

कार्यालय टी०ई०यू०आई०पी०-II
दिल्ली-110054

on

August 19-23, 2014

at



Submitted by

Dr. Deepak Kumar

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1. Objective of the Training Program

The program objectives were:

- a) To develop a holistic perspective of the role of an academic administrator
- b) Be aware of best practices in governance of faculty-driven academic institutions
- c) Be more equipped to handle challenges of strategic, administrative and operational leadership
- d) To develop an approach to effectively influence internal and external stakeholders

2. Programme Schedule during MDP

Tuesday, August 19, 2014

Time	Sessions	Speaker
09:30 -11:00	Programme Overview	Prof. Arun Grover, Punam Sahgal and Manoj Anand
11:30 – 13:00	Economic Environment; A Strategic Overview	B. B. Bhattacharya
14:00 – 15:30	Development Leadership and Emotional Intelligence	Punam Sahgal
15:45 – 17:15	Performance Management in Higher Education	Ajay Singh

Wednesday, August 20, 2014

Time	Sessions	Speaker
09:30 -11:00	Capacity Building through Technology – Project Techno-vision	Kushal Sen
11:30 – 13:00	Good Governance	Dr. Devi Singh
14:00 – 15:30	Understanding & Analysis of Financial statements	Manoj Anand
15:45 – 17:15	Brand Building	Rajeev Kumra

Thursday, August 21, 2014

Time	Sessions	Speaker
09:00 -10:30	Managing Change	Archana Shukla
11:00 – 12:30	Building a Research Organization	Charan Wadhwa
14:00 – 15:30	Contracts Management	C. L. Bansal

Friday, August 22, 2014

Time	Sessions	Speaker
09:30 -11:00	Industry-Academic Partnership	Anadi S Pande
11:30 – 13:00	Academic Systems, Processes & Performance Analysis of a University	Prof. Punam Sahgal & Prof. Manoj Anand
14:00 – 15:30	Persuasion and Effective Communication	Neerja Pande
15:45 – 17:15	Policy Perspective in Higher Education	Dr. Pawan Agrawal
17:45 – 18:45	Project Discussion	Prof. Punam Sahgal & Prof. Manoj Anand

Saturday, August 23, 2014

Time	Sessions	Speaker
09:30 -11:00	Strategic Perspective in Higher Education: An Insight	M. Akbar
11:30 – 13:00	Driving Innovation through Industry Academia Partnership	Lokesh Mehra
14:00 – 15:30	Analysis of Governance self reviews	Prof. Punam Sahgal & Prof. Manoj Anand
15:45 – 17:15	Sharing individual learning and action plan	Prof. Punam Sahgal & Prof. Manoj Anand

3. Good governance self-review at a glance, MNNIT Allahabad as on Jan, 14

A - PRIMARY ACCOUNTABILITIES		
SELF-REVIEW QUESTIONS (Marked between 1-3 with 1 being the highest grade)		Assessment
1	Has the Governing Body approved the institutional strategic vision, mission and plan - identifying a clear development path for the institution through its long-term business plans and annual budgets ?	[2] Yes
2	Has the Governing Body ensured the establishment and monitoring of proper, effective and efficient systems of control and accountability to ensure financial sustainability (including financial and operational controls, risk management, clear procedures for managing physical and human resources.) ?	[2] Yes
3	Is the Governing Body monitoring institutional performance and quality assurance arrangements? Are these benchmarked against other institutions (including accreditation, and alignment with national and international quality assurance systems) to show that they are broadly keeping pace with the institutions they would regard as their peers or competitors to ensure and enhance institutional reputation?	[3] Yes
4	Has the Governing Body put in place suitable arrangements for monitoring the head of the institution's performance?	[3] Yes

B - OPENNESS & TRANSPERENCY IN THE OPERATION OF GOVERNING BODIES.		
SELF-REVIEW QUESTIONS (Marked between 1-3 with 1 being the highest grade)		Assessment
1	Does the Governing Body publish an annual report on institutional performance?	[3] Yes
2	Does the Governing Body maintain, and publicly disclose, a register of interests of members of its governing body?	[3] Yes
3	Is the Governing Body conducted in an open a manner, and does it provide as much information as possible to students, faculty, the general public and potential employers on all aspects of institutional activity related to academic performance, finance management?	[3] Yes

