ANNUAL REPORT

2018-19

HUMAN RESOURCE DEVELOPMENT CENTER
INTEGRAL UNIVERSITY, LUCKNOW

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HUMAN RESOURCE DEVELOPMENT CENTRE (HRDC)
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Under the national policy on education (NPE) 1986, to achieve continuous knowledge up-gradation, capacity building and motivation of teachers for accepting modern day challenges, Integral University constituted an Academic Staff College (ASC) in its campus at Dasauli, Kursi Road, Lucknow on June 26, 2013, with following objectives:

- To improve the art of teaching.
- To upgrade the skill of teaching faculty.
- To achieve goals of higher education.
- To carry out the programmes of the Personality Development and Creativity in students.
- To promote Computer Literacy as well as use of ICT in teaching and learning process etc.

Later on Academic Staff College is renamed as Human Resource Development Center (HRDC) as per the new terminology introduced by Ministry of Human Resource & Development, Government of India. HRDC works continuously to achieve predefined goals as stated above. HRDC organises many expert lectures, faculty development programmes, skill enhancement workshops, seminars, short term courses etc. in association with several departments of Integral University in pursuit of the established targets. Total **One** Orientation Program, **One** Short Term Courses (STC), **Five** Workshops/Symposiums/Seminar and **Four** Awareness Programmes/ Training Programmes/ Expert Lectures were conducted by HRDC, Integral University, Lucknow.

A glimpse of HRDC activities in the year 2018-19 broadly classified under different heads is presented below:

Orientation Program			
S.No.	Title	Sponsor/Collaborator	Date
1	One Day Orientation Program on "Awareness Program for Faculty Members"	Human Resource Development Center (HRDC), Integral University Lucknow	20th August, 2018

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Short Term Courses (STC)			
S.No.	**Title**	**Sponsor/Collaborator**	**Date**
1	Review Cum-Contact Programme on Certificate Course on Integrated Child Development	National Institute of Public Cooperation and Child Development (NIPCCD) in collaboration with Department of Bio-Engineering, Integral Univeristy under aegis of HRDC Integral University lucknow	14th March to 16th March, 2019
Workshops/Symposiums/Seminar			
S.No.	**Title**	**Sponsor/Collaborator**	**Date**
1	National Workshop on "Examination Reforms in Higher Education"	Association of Indian Universities (AIU) and HRDC Integral University Lucknow	8th October to 10th October, 2018
2	Short Term Course on "Project Work Planning and Execution through ICT"	Human Resource Development Center (HRDC), Integral University Lucknow	8th October to 12th October, 2018
3	Workshop on "Koha & Library Automation"	IIT Bombay and Human Resources Development Cell, Integral University, Lucknow	12th October, 2018
4	Workshop on "Research Based Pedagogical Tools (RBPT) for College Science Teachers"	Indian Institute of Science Education and Research (IISER), Pune, and DBT/ DST, Govt. of India and HRDC Integral University lucknow	23rd October to 25th October, 2018
5	Workshop on "Scilab" in collaboration with IIT Bombay	The Scilab workshop is organised by the Teaching Learning Centre (TLC) at IIT Bombay, funded by the Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching (PMMMNMTT), MHRD, Govt. of India.	04th May, 2019

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Awareness Programmes/Training Programmes/Expert Lectures:			
S.No.	Title	Sponsor/Collaborator	Date
1	Training Programme on "Academic Leadership" for VC/PVC/Dean/Directors/HoD	Centre for Academic Leadership & Education Management (CALEM), Ministry of Human Resource Development, Government of India and UGC Human Resource Development Center (HRDC) Aligarh Muslim University, Aligarh	14th August to 18th August, 2018
2	Training Programme on "Academic Leadership" for COE, registrar, FO	Centre for Academic Leadership & Education Management (CALEM), Ministry of Human Resource Development, Government of India and UGC Human Resource Development Centre (HRDC) Aligarh Muslim University, Aligarh	7th September to 13th September, 2018
3	HR Meet	Department of Civil Engineering with HRDC Integral University	26th February, 2019
4	Academic leadership for "Campus Sustainability"	Centre for Academic Leadership & Education Management (CALEM), Ministry of Human Resource Development, Government of India and UGC Human Resource Development Centre (HRDC) Aligarh Muslim University, Aligarh	8th April to 11th April, 2019

The HRDC is working in close coordination with various departments of Integral University, Government agencies and several other entities of national & International Repute. Aim of the HRDC is to become the centre of excellence and a proven tool in the development and upgradation of the faculty members and country thereon.

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Photo: National Workshop on Examination Reforms in Higher Education with participants from more than 70 universities across India

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One Day Orientation Program on
Awareness Program for Faculty Members
Organized by
Human Resource Development Integral University, Lucknow
20th August 2018

To spread the Integral University vision of education in the teaching community, the Human Resource Development Centre in association with IQAC of the University organizes training program for the teachers.

One of the programme which University organizes for the teaching community is a session on the code of conduct by the management team.

The orientation programme for the teaching faculty of Integral University, Lucknow was held on 20th August 2018 at Conference Hall 1, Central Auditorium, Integral University. The programme was started at 10:00AM wherein Prof. Syed Aqeel Ahmad Director, HRDC, Integral University gave all the teachers a warm welcome and introduced about the University and the programme. Prof. T. Usmani, Proctor, Integral University, informed the faculty member about the general service rule and "does and don'ts" of the University. Mr. Ahmad Raza, Treasurer, informed the faculty members about the various taxation and compensation package.

Presentation were made by different departments that portrayed the efficiency and spirit of cooperation among the teachers. These motivational sessions were held in second half. A university visit was organized to familiarized the faculty members with campus. At the end Mr. Zishan Raza Khan, Dy. Director, HRDC delivered vote of thanks to all the participants and management to the university followed by group photography.

Review Cum-Contact Programme on
"Certificate Course on Integrated Child Development"
Organized by
Human Resource Development Integral University, Lucknow
14th March to 16th March 2019

A Review-cum-Contact Programme for participants registered under the Certificate Course on Integrated Child Development from 14-03-2019 to 16-03-2019 was conducted by NIPCCD in collaboration with Department of Bioengineering, Integral University. The inaugural session of the programme was held on March 14, 2019 in Hall 4 of Central Auditorium in which Prof. Aqil Ahmad, Hon'ble Vice Chancellor (Acting) of Integral University was the Chief Guest, Dr. K.C George Joint Director (PC) NIPCCD, Prof. Syed Aqeel Ahmad Director-Human Resource Development Centre Integral University, Prof. Abdul Rahman Khan Controller of Examinations, Integral University and Dr. Mohammed Haris Siddiqui Head, Department of Bioengineering, Integral University were Guests of Honour.

National Institute of Public Cooperation and Child Development, popularly known as NIPCCD, is a premier organisation devoted to promotion of voluntary action research, training and documentation in the overall domain of women and child development. It functions under the aegis of the Ministry of Women and Child Development. The Institute has established four Regional Centres at Guwahati, Bangalore, Lucknow and Indore.

NIPCCD in its continuous endeavour to upgrade the knowledge and skills of functionaries/learners has developed a series of courses that are easy and promote learning in easy and interactive manner. It is their effort to provide a direction to child development, research & training in the country, with the objective to bridge the gap and contribute towards training future leaders, working in the field of maternal & child development.

One of the courses offered by NIPCCD is on integrated child development. Integrated child development is one of the key areas of Ministry of Women and Child Development. It focuses on holistic development of children by providing adequate care and services for physical, social, emotional, and psychological development of child, beginning from conception till 6 years of age. The component of care and counselling is very vast and is provided through an integrated package with an aim to support families to cater to the developmental needs of their children and help them survive, grow and develop their full potential. However, inadequate knowledge of components like care among health service providers, parents, families etc. can hamper the optimal growth of the child. Keeping this in mind, a Basic Course on Integrated Child Development has been planned with an aim to provide comprehensive training in maternal care, new born care, growth monitoring & promotion, infant and young child feeding, community-based management of underweight children, personal hygiene and sanitation, community

mobilization and interpersonal communication for strengthening counselling on behaviour change.

The main objectives of the programme were:
1. To provide common platform for skill upgradation and exchange of ideas on various aspects of child development
2. To familiarize the participants with the different procedures of registration, learning and evaluation through online mode.
3. To provide suggestive actions for improving the course curriculum, content and mode of learning.

The programme was attended by many ICDS Functionaries, Instructors of MLTCs/AWTCs, social workers and the faculty, staff members and students of Department of Bioengineering.

National Workshop on
"Examination Reforms in Higher Education"
Association of Indian Universities (AIU) and
HRDC Integral University Lucknow
on
8th October to 10th October, 2018

The Association of Indian Universities (AIU), New Delhi and HRDC Integral University, Lucknow organized a three-day National Workshop from October 8 to 10, 2018 on "Examination Reforms in Higher Education" at Integral University, Lucknow. This congregation of delegates from all over the country help facilitated the representatives from academia and administration from Educational Institutions put forth their views on Examination Reforms across table. Director HRDC, Prof. Aqeel Ahmad welcomed the delegates and appealed to the learned participants to give recommendations for making substantial changes in examination reforms, which could be useful on long term basis, by its implementation in letter and spirit.

Hon'ble Chancellor, the founder of Integral University, Prof. Syed Waseem Akhtar, the President of the Inaugural Session, the chief guest of the session, Prof. Furqan Qamar, Secretary General, Association of Indian Universities, Prof. Aqil Ahmad, Acting Vice-Chancellor, Integral University, the Patron of the Workshop, Dr. Amarendra Pani, Deputy Director and in-charge, Research Division, Association of Indian Universities, the Special Guest of the session graced the occasion by their benign presence. Dr. Amrendra Pani, Dy. Director, Research AIU said that the basic objective behind the establishment of AIU is to improvise the present examination reforms in a more methodical and logical. Speaking further, Dr. Pani highlighted three major

points as the major objective of AIU i.e. research based policy inputs; derive the policy of higher education and to reflect the skills of various universities. He said that the role of technology has become quite important and highlighted the importance of "cafeteria approach" wherein any individual from any field of study can take a course in any other field of study to pursue his passion, therefore, the change from rigid system to flexible system must be brought in. He also emphasized on the need to switch from compartmentalized classroom to smart classrooms. Prof. Aqil Ahmad, Vice-Chancellor, Integral University said that conducting of examination at different level has always been a challenging task.

Prof. Furqan Qamar, Secretary General AIU and Chief Guest of the session, admired the University, marching forward to organize this prestigious workshop on examination reforms by providing the necessary infrastructure to carry out the event at such a large scale. In his address, Prof. Furqan Qamar said that delegates have shown their interest to attend this workshop in such a large number. He talked about the hard work done by academia in working over the logistics of higher education system that needs examination reforms at substantial level. He invited the participants to actively participate in the workshop and emphasized that we have to "trust the teacher" for assessment, examination and evaluation, or enhancing creativity. The delegates emphasized on Gurukuls and Madarsa system of examinations to current semester / annual system of examination and noted that there has been a paradigm shift in the examination system.

Major Recommendations
In three-day workshop, the delegates gave the following Recommendations:

1) Prof. Furqan Qamar recommended the concept of giving autonomy to teachers in conducting the examinations as opposed to the idea of having a well-defined controller of examination office as practiced by university system in the developed countries. In logistics there are so many issues i.e. delay in academic sessions, errors in evaluation of answer scripts, risk of question paper leaking. In essence, the quality mandate of UGC i.e. shifting from the present system of learning to the outcome based learning, be preferred and practiced.

2) Prof. S. W. Akhtar, Hon'ble Chancellor suggested that the first page of the Answer Books should have OMR sheet to help facilitate the smooth evaluation. He was confident that the workshop will certainly propose the solutions to the problems. Prof. Akhtar emphasized that the manual feeding of marks and coding of answer scripts are time consuming and they eventually produce delay in result declaration. The answer scripts should be given the form of an OMR sheet, which can go through scanner through some already developed computer program for the purpose, which would definitely speed up the process of evaluation and result declaration.

3) Prof. Basheer A. Khan, Advisor to the Hon'ble Chancellor, presented his views on "Feasibility of operationalisation of Examination Reforms System, at National and

International level". Rudyard Kipling's practice keeping six wise men which included "Why, When, How, Who Which Where" be included in the examination practices which is quite relevant in this context. According to Prof. Baasheer, the present examination system has many drawbacks which need to be debated to resolve certain ticklish and trivial issues. Gurukuls and Madarsas operate on simple concept of education i.e. "Listen and Keep in your mind". The current system of Indian examination was adopted by Brtishers during their rule which they had adopted from Chinese system of examination which traces back to 905 A. D.

India should now fully reject Macaulay's examination system because we have potential of making advancement in the system in a far better way. As examinations cannot be segregated from education, there is a need to overhaul it so as to make them tools of assessment rather than customary means to provide just a degree. He discussed the concept of on demand examination by citing a few examples from India as well as abroad. He even suggested the idea of getting away with examination and adopting continuous assessment which relates education with evaluation. Such a system inculcates traits which are readily accredited by society is need of the hour.

The Examination System followed by Sri Aurobindo School of International Education, Pondichery and Leeds University, U.K. where there are no examinations other than entrance examination. Thus the filter system should be made more efficient instead of spending precious resources on conducting examinations. He recommended that the practice of having external examiner should be discontinued on temporary basis to get the feedback from the experiment of dispensing with the external examination system. The question whether such practices of introducing external agency for conducting examinations in the university system can be adopted formally at large scale in the university system for contemporary examinations in the university system.

4) Prof. Rajeev Pandey, a Data Scientist from Lucknow University discussed about the adoption of "Blooms Model of Examination Reforms: Choosing Right Techniques." Quoting the phrase "India has examination system, not education," he emphasized that the examination system of India has turned out to be obsolete and is stress burdened. Examination is merely a deciding factor to evaluate the ability of a student and there is no place for the performance of a student in a full academic session is a debatable issue. The concept of evaluation in educational context which implies broader program than the examination in which achieving aptitudes, interests, personality traits and skill factors must be taken into consideration. The evaluation produces the data for cognitive, affective and psychomotor objectives being both qualitative as well as quantitative, which could be input for development of examination system.

Pondering over the key challenges in examination system in South East Asian Universities, Prof. Pandey discussed the administrative challenges; infrastructure

challenges such as: resources allocation; and security challenges are some of the major issues in this context. The philosophy of "Powerful Tactics to Lead without a Title" by Robin Sharma, the world's premier motivational speaker on Leadership and Personal Mastery could be misnomer here in this context of the examination reforms. He recommended that various designations in any educational institutions / universities create unnecessary confusions thus there should be the only one designation i.e. 'TEACHER' / or the Faculty, but sincerity / hierarchy may not accept this proposal.

The main aim of education should be overall development of the students. He insisted on implementing BLOOM's Model which attempts to divide learning into the three main domains of student's personality i.e. cognitive, affective and psychomotor which in turn shall be resulting into a major components of examination system which has been so far ignored by our policy makers. To evaluate these three different domains the examination system should be designed in such a manner so that we could analyze the human personality, interest, aptitude, intelligence, emotions and tolerance of the students. Therefore, the conscious efforts be made to map the curriculum and assessment to these levels which can help the programs to aim for higher-level abilities which go beyond remembering or understanding to make the examination system convert our ordinary students with extraordinary aptitude.

It is, therefore, recommended that at Institution / University level, upper limit need to be arrived for lower order skills (for example, not more than 40% weightage for knowledge-oriented questions) after considering the pros and cons of the same proposition. Considering the fact that, as nature of every course is different, the weightage for different cognitive levels in the question papers can also vary from course to course. Further, higher order cognitive abilities like critical thinking, problem solving and taking rational decisions are also crucial for a graduate to succeed in the emerging world. Prof. Pandey emphasized that preference should be given on using Scoring Rubrics as assessment tool to measure a student's performance and learning across a set of criteria and objectives.

5) The "Experience Sharing" session of the delegates recommended that "Open Book Examinations" be conducted on experimental basis. The evaluation may also be done digitally. The delegates recommended that the copies should now be essentially evaluated digitally. Script is scanned and each page has bar-code. This practice has resulted in significant reduction in evaluation time and zero totaling error. One lakh script could be evaluated, within twenty five days which would otherwise take three months. Many universities are following similar system, ensuring security system to be fool proof, thus, completely ruling out the chances of question paper leakage. Under QIP of UGC and AICTE such systems are taken care off. Question Bank provided by teachers with the help of auto generated by the system. Many universities i. e. GLA University Mathura

also follow the question bank system by maintaining a pool of questions and also GNA University Punjab also conducted a pilot study by adopting a novel method of scanning and evaluating the answer scripts and found it to be a great success. The success is attributed to the efficiency of ICT service provider, thus again highlighting the role of ICT in the ease of evaluation process. Maharashtra Animal and Fishery Sciences University brought out a very transparent feature that Vice-Chancellor and Controller of Examinations can monitor the entire examination process from their respective offices through high tech CCTV cameras.

Exception has been found out of the experience of Karnataka University which had stopped digital evaluation after initial implementation of the system because of non acceptance of the system by the university teachers and non teaching staff. It was agreed that question uploading was decently mastered by various universities but digital evaluation of the scripts were still in its infancy stage and need more comprehensive analysis specially related to that of cost. Since high cost of digital evaluation is a major concern due to which it could not be implemented en mass and therefore confined only to the specific courses/cases. At the University of Calicut, the student related tasks such as admission, verification; hall ticket printing etc. is done through online system. As far as the online evaluation is concerned they faced problem of minimizing the cost. They charge Rs. 33 per copy per exam but the real cost for online evaluation was around 50 Rupees.

Another case is that of Hindustan Institute of Technology and Science, Chennai conducting paperless examination by adopting an eco-friendly method where modus operandi is worth debating. All the students are provided I-pads for answering questions, using this method not only for multiple choice but descriptive questions can also be answered with much ease and in a less time consuming manner. They claimed to have observed a huge reduction in cost by deploying paperless methodology of conducting examinations. Manipur University (Jaipur) uses digital method for evaluation of scripts; they use this method for nine thousand students and aim to increase it to eighteen thousands. They also conduct open book examinations using digital pads or tablets where questions are uploaded and answers are recorded, in a high-tech manner.

6) Dr. Syed Nadeem Akhtar, Dean (Engg) and Director Planning and Research, Integral University, Lucknow talked about much debated "Choice Based Evaluation System and Credit Transfer" under the CBCS Scheme of UGC, which he recommended to be universally adopted in the colleges and university systems. According to him the existing evaluation systems and there are lots of difficulties in conducting the examinations even among the most flexible examination systems. The UGC has made CBCS mandatory for all universities in 2016 but still it is not being implemented in its true spirit by most of the universities in India.

The credit based choice system is a systematic way of describing an educational program by attaching credits to its components. The definition of credits in higher education system may be based on different parameters, such as student workload, learning outcomes and other aspect. Credit system makes study programmes easy to read and compare for all students, local and foreign, facilitates mobility and academic recognition. The allocation of credits is normally based on the duration of a program. Credits are allocated to all educational components of a study program such as modules, courses, placements, dissertation work, etc. and reflect the quantity of work. Each component requires in relation to the total quantity of work necessary to complete a full year of study in the program considered.

Dr. Nadeem observed that CBCS has a symbiotic relationship among teachers, students and universities. The credit system allows students to study what they prefer in their own sequence as per their interests. He said students can learn at their own paces, and can opt for additional courses achieving more than the required credits. It provides freedom for an interdisciplinary approach to learning with inter college/university migration within the country and outside becomes easy with the transfer of Credits. The students have more scope to enhance their skills and more scope of taking up projects and assignments and vocational training, including entrepreneurship. The system improves the job opportunities of the students. The system will help in enabling potential employers assess the performance of the students on a scientific scale.

Dr. Nadeem emphasised that the main challenge in CBCS system is to estimate the Credit and the exact marks. Credit allocation varies among different universities and was brought about by comparing UGC system with ECTS (European Credit Transfer and Accumulation System*)*, Technology guidelines of Kanpur (IITK) and guidelines followed by Indian Institute of Information Technology, Hyderabad.

It is recommended that to implement CBCS system in its true spirit, a well-equipped IT infrastructure is needed along with proper awareness among teachers is also require Relative Grading system can also be used to grade the student which may be based on comparative performance of the students rather than being absolute grading. Hence it can be advocated that the use of uniform CBCS system with the emphasis on the evolution of CBCS system. It is strongly recommended that there should be at least three-day workshop on CBCS system awareness be organised by AIU at Integral University so that academicians could understand that system well in terms of running the courses effectively and smoothly, through brain storming sessions.

Prof. Javaid Akhter, former Registrar, and Controller of Examinations AMU Aligarh discussed various issues of examination by citing example of the structure of admission and examination at Aligarh Muslim University. A reference was given to the participants/delegates about the admission quota of AMU which is based on internal and

during the conduct of examination, faculty / authorities should be present before the opening the seal of question papers. One of the major recommendations, here, could be the use of jammers and CCTV cameras and an encrypted bar-code answer booklets should be used which can only be decoded by the examination controller officials. They added that on screen evaluation and conventional evaluation should be done parallely and safe custody of answer booklets should be ensured. For data entry, double entry should be done so that errors can be weeded out and confidentiality of the examination should be maintained.

2) It is recommended that there should be a uniform system of evaluation of answer scripts and moderation of question papers throughout the country be practiced and implemented. A 3 tier evaluation system should be deployed in which separate marks should be awarded to the different part of a question and evaluators should be provided with the model answers. Non availability of competent evaluators is another constraint being faced during evaluation process. It was also highlighted that the utility of software in bringing-up the examinations and evaluation under a single umbrella be developed. This digitalization will definitely speed up the result declaration. All affiliated colleges should be instructed to observe strict confidentiality in evaluation and non-complying colleges should be de-affiliated. Uniform grading system should be followed in all universities. The delegates recommend that minimum passing marks should be prescribed universally (fixed) uniform to 50% in Post Graduate courses and 40 % for Under Graduate Courses. Grades should be awarded in every subject so that it may help in employability of students and there should be post examination analysis, done periodically.

3) Prof. Ashok Meti recommended that Back paper system analysis, be taken seriously as there is need for the importance of post examination analysis. Almost all the universities have been following CBCS system from day one. There is a body called Subject Assessment Board (SAB) to be chaired by Dean of concerned faculty. They meet after each semester and do the post examination analysis with help of data. SAB also examines the aspects of course delivery to ensure that academic standards are met, based on the data compiled for the particular semester. Course Grade Sheets or Subject Assesment Board is preferred after each examination. More focus should be diverted on students who have not performed well. So these statistical tools act as indicators of performance. It compares the performance of a bright student with rest of the students of the class. Currently they are using it for M. Tech and B. Tech Programs for which Post Evaluation Examination analysis of results is done.

4) A special practice has been discussed by giving reference of Pondicherry University that entire question where paper setting is not given to a single examiner rather a particular question is allotted to them. Inter-examiner variation is very less in this practice. Post Examination analysis is also performed in which excel sheets and graphs and the

distribution of marks are prepared and analyzed. It may also indicate the trends of marking which was too lenient or strict. It is observed that right shift in distribution indicates good performance by every student but the examination system do not take note of such changes. To resolve any problem, a rule may be put in place that once the credit has been changed it will be valid for five years.

5) "Grievance Handling in Examinations" is a vital issue. The delegates recommended the use of 2-tier and 3-tier grievances system. It is observed that two Tier model is suitable for Universities with lesser number of students with no affiliated colleges and three tiers model suitable for Universities with larger number of students. The tiers consisted of various levels at Department, Advisory Committees and University level Board of Studies Grievance Adjudication Committees, chaired by the Vice-Chancellor.

6) The delegates advocated about the revision of internal marks before announcement of the results, followed by implementation of grievance redressal model in existing evaluation system. Grievance redressal model is based on double evaluation wherever possible, re-evaluation wherever necessary. Photo copies of the answer sheets given to students, scanned copy of the answer sheets can be mailed to the students, to invite their comments if any for re-evaluation. Here it is pertinent to mention that the rules have been changing in different State Governments regarding RE-EVALUATION, for example the state government of Uttar Pradesh has stopped the process of re-evaluation since last decade, which is of course a debatable issue.

7) The delegates addressed the preventive measures on the Redressal of Grievances about Question Paper pattern and systematic modifications in its settings. The participants brought out the importance of Examination Vigilance Squad at the University Level which can regulate and help student to understand the seriousness of examination. In essence, proper utilization of technology may pave the way in appropriate handling of examination and suggest reforms accordingly.

8) The delegates gave recommendations pertaining to the implementation of "Effective Examination Rules / Ordinances / Procedures" The delegates suggested to modify university ordinances for improving the examination reforms in university systems. Hence, the delegates highlighted feedback system to be developed by all universities.

9) The delegates recommended non-involvement of external examiners in setting of question papers and evaluation of answer sheets, because as a matter of fact, external paper setters may not be aware of the pedagogy of the university, syllabus content and intellectual proportion-cum-participation of the students in the overall system. It may also result in unnecessary delay and extensive follow-up in getting the question papers from the external examiners. Further in addition, they agreed that all the Universities should conduct awareness for all the students / SDP for all the students / faculties in regard to examination rules / ordinances. For this purpose COEs should organize Refresher

Courses for the faculties. The delegates emphasized on the formula for conversion of CGPA into percentage should be common to all Universities.

10) Another recommendation was given by the delegates regarding "Role of Technology in Examination," which mainly focused on the use of Information and Communication Technology (ICT) in examination system in a holistic manner. The delegates suggested the division of Examination work-flow in three parts: Pre-Examination, During-Examination and Post-Examination.

In the valedictory session of the program, Prof. Syed Aqeel Ahmad welcomed the audience and congratulated them for their active participation. Later, the participants gave their feedback and Prof. A. K. Saxena, Dean, Faculty of Commerce and Management presented the comprehensive report of the workshop which included major recommendations of resource persons / delegates and conclusions emanating from the group discussions and brain storming sessions. The report highlighted the rigorous sharing of knowledge and views presented by the period of workshop the delegates had over the last three day-workshop. AIU observer Dr. Pani thanked Integral University for providing enormous support to successfully organizing such a significant workshop. He also thanked all the delegates / participants for being a part of this mega event. Prof. Mohd Basheer Ahmad Khan suggested such workshops should be organized on regular basis with varied topics to strengthen our existing education and examination system in the university as well as technical / professional institutes. Dr. Syed Nadeem Akhtar, DPR (Director Planning and Research) and Dean Engineering opined that such workshop should not be taken as end but as a beginning and organized frequently by AIU. According to him, systems are intertwined and, hence, inseparable. He linked examination, evaluation, education and stressed upon that these systems cannot be segregated. Adding on to it, he said that the existing cumbersome system of conducting examination can be easily done and improvised with the use of ICT technology.

Vice-Chancellor, Prof. Aqil Ahmad stressed on the fact that the job of Controller of examination is most challenging and there is always a scope of improvement in the existing system. This was followed by Certificate distribution by the dignitaries to the delegates. Finally, Mr. Zishan Raza Khan, Dy. Director HRDC proposed the Vote of Thanks and the program concluded with the reciting of the Indian National Anthem by all and thereafter, the delegates and dignitaries had a group photograph.

HUMAN RESOURCE DEVELOPMENT CENTER (HRDC)

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HIGHLITHS OF RECOMMENDATIONS

1. More autonomy be given to teachers in conducting the examinations as opposed to the idea of having a well-defined Controller of Examinations office as practiced by the University System in developed countries.

2. The cover page of the answer book should have OMR sheet, to help facilitate the evaluating system.

3. Feasibility of operationalization of Examination Reforms System at National and Global level be ensured.

4. The present Examination System has many drawbacks which need to be debated to resolve certain trivial and ticklish issues.

5. The Government should now fully reject Macaulay's Examination System because we have potential of making advancement in the system in a far better way.

6. Adoption of Continuous Assessment and improvement examination mechanism, in place of semester and/or Annual Examination System, be practiced on present experimental basis to check feasibility of the new mechanism.

7. The practice of External Examination should be discontinued on temporary basis to get the feedback from the experiment of dispersing with external examination system.

8. Introducing of External Agency for conducting examination be practiced on experimental basis, for regular Examinations

9. Bloom Model of Examination Reforms may be introduced as suggested by one of the Resource Person, by dividing the learning into three main domains of students of personality i. e., cognitive, affective, and psychomotor, which in turn shall be resulting into a major component of examination system, which has been so far ignored by our policy makers.

10. It is recommended by the delegates that "Open Book Examination" be conducted on experimental basis, to check the feasibility of the system.

11. Fool Proof Security system be adopted by using CCTV Cameras and full proof other electronic gadgets be, to rule out the chances of Question Paper Leakage.

12. Quality Improvement Program (QIP) of UGC and AICTE be implemented for improvisation in Current Examination System as part Reform exercise.

13. Remuneration Rates for External and Internal Examiners be suitably enhanced to motivate the Examiners.

14. CBCS system of UGC be fully adopted as recommended by the UGC for Examination Reforms, with or without certain modification, wherever required.

15. AIU should frequently organized 1 to three-day workshops on "Examination Reforms in Higher Education" in Educational Institutes.

16. Credit allocation under CBCS varies among different Universities as per UGC Regulations, be compared with European Credit Transfer and Accumulation System

(ECTS)/ IIT (K) and Indian Institute of Information Technology, Hyderabad, and be adopted suitably and selectively by the University System as part of Examination Reforms.

17. Examination Reform in Higher Education should go hand in hand with the structure of admission and examination conducting mechanism and accordingly modus operandi for the same be finalized, for its successful implementation.

18. Teacher's role is of supreme importance in conducting speedy and secure examination, and it should be never underestimated as Teachers are the back bone of any Examination system.

19. It is recommended that Question Papers must not be opened on mobile phones and awareness should be developed against manipulations. For off-line transfer of paper, postal services should be used.

20. The Papers in controller's office should be CCTV monitored, access to room should be biometrically monitored and electronic gadgets should be banned.

21. In the Control Room CCTV monitoring must be done essentially at the printing question papers and excess number of Papers should not be printed.

22. The Printing and Sealing of Papers should be done by the licensed printing press in the presence of a university observer.

23. One of the major recommendations here could be the use of Jammers and CCTV Cameras and an encrypted bar-code answer booklets should be used which can only be decoded by the examination controller officials.

24. On screen evaluation and conventional evaluation should be done paralleled and safe custody of answer booklets should be ensured.

25. For data entry, double entry should be done so that errors can be weeded out and confidentiality of the examination should be maintained.

26. It is recommended that there should be uniform system of evaluation of answer scripts and moderation of question papers throughout the country be practiced and implemented.

27. A-3tier evaluation system should be deployed in which separate marks should be awarded to the different part of a question and evaluators should be provided with the model answers.

28. The utility of software in bringing up the examinations and evaluation under a single umbrella be developed and highlighted.

29. The digitization should be practiced to speed up the result declaration.

30. Uniform minimum passing marks viz., 50% for PG courses and 40% for UG courses should be prescribed for the students.

31. Grades should be awarded in every subject so that it may help in employability of students and there should be post examination analyzing done periodically.

32. It is recommended that Back Paper System analysis, be taken seriously as there is need for the importance of post examination analysis.
33. A Body called Subject Assessment Board (SAB)   should be constituted to be chaired by the respective Deans of the faculty.
34. A Question Paper should be set in parts by different Examiners based on their specialization.
35. Grievance handling and its Redressal mechanism should be developed in ordinance for examination system, for students vis-à-vis teacher and society.
36. Answer books should be shown to the students.
37. Re-evaluation system should be reintroduced selectively by the universities of State and Central Governments.
38. Examination invigilation squad should be developed at the university level by making provisions in the university ordinances.
39. Division of Examination workflow should be introduced in three parts: Pre-Examination, During Examination, and Post Examination.
40. Role of Technology in Examination, based on Information and Communication Technology (ICT) in Examination System in a holistic manner be implemented.

HUMAN RESOURCE DEVELOPMENT CENTER (HRDC)

INTEGRAL UNIVERSITY

Short Term Course on
"Project Work Planning and Execution through ICT"
(HRDC, Integral University, Lucknow, a Remote Center of NITTTR, Chandigarh)
8th October to 12th October, 2018

Human Resource Development Centre (HRDC), Integral University, Lucknow as one of the Remote Centre of National Institute of Technical Teachers Training & Research (NITTTR), Chandigarh, MHRD, Govt. of India organized successfully a five day Short Term Course (STC) through Information and Communication Technology (ICT) on **"Project Work Planning and Execution(ICT-29)"**.

The Short Term Course was organized at Seminar Hall (Civil) – Academic Block II from 8th October to 12th October, 2018. Among various other centers, the Remote Centre of Integral University was very well appreciated by NITTTR, Chandigarh due to active contribution and interaction by its participants.

The technical sessions were diverse and rich in content. Following topics were covered in theSTC by a team of expert's viz.:

- Concept and Significance of Project Work by Dr. S K Gupta
- Project based Instructions by Dr. AB Gupta
- Identification, Planning and Execution of Project Work by Dr. Sanjeev Sofat
- Aspects of Report Writing for a Project by Dr. KHS Dhindsa
- Project Oriented Professional Training by Dr. VP Puri
- Competencies expected by industry from Students by Dr. KHS Dhindsa
- Experience sharing for organizing project work by Er. Siby John
- Networking with World of Work for Project Work by Dr. S K Gupta
- Project Based Curriculum Development by Dr. YK Anand
- Organizing Practical Training by Dr. KHS Dhindsa
- Group Tasks on Identification of Project Work in the respective disciplines by S K Gupta
- Evaluation of Project Work by Er. PK Singla
- Presentations of Group Tasks by Dr. S K Gupta

Apart from faculty members of Integral University, the STC was also attended by faculty members of other Universities, Institutes and Polytechnics in Lucknow as well as nearby Technical institutions. Overall, one hundred Seven participants got benefited from this STC.

The program was very well coordinated by Mrs. Sheeba Parveen, Mrs. Halima Sadia & Mr. Faiyaz Ahamad (Department of Computer Science & Engineering, Integral University, Lucknow).

HUMAN RESOURCE DEVELOPMENT CENTER (HRDC)

INTEGRAL UNIVERSITY

One Day Workshop on
"Koha & Library Automation"
Organized by
IIT Bombay and Human Resources Development Cell, Integral University, Lucknow
12th October, 2018

The IIT Bombay under the aegis of "National Virtual Library of India (NVLI) through A-View at remote center (RC-1426) and Human Resources Development Centre, Integral University organized One day workshop for Library Professionals named "Koha & Library Automation" on Friday, 12th October, 2018.

Koha is state of the art open source integrated library management software. Koha supports all library housekeeping activities such as Acquisition, Cataloging, Circulation, Serial Control, Patron Management, and OPAC. Integral University Library System was upgraded to the fully automated library system through Koha software in 2015. The need was felt to provide its Professional staff members with hands-on training in all the modules of the software and this workshop provided excellent opportunity for the same.

Central Library nominated five library professionals who first registered themselves for the workshop by visiting at: https://www.it.iitb.ac.in/lakshya/. The main topics covered in the workshop were: Koha Installation, Creation of Library/Super Librarian account, MARC framework, Acquisition, Cataloguing, Circulation, Serials control, OPAC and Global system preferences.

At the first session in the morning, there were live video interactions through A-VIEW at the beginning. After that, all participants who joined this workshop from a remote centre have learnt Koha, using the computers at their respective RC. At Integral University Central Computer Lab was the Remote Center.

In the evening during the second session, the participants connected through A-VIEW again, carried out discussions, and participated in Question-Answer round. There were about 4 hours available for Koha training and 2 hours for interactions. Participants at each Remote Centre were helped by a course coordinator who has already attended a Coordinators' workshop at IIT Bombay on 29 Sept. 2018. Mr. Ranjan Kumar, Assistant Professor, Faculty of Pharmacy, Integral University was workshop coordinator.

The experts who conducted the workshop were: Prof. Kannan Moudgalya, Principal Investigator, NVLI and Spoken Tutorial Project, IIT Bombay, Prof. Uma Kanjilal, Director Library Sciences, IGNOU and Dr. Manju Naika, Central Library, IIT Bombay.

The workshop was successful in disseminating the knowledge about working on different modules of Koha successfully. The participants had enriching and memorable experience and were looking forward to attend many more such workshops.

HUMAN RESOURCE DEVELOPMENT CENTER (HRDC)

INTEGRAL UNIVERSITY

Sample of the Certificate:

Certificate of Participation

Spoken Tutorial

National Virtual Library of India

This is to certify that *Kalimullah*

from *Integral University, Lucknow*

attended the T10KL workshop on *'Koha and Library automation'*

held at the Integral University, Lucknow

on 12 October 2018.

This training was conducted under the aegis of the National Virtual Library of India,

funded by the Ministry of Culture, Government of India.

39dc7

Prof. Kannan Moudgalya

Principal Investigator

National Virtual Library of India

The course material for this training was created by the Spoken Tutorial Project, IIT Bombay. The Spoken Tutorial Project is funded by the National Mission on Education through ICT, MHRD, