONTENTS

MEMBERS PRESENT:

1. Prof. D. Thukaram, Chairman
2. Dr. K. Mallikharjuna Babu, Principal & Convenor

NODAL OFFICERS/ CO-ORDINATORS PRESENT:

1. Dr. G.N. Sekhar, TEQIP Co-ordinator-I
2. Dr. L. Ravi Kumar, TEQIP Co-ordinator-II
3. Dr. M.S. Dharmaprakash, Nodal Officer – Procurement
4. H.S. Guruprasad, Nodal Officer – Academic Activities
5. Dr. K. Guruprasad, Nodal Officer – Equity Assurance Plan
6. Dr. C. Lakshminarayana - Nodal Officer – Equity Assurance Plan.
7. Dr. Suresh Ramaswwamyreddy – Nodal Officer – Financial aspects
8. Dr. M.V. Murugendrappa, Principal Investigator, CoE

MEMBERS PRESENT ON INVITATION:

1. Dr. Ravishankar Deekshit – Dean [Academic] & HOD,EE
2. Dr. B.V.Ravishankar – Dean [I Year B.E]
3. Dr. Seshachalam – Professor & HOD, EC.
4. Dr. K.J.Rathanraj – Professor & HOD, IEM.
5. Dr. S.Mualidhara – Professor & HOD, CV.
6. Dr. S.Girish – Professor, CV.
7. Dr. Mayanaik – Professor, CV.
8. Dr. G.Giridhara – Professor, ME.

The Principal and the convenor extended a cordial welcome to the members for the meeting.

1. **Minutes of the fifteenth meeting of the BOG sub-committee held on 11th July 2015:**

   The minutes of the fifteenth meeting of the BOG sub-committee held on 11.07.2015 were read and recorded [Annexure-1].

2. **Presentations by Senior Professors of the college who were deputed for the Capacity Building programmes under TEQIP-II:**

   The Deans, HODs and senior professors who were deputed to attend the Management Capacity Building programmes organized by the NPIU at various IIIMs were present. The academic nodal officer Dr. H. S. Guruprasad informed the committee that he requested the professors to come prepared for making a presentation before the BOG subcommittee, with a maximum of three to four slides, highlighting their learning outcomes at the respective training programs, individual perception on the scenario in the BMSCE and the points on which they would like to work for improvement. The committee heard the presentations of

each and interacted with them for further clarity and refinement on their presentations. The following professors have made their presentations before the subcommittee and copy of their presentations are recorded at Annexure-2.

Sl. No.	Name	Department
1	Dr. Ravishankar Deekshit	Dean [Aca] and Head, EE
2	Dr. B.V. Ravishankar	Dean [1 Yr. BE]
3	Dr.K.Guruprasad	Dean [Mechanical]
4	Dr. S. Maralidhara	Professor and Head, CV
5	Dr. L. Ravikumar	Professor and Head, ME
6	Dr. D. Sheshachalam	Professor and Head, EC
7	Dr. K. J. Rathanraj	Professor and Head, IM
8	Dr. M.S. Dharmaprakash	Professor and Head, Chemistry
9	Dr. Suresh Ramaswwamyreddy	Professor, CV and Director, IQAC
10	Dr. S. Girish	Professor, CV
11	Dr. G. Giridhara	Professor, ME
12	Dr. C. Lakhminarayana	Professor, EE
13	Dr. Maya Naik	Professor, CV

The members unanimously pointed out that there is a need to implement an ERP solution by identifying a good software that helps the administration. Dr. Suresh Ramaswwamyreddy and Dr. M. S. Dharma Prakash volunteered to be members of the committee proposed to be constituted for identification and implementation of the ERP solution in the college.

3. **Status of Grants received and Expenditure incurred under TEQIP II as on 26.08.15.**

The committee noted that the college has received Rs.1100 lakhs so far, towards the activities of TEQIP-II and is awaiting for release of the last instalment of Rs.150 lakhs from the SPFU.

3.1 The committee perused the details of expenditure incurred till 26.08.2015 and forecast for the next four months, submitted to the SPFU. The TEQIP Coordinator-I informed the committee that the college completes utilisation of 95% of the total allocation by the end of September 2015. Further he informed the committee that the college has disbursed the teaching assistantships to the non-GATE PG students only till February 2015 and the research assistantship to the full time research scholars till July 2015 and is waiting for a communication about consideration of the revised IDP submitted by the college and sanction of additional funds. After detailed discussions, the committee accorded approval for transferring Rs. Five lakhs from the head of IOC to the head of FSD. The committee also accorded approval to reimburse the Ph.D. course fee paid by the faculty members to the University/institution. The committee noted the following status of expenditure under various heads and expressed its satisfaction on the proposed actions for the next four months.

Sl. No.	Head of Expenditure	Project Allocation (Amt. In Lakhs)	Expenditure as on 25.08.2015	Balance
1	Procurement	562.50	522.33	40.17
2	Assistant ship	262.50	259.2	3.30
3	Research & Development	62.50	43.49	19.01
4	Faculty & Staff Development	130.00	129.21	0.79
5	Industry Institution Interaction Cell	62.50	50.45	12.05
6	Management Capacity Development	25.00	19.91	5.09
7	Reforms	12.50	8.52	3.98
8	Student Support	25.00	5.63	19.37
9	IOC	107.50	85.51	21.99
	Total	**1250.00**	**1124.25**	**125.75**

3.2 The committee also noted that the NPIU has circulated the Revised Project Implementation Plan-June 2015 [PIP] and that the new PIP permits flexibility in the allocations under the heads of accounts serially numbered from 2 to 8 below treating them as a combined head of account.

3

3.3 The committee noted that the college is awarding the fiscal incentive/assistance to the final year students of both UG and PG programs for carrying out the R &D activities by procuring raw materials in small quantities, for printing their final Project Report, registration charges and travelling allowance for presenting research papers in the conferences and publishing research papers in both the national and international journals.

3.4 The TEQIP Coordinator-I informed the committee that four SC/ST Students were permitted to refund the teaching assistantship awarded to them to facilitate them to receive the SC/ST Scholarship granted to them by the Government of Karnataka. The committee ratified the action initiated.
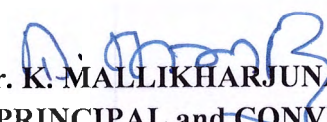
4. Reimbursement of registration fee for Paper Presentation at the international conference IEEE TENCON at Macau, China by the faculty of EEE
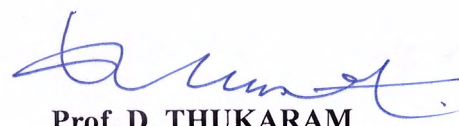
The Committee accorded approval to reimburse 550 USD to Dr. P. Meena, Associate Professor-EEE, paid by her towards the registration fee for attending and presenting her research paper titled "Power Quality conditioner and Load management system for an integrated residential grid" at the IEEE TENCON conference at Macau, China during Nov 1-4, 2015, on her submission that she will find financial assistance from other sources towards TA & DA.

5. Award of Teaching Assistantship under the COE

The committee accorded approval for award of teaching assistantship to Mr. Swagata Bhowmik, student of 3rd semester M. Tech (Manufacturing) only for the current academic year.

The meeting concluded with a vote of thanks to the Chair.

Dr. K. MALLIKHARJUNA BABU
PRINCIPAL and CONVENOR

Prof. D. THUKARAM
CHAIRMAN

B.M.S.COLLEGE OF ENGINEERING, BENGALURU-560 019

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME, PHASE-II

SIXTEENTH MEETING | 26.8.2015 |SUB-COMMITTEE OF BOG | MINUTES

ANNEXURES

B.M.S.COLLEGE OF ENGINEERING, BANGALORE-560 019

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME, PHASE-II

FIFTEENTH MEETING | 11.07.2015|SUB-COMMITTEE OF BOG | MINUTES

MEMBERS PRESENT:

1. Prof. D. Thukaram, Chairman
2. Sri. M. Krishnaswamy, Member
3. Dr. K. Mallikharjuna Babu, Principal & Convenor

NODAL OFFICERS/ CO-ORDINATORS PRESENT:

1. Dr. G.N. Sekhar, TEQIP Co-ordinator-I
2. Dr. L. Ravi Kumar, TEQIP Co-ordinator-II
3. Dr. S. Gowrishankar, Nodal Officer – Academic Activities
4. Dr. H.S. Guruprasad, Nodal Officer – Academic Activities
5. Dr. M.S. Dharmaprakash, Nodal Officer – Procurement
6. Dr. K. Guruprasad, Nodal Officer – Equity Assurance Plan
7. Dr. M. Indiramma, Co-ordinator – IIIC
8. Dr. S. Srinivas, Principal Investigator, CoE
9. Dr. Chandashree Das, Principal Investigator, CoE
10. Dr. M.V. Murugendrappa, Principal Investigator, CoE

MEMBER PRESENT ON INVITATION:

1. Dr. Martin Jebraj, Director – R&D

The Principal and the convenor extended a cordial welcome to the members for the meeting.

1. **Minutes of the fourteenth meeting of the BOG sub-committee held on 19th March 2015.**

   The minutes of the fourteenth meeting of the BOG sub-committee held on 19.3.2015 [Annexure – 1] were read and recorded.

2. **Research proposals for consideration under TEQIP II**

   The members noted that the BOG in its 58th meeting accorded approval for submission of the proposal seeking additional funds of Rs.800 lakhs under TEQIP II. Further, the BOG subcommittee in its 14th meeting authorised the Principal to constitute expert committees to scrutinize the proposals received (i) for upgrading existing equipment / laboratory, (ii) R&D proposals. The TEQIP Coordinator-I informed the members that the TEQIP office received proposals worth Rs.588 lakhs from various departments. The members perused the recommendations of the six expert committees that have recommended 44 proposals worth Rs.310 lakhs approximately, for inclusion in the revised IDP being prepared for seeking additional funds under TEQIP.

The Chairman of the subcommittee opined that the college shall consider high value research proposals under such projects leading to superior outcomes. The committee considered the IDP submitted to the SPFU/NPIU seeking additional funds, after detailed deliberations, the committee approved the proposal [Annexure-2].

3. Staff in the TEQIP Office

The committee noted that Smt. H. Roopa working as Office Assistant at TEQIP-II had resigned for the job quoting personal reasons and also she was relieved from her duties on 05-06-2015 and approved the same.

4. Audit of accounts for the year 2014-15

4.1 The committee noted that M/s B. N. Jayaram and Associates have completed the audit of accounts for the period 1st April 2014 to 31st March 2015. The committee perused the financial statements and utilisation certificates prepared by M/s B. N. Jayaram and Associates and accepted the audit report[Annexure-2a]

4.2 The committee noted that the internal auditors appointed by the SPFU, M/s GRSM & Associates have conducted audit of TEQIP II accounts during June 1-2, 2015 for the year 2014-15.

4.3 The committee noted that Sri Sarang Kumar and Sri Arvind Kumar of M/s Agarwal A. Kumar & Associates, Chandigarh, Chartered Accountants appointed by the SPFU have conducted the internal audit on 1-7-2015 for the period from 1st October 2014 to 31st March 2015 of TEQIP-II and COE.

The committee further noted that the auditors appointed by the SPFU will be submitting their reports to SPFU and the SPFU in turn communicates the same to the college in due course of time.

5. Performance Assessment Indicators:

The committee noted that the BMSCE has met all the nine performance indicators as per the NPIU website [Annexure-3] and expressed its satisfaction over the accomplishment made by the college.

6. **Approval to the faculty, staff & students attending programs and conduction of in-house programs.**

6.1 The committee perused the consolidated list of the approvals given by circulation with the details of faculty and students to attend programs outside the college under TEQIP-II/COE and ratified the same [**Annexure-4**].

6.2 The committee approved the proposals of the faculty who have proposed to attend programs outside the college under TEQIP-II/COE [**Annexure-5**].

6.3 The committee ratified the deputation of Dr. Suresh Ramaswwamyreddy, Nodal Officer (Finance) and Smt. A. N. Shubha (SDA) to a training programme on e-FMR/ Financial Management organised by the NPIU at Mumbai on June 10th, 2015.

6.4 The committee approved the nomination of Professor K. Guruprasad, Nodal Officer (EAP) and Professor D. Seshachalam, HOD-ECE to attend the 'Management capacity enhancement program' organised at IIM, Indore from July 16-22, 2015.

6.5 The committee approved the deputation of Dr. Sakey Shamu, Professor of Civil Engg, Dr. M Ramachandra, Prof of Mechanical Engineering and Coordinator-COE to attend the 'Management capacity enhancement program' organised at IIM, Bangalore during July 20-24, 2015.

6.6 The committee approved the deputation of Dr. K. J. Rathanraj, HOD-IM and Dr. S. Girish, Professor-CV to attend the 'Management capacity enhancement program' organised at IIM, Lucknow from 27th to 31st July, 2015.

The committee directed the Academic Nodal Officer to organize presentations by the faculty deputed for Management Capacity Enhancement Program, highlighting the outcomes and action plan in its next meeting.

7. **Post Procurement Review of files by NPIU Auditors and Statement of Review Actions submitted**

The committee noted that a post procurement review of selected files was conducted by the World Bank Auditors on 26 November 2014 at NPIU, New Delhi. The committee also perused the Review Reports generated w.r.t. BMSCE and the reply provided by the institution thereon.

The Committee noted that the World Bank auditors in their general observations opined that most of the issues are related to the managements and needs to be tackled by Institutions themselves. The committee also noted that the auditors advised the Institutes to chalk out a Standard Operating Procedure (SOP)/Action plan/Check list while

initiating procurement process, so that the common issues, observed by them can be avoided in future [**Annexure - 6**].

8. **Post Procurement Review by SPFU and reply provided by the college**

The committee perused the observations of the SPFU based on the post procurement review conducted by them on 20th January 2014, 27th March 2014, 3rd & 4th March 2015 and 31st January 2015. The committee also noted that the SPFU sought justification from the college stating that the procurement of the three packages namely: (a) TEQIP-II/KA/KA2G04/98-FPGA Kits (b) TEQIP-II/KA/KA2G04/152 – WARP Radio Board and (c) TEQIP-II/KA/KA2G04/134 – Power Lab Tutor System are not in compliance with the World Bank Guidelines quoting the reasons:

- Uniqueness of the proprietary product procured is not substantially justified;
- Quantity variation – ordered quantity is 1 No. against enquired quantity of 4 Nos;
- Enquiry was sent to M/s. Comtek whereas the OEM authorised M/s. Marutek and order was placed on M/s. Marutek.

The committee also perused the justification provided by the college and hoped that the SPFU may consider the same favourably in its next steering committee meeting and drop the observations [**Annexure -7**].

9. **Status of Expenditure incurred under TEQIP II as on 30.6. 2015**

The committee perused the details of expenditure incurred till 30.06.2015 and forecast for the next four months, submitted to the SPFU. The committee also noted that the new PIP (June 2015) permits flexibility in the allocations under the heads of accounts serially numbered from 2 to 8 below treating them as a combined head of account.

Sl. No	Head of expenditure	PROJECT ALLOCA - TION (Amt. in Lakhs)	Expenditure incurred up to 30-06-2015 (Amt. in Lakhs)	Forecast for next 4 months. (Amt. in Lakhs)				
				July	Aug	Sep	Oct	TOTAL
1	Procurement	562.50	487.40	20.65	54.45			562.50
2	Assistant ship	250.00	253.91	8.59				262.50
3	Research & Development	62.50	39.18	5.50	7.82	5.00	5.00	62.50
4	FSD	125.00	127.50	2.50				130.00
5	III Cell	62.50	48.82	3.75	4.00	5.93		62.50
6	Capacity Development	25.00	19.28	3.72	2.00			25.00
7	Reforms	12.50	7.51	2.50	2.49			12.50
8	Student Support	25.00	5.63	10.40	8.97			25.00
9	IOC	125.00	81.24	7.50	7.50	7.50	3.76	107.50
	TOTAL	1250.00	1070.47	65.11	87.23	18.43	8.76	1250.00

10. Status of Expenditure incurred under COE as on 30.06.2015

The committee noted the following status of expenditure under the COE and noted that the progress under the heads namely: R & D, FSD and IIIC needs some more attention to augment the progress and asked the PIs to initiate necessary steps in this regard.

Sl. No.	Head of expenditure	Allocation (Rs. In lakhs)	Amount spent as on 30.06.2015 (Rs. In lakhs)
1	Procurement	275.00	141.23
2	Assistantships	50.00	10.88
3	R&D	50.00	4.39
4	Faculty & Staff Development	50.00	2.19
5	III Cells	25.00	0.94
6	IOC	50.00	14.23
	TOTAL	**500.00**	**173.86**

11. Seeking approval to place purchase order for X-Ray Diffractometer (XRD) System/ Equipment under the component 1.2.1 [COE in Advanced Materials Research]

The BOG subcommittee perused the following details with regard to procuring the XRD for the COE.

11.1 The BOG subcommittee in its seventh meeting held on 11.9.2013 accorded approval to initiate the process of procurement of X-Ray Diffractometer (XRD) System through NCB. Procurement of X-Ray Diffractometer (XRD) System was initiated through NCB on 10-10-2013 and the bids were opened on 12.11.13. Two firms have submitted their bids. (i) M/s.IR Technology Services Pvt Ltd had quoted for Rigaku Model Ultima IV at a price of Rs.92,85,200/- and (ii) M/s. Spectris Technologies Pvt Ltd quoted for PANalytical Model X'pert³ at price of Rs.1,00,88,710/-.

11.2 The minutes of the 6th, 7th and 8th meetings of the BOG subcommittee were approved & ratified by the BOG in its 54th meeting held on 13.1.14. The BOG in the said meeting noted that the bids received towards the procurement of Scanning Electron Microscope [SEM] and X-Ray diffraction analyser [XRD] have resulted in escalation in price to the extent of 150% of the estimated price and ordered for cancelling the previously called NCBs. The BOG also observed that the equipment SEM and XRD are technologically complex, only few manufacturers are available and all the manufacturers are outside India and hence there is limited scope for receiving bids from indigenous sources. In the said meeting, the BOG accorded approval to re-initiate the procurement process through

ICB/LIBs for these two items and the two earlier NCBs were cancelled on 10.2.14. **The BOG has also agreed to sanction additional grant of Rs.30 lakhs from the management funds, in the event of any shortage of funds for procurement of equipment.**

11.3 The BMSCE through PMSS, sought permission of the NPIU on 28.2.14 for initiating fresh procurement process through International Competitive Bid (ICB). In response the NPIU advised the college on 03.03.2014 to opt for LIB if it is feasible to justify its use in the cases under consideration, failing which the college shall proceeds with NCB only.

11.4 The BOG subcommittee in its 10th meeting held on 26.5.14 perused the report of procurement committee for the COE dated 19.5.14 and directed the concerned to re-initiate the process for SEM & XRD through LIB. Subsequently, the college received a communication from the NPIU dated 15.5.14 resetting the thresholds for different modes of procurement that was silent on the mode of procurement through LIB and hence the process through LIB could not be continued for want of further directions from the BOG.

11.5 The BOG subcommittee in its 11th meeting held on 10.09.14 noted that the NPIU has issued a circular dated 15.05.14 by resetting the thresholds for various modes of procurement and thereby the items costing below Rs.150 lakhs have to be procured only through NCB. The subcommittee of the BOG accorded approval to initiate the NCBs for SEM & XRD. The decision was ratified & approved by the BOG in its 56th meeting held on 22.09.14.

11.6 The college could re-initiate procurement process for SEM through NCB on 22.09.14. But could not complete the same for XRD, as the PMSS did not permit re-initiation of procurement process for XRD, citing the reason that the total cost of items for which procurement was initiated, exceeds the total allocated budget for procurement under the TEQIP (Components 1.2 and 1.2.1 together), based on the estimates made.

11.7 The procurement nodal officer has taken up the issue with the officials of NPIU and requested them to intervene in the matter and remove the technical hurdle of PMSS and permit the college to re-initiate the process for XRD. Meanwhile, the Coordinator & Principal investigator of the COE opined to complete the process for SEM first and then initiate the process of XRD after getting clarity on the availability of funds under COE.
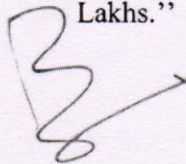
6

11.8   However, the NPIU cleared the technical constraints for including XRD in PMSS. The SPFU and NPIU approved the item in PMSS as NCB package on 18.02.2015 to proceed further. After receiving the clearance in PMSS from the NPIU, the process of NCB was re-initiated on 10.03.2015

11.9   The bids were opened on 08.04.2015 as per the schedule and it's noted that the same two bidders M/s.IR Technology Services Pvt Ltd and M/s. Spectris Technologies Pvt Ltd have submitted the bids. M/s.IR Technology Services Pvt Ltd had quoted for Rigaku Model Ultima IV at a price of Rs.63,64,250/- and M/s. Spectris Technologies Pvt Ltd quoted for PANalytical Model X'pert³ at a price of Rs.70,79,424/-. The bid of M/s.IR Technology Services Pvt Ltd was considered commercially and technically non-responsive and M/s. Spectris Technologies Pvt Ltd was considered responsive.

11.10   At this stage of Bid Evaluation, the matter was referred to NPIU & SPFU seeking pre-order approval on 09 May 2015. On 5th June 2015, the NPIU asked the SPFU to verify the procurement procedure carried out by the institution and to communicate the detailed information/action/suggestion on the issue. In this regard, on 8th June 2015, the SPFU visited the college and verified the documents pertaining to the procurement procedure followed till date. Further the SPFU on 16th June 2015, sought justification on their observations: (i) the proposed equipment has been included in the Institutional Development Plan (IDP) of COE at an estimated cost of 35 lakhs. (ii) The specification intended in the IDP have been enhanced to higher specification at a cost of 70 Lakhs.

The SPFU in its communication stated the following:

''After going through the documents produced by the institution, it is obvious that the procurement initiated first time in November 2013 is not yet complete till date with two procurement calls being cancelled and the 3rd in progress; and almost one and a half year valuable time has been lost. It is obvious that market survey and finalisation of specification were not properly leading to undue delay in procurement.

Further, delay in procurement of the proposed equipment is likely to affect the final outcomes expected from COE. Therefore, the institution is advised to go ahead with the procurement provided the coordinator of COE submits through the Principal the detailed justification in terms of advantages and outcomes likely to be achieved at the end of the project with enhanced specifications costing approximately Seventy Lakhs compared to the originally proposed lower specifications costing about Thirty Five Lakhs.''

11.11 The Coordinator of the COE, Dr. M. Ramachandra has submitted the justification on 17th June 2015 that the enhancement in specification to Floor mounted High resolution XRD was to promote the research work on all kinds of materials (including ceramics, thin films, and biomaterials and so on) based on the oral suggestions received from the experts of IISc.

11.12 The SPFU on 20th June 2015 forwarded its observations and justification provided by the Coordinator of the COE, BMSCE to the NPIU seeking the advice of the NPIU for proceeding further with the procurement of XRD system. The SPFU on 26.06.2015, requested the NPIU to permit the institution to issue the purchase order to L1 for procurement of XRD.

11.13 The NPIU vide email dated 27th June 2015 expressed that it is in conformity with the decision of SPFU Karnataka that the institution may go ahead with the procurement with proper BOG approval within the framework of World Bank procurement guidelines. Further, the NPIU suggested the college to adhere to the instructions (Conclusion Report) given by SPFU vide e-mail dated 16th June 2015. The institution is also informed to maintain all the relevant procurement documents pertaining to above procurement at the time of post review **[Annexure-8]**.

The committee reviewed the entire procedure followed till date including the change of specifications from desktop model to Floor Mounted Model with an escalated budget of Rs.70 Lakhs. Dr. Martin Jebaraj, Director R&D, BMSCE informed the members that the coordinator implemented the changes in specifications for procuring a Floor Mounted Model considering its advantages over the desktop version. He further reiterated that a Floor Mounted Model is very much necessary to conduct advanced materials research for which the COE is intended and Benchtop model has limited applications on advanced materials. Further, he also pointed out that the Floor Mounted Model has the advantage of up-gradation of the system whereas the Benchtop model is not suitable for the up gradation. Considering these aspects, the BOG subcommittee in its earlier meetings approved the procurement of the Floor Mounted Model of the XRD.

After detailed perusal of the records and deliberations which the BOG subcommittee further noted that right from beginning the process was initiated only for procurement of Floor Mounted model of XRD and there were no changes in the specifications once the process is initiated. The committee further noted that in the process of encouraging more competitive bids, efforts are made to initiate the process of procurement through different modes and this caused the delay in completing the process. The committee also noted that the variation in the pricing is largely due to variation in EURO-Rupee exchange rates.

Considering the above aspects, the BOG Sub-Committee accorded approval to place purchase order with the eligible bidder M/s. Spectris Technologies Pvt Ltd for procurement of XRD (PANalytical Model X'pert³) at a price of Rs.70,79,424/-.

12. Procurement of Scanning Electron Microscope (SEM):

The Nodal Officer, Procurement informed the members that the BOG subcommittee in its 13th meeting held on 20.11.14 has accorded approval to place Purchase Order for the procurement of Scanning Electron Microscope (NCB Package Ref: TEQIP-II/KA/KA204/216) and accordingly the Purchase Order has been issued on 15/12/2014 to the eligible bidder M/s. Advance Scientific Equipment Pvt. Ltd., at the total price of Rs.95,92,153/-. He further informed that the Customs Duty Exemption Certificate (CDEC) dated 28.04.2015 has also been issued and opening of Letter of Credit (LC) is in process. The bidder needs to complete the supply within 120 days from the date of providing CDEC and the supplier is expected to complete the delivery and installation of SEM before 28.8.2015. The committee noted the status of procurement of SEM and informed the Principal Investigators to see that the Lab space is kept ready for the installation without any further delay.

13. Unauthorised absence of Mr. Madhusudhan J, Research Assistant under COE

The Committee noted that one of the research assistants appointed at the COE, Sri Madhusudhan J, assisting Prof. Ramachandra M, is absent to his duties since 10th June 2015 without any intimation, causing hindrance to the work. The attempts made by the office of the TEQIP to contact him over phone went in vain, as his phone was out of coverage area throughout. A memo dated 18.06.15 was sent to his residential address giving him an opportunity to report to his duties immediately by submitting an explanation to his un-authorized absence, for which there was no response. His father informed Dr. Ramachandra over phone that Mr. Madhusudhan has no interest to come and rejoin the work.

The committee opined that it is difficult to retain Research Assistants in the projects unless they are in pursuit of doctorate degree. Further, it is understandable that new opportunities attract them to explore their respective domains. The committee accorded approval to terminate his services with immediate effect and arrange for inducting a new person in his place [Annexure-9].

14. Consultancy and IRG Proposals

The committee discussed the proposal on fixing the charges to be levied for extending the equipment procured under COE/TEQIP-II to other academic institutions/industry for the

purpose of conduction of tests or analysis of the materials etc., the committee suggested for re-submission of the proposal considering the following:

14.1 The breakup of the charges should indicate the details of the consumption of other materials in the process, the matrix of hours/day/job based charges.

14.2 Available time slots during which the equipment can be utilised either for testing or for consultancy activities without hindering the R & D work & practical classes.

14.3 Clear time slots for utilisation of resources by academic/industry personnel with preference to R&D. The mode of handling the revenue generated if any, in such activities.

14.4 The committee opined that till a detailed discussion happens and permission is accorded for an action plan for taking up consultancy activities, the committee authorised the Principal to permit the execution of students level (Graduate, Post-graduate & Doctoral) projects at minimal charges.

15. Brief report on the conferences held at the college:

15.1 The 3rd International Conference on Micro Perspectives for Decentralized Energy Supply (MES – 2015):

The committee perused the report submitted by Dr. Suresh Ramaswwamyreddy on conduction of the 3rd International Conference on Micro Perspective for Decentralized Energy Supply (MES - 2015) by the college in association with TU Berlin and UC Berkeley. The committee noted that about 121 delegates including 21 student buddies & 40 foreign nationals have participated in the conference. 36 papers were presented orally and five papers were presented through posters, in addition to the 4 panel discussions held. The committee noted that a mini-grid workshop in cooperation with The Energy Resource Institute [TERI] and UNEP, the business plan competition in cooperation with ADB-Energy for All, were held on the side-lines of the MES-2015. The committee also noted Hans-Bockler Foundation and Micro Energy International, ADA Microfinance, Schneider Electric, Karnataka Renewable Energy Department Limited (KREDL), ME SOLshare, New Ventures India, energypedia and Emerge Alliance in addition to TEQIP II have supported the conduction of the said conference. A detailed report is enclosed at **Annexure-10**.

15.2 The 5th IEEE International Advance Computing Conference - 2015 (IACC-2015):

Dr. Gowrishankar, the steering committee chair for IACC-2105 has submitted a brief report on conduction of the 5th edition of IEEE International Advance Computing Conference at BMSCE on 12th and 13th June 2015 that attracted more than 700 delegates from across the globe including eminent personalities from the world of computing and technology. The committee noted that the conference is held in association with the IT
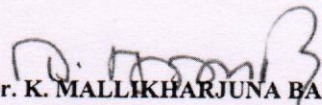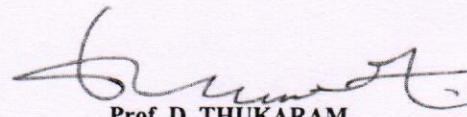
industries namely Extreme Networks, Ruckus Wireless, VMware, Lenovo, Accenture, Binary Systems & Maheshwari Electronics and Dr. K. R. Radhika, Professor of ISE was the general chair of the conference. Dr. Gowrishankar further informed the members that about 345 research papers were presented orally & 25 papers were presented through posters and the papers presented orally are accepted for publication through IEEE Explore.

The conference had a mix of invited expert talks, high-level panel discussions, poster session, and peer reviewed papers with a truly distinguished array of personalities from industry, academia and government from across the world with the theme that focused on cloud based innovations in Social Network Analysis, Artificial Intelligence and Image Processing, High Performance Computing, Advance Computer Networks and Advanced Algorithms.   A detailed report is enclosed at **Annexure-11**.

The BOG sub-committee congratulated the co-ordinators, faculty and the staff involved for organising such value based conferences on the thrust areas of research. The committee opined that college shall succeed in achieving the pre-determined outcomes while conducting such workshops/conferences to meet the targets of the TEQIP II.

The meeting concluded with a vote of thanks to the Chair.

Dr. K. MALLIKHARJUNA BABU
PRINCIPAL and CONVENOR

Prof. D. THUKARAM
CHAIRMAN

MANAGEMENT CAPACITY ENHANCEMENT PROGRAMME

I I M , INDORE

A BRIEF REPORT

BY
DR. K. GURUPRASAD

16.07.2015 TO 22.07.2015

MANAGEMENT CAPACITY ENHANCEMENT PROGRAMME

Grievance Management and conduct rules
Case studies related to grievances and interpretation and applying of conduct rules was deliberated

Managing Discipline
Behavioral through Milgram experiments and through committees was discussed

Financial Management-1
Accounting and its classification as also assets and liabilities were taught

Cloud Computing
Software testing and its testing flow, standards were covered.
Cloud history, concept, advantages, threats and its future was discussed

Disciplinary proceedings
Role play was done by participants to illustrate a case study related to principle of natural justice

---

MANAGEMENT CAPACITY ENHANCEMENT PROGRAMME

People skill and Interpersonal effectiveness
Tools like FIRO-B discussed. Understanding Inter personal skills were discussed

Marketing of educational services
Value creation, point of parity and point od differenced were discussed

Stress Management through Sahajayoga
Reasons for stress ; removal of stress through sahajayoga was practiced

Effective communication
Both verbal and nonverbal communications were discussed through case studies

Spread sheet simulation for decision making
Budgeting challenges for arranging conferences were discussed through spreadsheet

Persuasive communication skills
Basic laws of influence like law of scarcity, reciprocity, authority, liking, social proof, commitment and consistency were discussed

Team building
Teambuilding, its challenges and management was taught through variety of games

---

MANAGEMENT CAPACITY ENHANCEMENT PROGRAMME

Financial Management-2
Using a case study Financial Analysis was taught

How to be a good administrator
The topic was deliberated upon using various examples

Leadership
Effectiveness of a team was taught through a game/activity

Performance Management
Factors affecting the performance appraisal of a faculty/ organization was discussed

RTI
Role of PIO, Appellate authority and RTI commission in proving information to public was discussed

---

MANAGEMENT CAPACITY ENHANCEMENT PROGRAMME

Good Governance in Higher education
Good governance prevailing in IIMs, IITs and foreign universities was discussed

IT for organizational performance
Impact of IT on organizational performance and its influence was deliberated

Innovation in teaching and research
How to create an environment for creating innovative minds was discussed
Case studies in innovations were presented

Managing change
Importance of change in an organization and how to cope up the change through caselets

Pedagogy in management teaching
Creative methods using of caselets, stories, roleplay and simulation were discussed

Slide 1

BMS College of Engineering, Bengaluru

Learning outcomes
of
Management Capacity Enhancement Programme for
Administrative Heads of Higher Education Institutions
held during
18-22 August 2014
at
Indian Institute of Management, Bangalore

Presented by
**Dr. S. Muralidhara, Dr M S Dharmaprakash and
Dr. C Lakshminarayana**

Slide 2

Students:

- Students and alumni should be heard as often as possible
- Less than 75% attendance will reduce the grade point by **one** (At IIMB grade points are on 4 point scale).
- A day after graduation day, passing out students are heard (both positive and negative opinions) by deans and administrators which enables authorities to address issues for improvement.
- Lot of emphasis is given to educate students on morality and ethics. Enforcement through tough code of conduct.
- Assignments and research papers submitted by students and research scholars are checked for plagiarism using the software Turnitin, Any plagiarism is viewed seriously and even end with rustication
- Every two years curriculum is being changed/upgraded

Enterprise Resource Planning (ERP):

- At IIMB, all the academic and administrative activities are automated through ERP (Including evaluation and grading of students'performances)

Slide 3

भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

Management Capacity Enhancement Programme for Administrative Heads of Higher Education Institutions
(18 - 22 August 2014)

Schedule Programme Directors : Prof. Rajendra K Bandi, Prof. Rajluxmi V Murthy

Venue: Central People

Date / Day		Session 1 9.00 - 10.15	Session 2 10.40 - 11.45	Session 3 12.00 - 13.15	Session 4 14.15 - 15.30	Ses
Monday	18-Aug-14	Overview	Managing Academic Institutes		Understanding & Managing sta	
Tuesday	19-Aug-14		Academic Administration		Financial Management	
Wednesday	20-Aug-14	Ethics & Governance in academic institutes			Disciplinary Proceedings	
Thursday	21-Aug-14	Introduction to Legal Perspectives		IT Infrastructure & Enterprise		
Friday	22-Aug-14	Corporate Communication & Branding	IT Infrastructure		Support Systems	Valedic

Overview	Rajendra Bandi & Rajluxmi Murthy
Managing Academic Institutes	B Mahadevan
Academic Administration	B Mahadevan
Understanding & Managing Stakeholders	Anand Nadkarni
Financial Management	M Jayadev
Ethics & Governance in academic Institutes	Vasanthi Srinivasan
IT Infrastructure & Enterprise Systems	Rajendra Bandi
Introduction to Legal Perspectives	Anil Sorel
Disciplinary Proceedings	K.K Davis
Corporate Communication & Branding	Seema Gupta
Support Systems to academic institutes	Rajluxmi Murthy
Valediction	Rajendra Bandi & Rajluxmi Murthy

Slide 4

Faculty:

➢ Peer pressure on faculty will enhance performance. Student feedback and peer reviews are made public (i.e. among faculty members only and not among students)

➢ Performance of a faculty member on the research front is also reviewed periodically.

➢ Faculty work report will have all the details of scores on performance in teaching, research and service with weightage of 40: 40: 20.

Brand Building:

➢ Brand building is being done through digital media. It is very essential to open college face book account and Twitter account and brand building is possible through students and alumni network.

Slide 5

To achieve excellence in education, excellent educational system comprising pure academic administration (Faculty), academic oriented admin (Labs, Library, comp centre etc.) and general admin (Office) should be in place. Amongst the above, academic administration needs to be given priority.

The following are some of the best practices followed at IIMB, which they claim are responsible for the present ranking of IIMB.

Stakeholders:
Understand and engage with stake holders through :
Providing information about the Programme and raising the awareness of relevant issues, through formal and Informal meeting processes.

Slide 6

भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

Executive Education Programmes

Management Capacity Enhancement Programme for Administrative Heads of Higher Education Institutions
August 18 - 22, 2014

IIM Indore
Management Capacity Enhancement Program

Duration 7 Days
16th July- 22nd July 2015

Dr.Seshachalam
HOD, Dept. of EC

Whatever we teach should be for future use of students, not only for today

Pedagogy in Management and learning management by stories by Kamal K Jain

Every pedagogy we use should not kill creativity but support it

Where as every task we assign should throw them critical thinking

Peer learning is happening today

Faculty should have clarity on delivery methods

Lecture Method :

Case Method :

Simulation based:

Role play method

All methods are complementing each other

Topics Covered

- People skill and Interpersonal effectiveness
- Marketing of educational services
- Campus visit
- Stress Management through Sahajayoga
- Effective communication
- Learning through stories
- Spread sheet approach simulation for decision making
- Persuasive communication skills
- Team building
- Good Governance in Higher education
- IT for organizational performance
- Innovation in teaching and research
- Innovation in teaching and research

Thanking you

- Management and Principal BMSCE
- Vice principal (TEQIP_II Principle coordinator)
- SPFU and NPIU
- IIM INDORE

Topics Covered

- Managing change
- Pedagogy in management teaching
- Grievance Management and conduct rules
- Managing Discipline
- Financial Management-1
- Cloud Computing
- Cloud Computing
- Disciplinary proceedings
- How to be a good Engineering Teacher
- Financial Management-2
- How to be a good administrator
- Leadership
- Performance Management
- RTI

ACADEMIC LEADERSHIP PROGRAM

IIMK

Mar-2nd to 7th,2015

B V RAVISHANKAR
Professor
Dept. of Civil Engg

Cont.....

- Compete with emerging global challenges
- Migrate smoothly from a factor driven to innovation driven.
- Infrastructure, Quality of Faculty, outdated curricula, Regulatory Compulsions, General disinterest among students or Evaluation Methods.

- Challenges to address 21st century students

Objectives

- Why Academic leaders
- Need for Great Institution
- Team building
- Strategic Challenges to Edn. Institutions
- Identification of Institutional problems
- How to handle 21st Century Students

Out Comes

- High performance of Institution

- Global Compulsions
- National Paradoxes
- Regional Challenges

- Teams are especially appropriate for conducting tasks that are high in complexity and have many interdependent subtasks

---

THANKU

Management Capacity Enhancement Programme for Administrative Heads of Higher Education Institutions

11th – 23rd 2013 (2 Weeks)

Conducted by

INDIAN INSTUTUTE OF MANAGEMENT
BANGALORE

Report submitted by
Dr. Suresh Ramaswwamyreddy,
Professor
Department of Civil Engineering

Day 1	Team Building (Out Bound) - Break Though	Importance of team work , How to build a team
Day 2	Managing Academic Institutes- Prof. B. Mahadevan	Administrative skills to run an Institute
	Legal Perspectives Prof. Anil B Suraj	Plagiarism & its effects. Legal aspects (action) related to employees
Day 3	Leadership – Prof. Ramya Ranganathan	What are the qualities of a leader? How to develop these qualities
Day 4	ICT -Prof. Rajendra K Bandi	ERP Solutions
	Managing Human Resources- Prof. Mahalingam	Head hunting, motivating the people.
Day 5	Environment Friendly campus- Prof. Rajlakshmi K Murthy	Sustainable Technologies, Use of locally, low cost materials.

Day 6	Managing Commercial contracts - S Krishnamurthy	Importance of AMC, How to get the tax rebates
Day 7	Financial Management- prof. MS Narasimhan	Budgeting
Day 8	Alumni Relations Mr. Rakesh	Relation between the Institute & the Alumni
Day 9	Understanding Stake holders – prof. Avinash G Mulki	Expectations of Stake holders
Day10	Library Services – Rama Patnaik	Use of Library softwares
day 11	Ethics & Governance- Prof. DVR Sheshadri	Importance, its use in good governance
Day 12	Academic Administration- Prof. B. Mahadevan	Duties and responsibilities of faculty

Thank You

Management Capacity Enhancement Programme for Administrators

(27th to 31st July 2015)

Indian Institute of Management, Lucknow
(Noida Campus)

Presentation by :

S Girish,
Professor, Department of Civil Engineering,
BMSCE, Bangalore

Outcome of the Programme

- How it was aligned with the Institute   ????
- How it has helped you to be effective   ????
- Action plan if any !!!!!

Mission of our Institute
Accomplish Excellence in the field of Technical Education through Education, Research and Service needs of society

- Higher Education globally is undergoing a process of reform......
- Growing Globalization and Partnerships, Greater Competition (For performance, attracting quality students/faulty)
- Growing Privatization and Private institutions, Competition from "new vendors" with the state of the art facilities
- Gradual withdrawal of support from Governments and focus on self generation of resources
- Growing need for and use of information technology and Growing need for life-long learning
- Changing public views of, and changing government attitudes towards higher education
- Global challenges - Social, economical, political, regional, migration of population, environmental degradation etc.. - Added with greater accountability

To face the Global challenge and the standards and to EXCELL in the field of education needs continuous training of the faculty

---

Indian Scenario in Higher Education

Background (Source : Article in INDIA TODAY 31st August Issue)

- 207 private university compared to 45 central university 329 state university and 128 deemed university
- 65% higher educational institutions in private sector
- 60% college going students are enrolled in private institutions
- 2013-14 - Education industry was worth 62.34 billion dollars and by 2018 - 115 billion dollars
- From April 2000 to September 2014 education sector in India received FDI worth 964 million dollars.

Urgent need to Understand some of the Challenges in Higher Education

- Need for shift in methods of teaching and the tools deployed for OBE
- Diverse curriculum that imparts multi-skills of learning relevant to job skills alongside traditional subjects . Emphasis on interdisciplinary research with centers of excellence.
- Co curriculum activities with students to participate in some form of internship or service learning programme
- Industry driven curriculum along with International collaboration (faculty and students in the latest tools and techniques in pedagogy)
- Soft skills such as foreign language and business communication
- LabView - students and researchers to perform virtual experiments
- Brand building

Action Plan

Design Course with Industry driven requirements

Develop Research culture among students and choose Projects which are industry related /sponsored with societal values

Encourage students for short Industrial Training and enhance their employability

Encourage the students to be in Scientific forums /societies, cultural activities etc to instill a sense of leadership and experience of working in a team

Encourage the students for hands on experience with mini projects/seminars/surveys/case study analysis / small group activities and societal extension activities.

Encourage the students for online modules / course materials activities

Attempt for Collaborative research and improve Competence in Research and also in teaching deliverables
Attempt for industry institute interaction in the form of lectures, collaborative projects and consultancy.

Slide 1

Academic Leadership Program for TEQIP
Institutions, February 02-07, 2015
Conducted by IIM Kozhikode

By
Dr. Ravishankar Deekshit
Dr. Ravikumar L

A Brief Report
26-08-2015

Slide 2

Capacity is a party's ability to solve its problems and achieve its objectives.
Capacity building includes the development of:
- Ability to meet human needs
- Basic infrastructure
- Institutions
- Community
- The economy

Individual	the process of equipping individuals with the understanding, skills and access to information, knowledge and training that enables them to perform effectively
Organizational	the elaboration of management structures, processes and procedures, not only within organizations but also the management of relationships between the different organizations and sectors (public, private and community)
Institutional	making legal and regulatory changes to enable organizations, institutions and agencies at all levels and in all sectors to enhance their capacities

Slide 3

Academic Leadership Program for TEQIP Institutions, February 02-07, 2015
Conducted by IIM Kozhikode

OUTCOMES:-
- The program covered diverse topics aimed at enhancing academic leadership in technical institutions.
- Various aspects of learning that enable faculty to provide a quality orientation and systems level thinking were discussed.
- The factors that qualify an institution as 'world class' were highlighted through video presentations and discussions.
- The importance of managing public relations and institutional branding in the present era was highlighted.
- The reasons for lack of excellence in educational institutions were debated upon.
- The importance of having a purposeful Vision and Mission, considering global challenges in the 21st century, and linking this with the Strategic Plan of the institution was emphasized upon

Slide 4

Learning Outcomes

Be able to explain the general principles of the Integrated Competing Values Framework (iCVF), a leadership measurement tool, to gauge personal leadership capabilities.

Understand the importance of 360°appraisal in leadership development (using the iCVF). Explore the value of peer coaching as a component of an overall leadership development strategy.

The iCVF conceptualises academic leadership as:
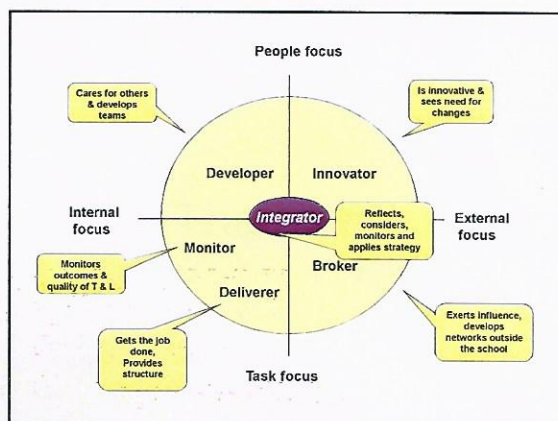Having competing demands (paradoxical)

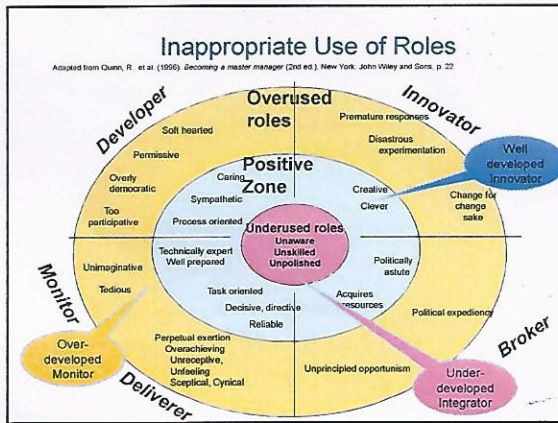Requiring behavioral and cognitive complexity

Involving critical observation

Involving reflection and learning

Slide 5

Academic Leadership Program for TEQIP Institutions,
February 02-07, 2015
Conducted by IIM Kozhikode

- The role of faculty in the Teaching-Learning interaction and the development of a good academic culture by analyzing the values and beliefs in the organization was discussed.
- The application of MIS and ERP for effective decision making and improved organizational intelligence was explained.
- The use of pedagogical tools like MOODLE etc ., for effective T-L-P was described. Enhancing research potential, entrepreneurship skills and leveraging alumni network for organizational improvement was stressed upon.
- Techniques for development of several soft skills including communication and behavioral skills, managing interpersonal skills and conflicts, time management and self discovery were presented in an excellent manner.

Slide 6

Inappropriate Use of Roles

Adapted from Quinn, R. et al (1996). *Becoming a master manager (2nd ed.)*. New York: John Wiley and Sons, p. 22

Completing the iCVF

- Select individuals whose opinion you value and respect
- Select a robust sample
- Explain the purpose – development and learning
- Assure them of confidentiality
- Be available to answer questions
- Remind them
- Thank them

The road to mastery
From novice to expert...

1. Novice:
    Learn facts and rules
2. Advanced beginner:
    Apply the rules and
    Discover certain basic patterns
3. Competence:
    Develop your own rules-of-thumb and
    Engage in calculated risks
4. Proficiency:
    Calculation and analysis disappear – you unconsciously "read" the situation
5. Expertise:
    Adapt to constant change, and
    Intuitively acts upon different situations appropriately

Backward Reasoning .... Forward Reasoning

Chapter 10: Integration and the road to mastery
Quinn et al. (2007). *Becoming a master manager. A competing values approach*. NJ: John Wiley & Sons, Inc.

MYERS-BRIGGS TYPE INDICATOR
- Helps you identify your unique gifts
- Helps you understand yourself
- Motivations
- Natural strengths
- Potential areas for growth

- Helps you understand and appreciate people who differ from you
- Helps you begin the career exploration/growth process.

A Model of Leadership for Outstanding Educational Outcomes

Thank You

Slide 1:
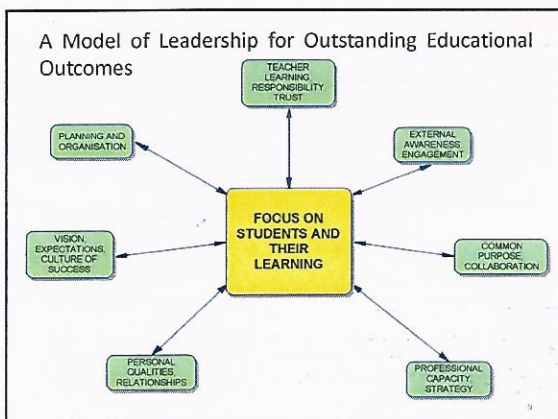
MANAGEMENT CAPACITY ENHANCEMENT FOR ADMINISTRATORS
IIM LUCKNOW, NOIDA CAMPUS
JULY 27-31, 2015

Dr. Rathanraj K J
Professor and Head, Department of IEM,
BMS College of Engineering, Bengaluru - 560019

Slide 2:

PHOTOGRAPHS

Slide 3:

LEARNING OBJECTIVES

- Develop a holistic perspective of the role of an academic administrator
- Be aware of best practices in governance of faculty-driven academic institutions
- Be more equipped to handle challenges of strategic, administration and operational leadership
- Develop an approach to effectively influence internal and external stakeholders

Slide 4:

CHALLENGES FACED BY THE AIDED TECHNICAL EDUCATION IN INDIA

Dr. Rathanraj K J,BMSCE, Bengaluru
Dr. Girish S, BMSCE, Bengaluru
Dr. C. Nataraju, SJCE,Mysuru
Dr. M. H. Sidram , SJCE, Mysuru
Dr. S. K. Mahabaleshwar, BEC,Bagalkot
Dr. Kodabagi M M, BEC,Bagalkot

Slide 5:

HIGHLIGHTS

- Management of contracts by Prof. C L Bansal
- Brand Building by Rajeev Verma
- Capacity building through technology – project techno-vision by Prof. Kushal Sen
- Governance and leadership by Punam Sahagal
- Persuasion and effective communication by Prof. Neeraj Pande
- Academic systems, process and performance : analysis of a university by Manoj Anand

Slide 6:

AIDED TECHNICAL EDUCATION

- The Grant-in-Aid (GIA) higher education sector in Karnataka, India, is an example of a well-established public–private partnership (PPP).
- The private sector establishes and runs GIA colleges; the public sector regulates these and provides recurrent expenditure (usually in the form of 85 per cent subsidy for teaching and non-teaching salaries).
- The administrative unit is the state itself, not districts or regions
- College management makes up the rest. (This is apparently because 15 per cent of seats are 'management seats' in the college, open to higher fees.)

CHALLENGES

- Growing globalization and partnerships
- Growing need for and use of information technology
- Competition from "new vendors"
- Growing need for life-long learning
- Growing financial pressures and constraints including decreasing state support and increasing internal costs
- Social, economical, political, ideological, religious and cultural pressures
- Changing public views of, and changing government attitudes towards, higher education
- Global challenges, including increasing disparities in wealth, growth in the population and migration, environmental degradation.

THANK YOU

ISSUES

- Increasing cost
- Improved patterns of governance
- Restructuring, including possible unbundling of functions, growing commercialization, mergers and new providers
- Growing new pattern of collaborations
- A reluctant attempt to address "structural inefficiency"
- Some expect these changes to be revolutionary ad transformative involving " paradigm shift". While other saw these as likely to be more gradual and incremental

---

BOTTLE NECKS

- Lack of industry institute interaction
- Partial flexibility in forming curriculum
- Constrained to work within the aided norms
- Constraints for time bound promotion under aided norms
- Lack of Grievance Redressal system
- Requirement of Finishing Schools

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

Dr. MAYA NAIK ,PROFESSOR
DEPT OF CIVIL ENGG,BMSCE,BANGALORE-19

All the issues related to enhancing the capabilities of technical education in India towards world class institutions were discussed. The following are some of the gist that emerged in the training programme

➢ To achieve excellence in education, excellent education system comprising pure academic administration and general admin (office) should be in place.
➢ Amongst the above, academic administration needs to be given top priority.
➢ Each project institution is required to establish a governance model that will hold the institution accountable to all stakeholders.

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

➢Networking of institutions, faculty training are needed to be conducted often.
➢Faculty work report will have all the details of scores on performance in teaching, research and service.
➢ Student and alumini should be heard as often as possible.
➢Two year once the curriculum need to be changed/upgraded.
➢After every graduation day, passing out students are to be heard(both positive and negative opinions) by deans and administrators which enables authorities to address issues for improvement.

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

➢To delegate suitable academic, financial and administrative powers to various institutional functionaries to stream line the running of the institution by framing rules and procedures for accountability at each level
➢Catch the students early for orientation programme and find the strengths of the students in the that programme.
➢Peer pressure on faculty will enhance performance, student feedback and peer reviews are made public.

2

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

Less than 75% attendance will have to reduce the grade point by one(at IIM it is practiced).
Lot of emphasis is given to educate students on morality and ethics (enforcement through tough code of conduct.)
Assignments and research papers submitted by students and research scholars are checked for plagiarism using the relevant software. Any plagiarism is viewed seriously and even with rustication.

4

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

The following topics were covered during above training programme.

- Academic leadership in technical institutions;
- Creating world class institutions;
- Strategic visioning and development workshop;
- Branding of TEQIP institutions;
- Understanding discovering self;
- Academic leadership qualities for meeting today's higher education challenges-self-appreciation.
- Managing interpersonal relations;
- Time and stress management for education administrators.

THANK YOU

7

ACADEMIC LEADERSHIP PROGRAMME at IIM KOZHIKODE(2nd to 7th of March-2015

System thinking and quality orientation in academic institutions;

Getting research published;

Leading academic institutions;

Managing interpersonal conflicts in educational environment;

Communication and behavioral skils towards students;

Organizational skills;

Managing change;

Entrepreneurship;

Team work and team handling;

6

Brief presentation on the program attended on

Academic Leadership Programme for TEQIP Institutions

@ IIM Kozhikode, Kerala
March 02-07, 2015

by

Dr. G. Giridhara
Professor, Dept. of Mechanical Engg..
B.M.S. College of Engg.., Bengaluru-19

The Topics covered during the Training programme are

- Governance model – Board of Trustees
                                  BOG
                                  Academic council
- Academic administration - Faculty
- Academic oriented administration
            - Laboratories
            - Library
            - computing facilities etc.
- General administration
- Individual accountability is must

- *Brand building of the Institution*
- Managing interpersonal relations;
- Time and stress management for education administrators.
- Entrepreneur Development cell
- Industry – Institution interaction
- Collaboration with R&D institutions
- Identify the strengths of the Faculty
    – Teaching
    – Innovations
    – Research and Development
- Publishing high quality research papers in peer reviewed Journals
   (Plagiarism must be checked for all articles and project reports)

- Innovative teaching methodologies
     Labs   Integrated with theory
     web learning, e-class rooms
- Examination & Evaluation system – be fair
- Faculty – Feed back system by students
- Departmental Activities
     BOS – curriculum
     Encourage faculty for FDP, QIP
- Stake holders – Feed back from
      Industries, Parents and Students, Alumni
      (reg. syllabus, Human resources,
      infrastructural facilities, general amenities)

- Managing interpersonal conflicts in educational environment
- Communication and behavioral skils towards students
- Inculcate Ethics and Morales in every individuals
- Remedial coaching for weak students
- *Leadership – Inspiring and guiding the people*
- Power of initiative
- Be good listener
- Managing team performance
- Team building through fun games
- Think Globally and act locally

The following are few conclusive remarks emerged in the training programme
- To achieve excellence in education, excellent education system comprising pure academic administration and general admin (office) should be in place.
- Catch the students early for orientation programme and find the strengths of the students in the that programme.
- Student feedback and peer reviews are made public.
- Networking of institutions, faculty training are needed to be conducted often.
- Curriculum need to be changed/upgraded for every two years once.
- Educate students on morality and ethics.
- Research papers need to be checked for plagiarism using the relevant software.

Acknowledgements

My sincere thanks to the Board of Management, Principal, Vice principal and Coordinators of TEQIP for giving me an opportunity to attend the program.

I would like to place on record, my sincere gratitude to TEQIP-II program for providing financial assistance to attend this program.

Thank You