C - KEY ATTRIBUTES OF GOVERNING BODIES		
SELF-REVIEW QUESTIONS		Assessment
1	Are the size, skills, competences and experiences of the Governing Body, such that it is able to carry out its primary accountabilities effectively and efficiently and ensure the confidence of its stakeholders and constituents?	[2] Yes
2	Are the recruitment processes and procedures for governing body members rigorous and transparent? Does the Governing Body have actively involved independent members and is the institution free from direct political interference to ensure academic freedom and focus on long-term educational objectives	[2] Yes
3	Are the role and responsibilities of the Chair of the Governing Body, the Head of the Institution and the Member Secretary serving the governing body clearly stated?	[3] Yes
4	Does the Governing Body meet regularly? Is there clear evidence that members of the governing body attend regularly and participate actively?	[1] Yes

D – EFFECTIVENESS & PERFORMANCE REVIEW OF GOVERNING BODIES		
SELF-REVIEW QUESTIONS		Assessment
1	Does the Governing Body keep their effectiveness under regular review and in reviewing its performance, reflect on the performance of the institution as a whole in meeting its long term strategic objectives and its short term indicators of performance/success?	[3] Yes
2	Does the Governing Body ensure that new members are properly inducted, and existing members receive opportunities for further development as deemed necessary?	[3] Yes

E – REGULATORY COMPLIANCE		
SELF-REVIEW QUESTIONS (Marked between 1-3 with 1 being the highest grade)		Assessment
1	Does the Governing Body ensure regulatory compliance* and, subject to this, take all final decisions on matter of fundamental concern to the institution.	[2] Yes

4. Assignment Submitted during MDP about Strength & weaknesses of the Institute

This assignment was a group task for following 5 people:

1. P. Kumbhkar, NIT Durgapur
2. Tamal Madal, NIT Durgapur
3. Anirudha Narain, MNNIT Allahabad
4. S. Akhlaq Ahmad, Aligarh Muslim University
5. Deepak Kumar, MNNIT Allahabad

On the basis of common points following data was provided as assignment:

Strength of the Institute:

The main points which strengthen our Institute are following:

1.1 Academic Autonomy:

The Institute enjoys the full academic autonomy in view of

- a) Opening new courses
- b) Upgradation of curriculum
- c) Inclusion of new programs
- d) Awarding Degrees as per rules framed by higher academic body
- e) Senate of Institute

This academic autonomy benefits the stakeholders immensely.

1.2 Transparency

The Institute's website provide all information related to the students, Faculty members, Staff and the potential Employer on all aspect of Institutional activities related to the academic performance, Finance and management. Further, it updates regularly.

1.3 Research Emphasis:

Since last few years, more emphasis is given towards improvement of research facilities, setup of new Laboratories and release of research grants etc.

6. Weakness:

2.1 Shortage of Manpower

All centrally funded Institutions are suffering from acute shortage of manpower in terms of teaching and non-teaching staff which

- leads to the degradation of teaching-learning process
- Increase of administrative and academic load on the Faculty member which affects research
- recruitment of comparatively less experienced Guest faculty members
- contractual non-teaching/support staff
- results unemployable students

2.2 Policy for Faculty retention

- The lack of well defined rules for recruitment is not able to attract the best faculty members in centrally funded Institutions across the country.
- It is also to be noted that faculty members are in state of demotivation due to unavailability of innovative promotional scheme which can boost up the faculty members for achieving excellence.

2.3 Inadequate Infrastructure

This is very serious problem in several CFIs in terms of

a) For students

- Insufficient hostel accommodation
- Insufficient classrooms
- Lack of modern classrooms

b) For Faculty members

- No proper accommodation for newly recruited faculty members
- Poor condition of existing Staff quarters
- Lack of basic requirements such as waste water treatment plant, waste food treatment etc.

To address the above, there is a requirement of evolvement of new concepts through interactions among Government, Industry, Institute and their stakeholders.

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Electrical Engineering Department
Motilal Nehru National Institute of Technology Allahabad

NO. 5021 / EED/2014

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Office of the TEQIP-II
आवर सं./Receipt No. 1191
दिनांक/Date: 12-12-14
सचिव/Secretary

Dated: December 07, 2014

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Coordinator, TEQIP-II, MNNIT Allahabad

Through Head, EED

With reference to letter received on December 02, 2014, regarding report to be submitted about training program: 10th batch of Training on Management Capacity Enhancement for Administrators August 19-23, 2014 at IIM Lucknow, Noida Campus, the required report is enclosed with this letter.

Submitted for kind consideration.

Deepak.
(Dr. Deepak Kumar)

Assistant Professor, EED

Forwarded
Deepak
19/12/14

by/secretary

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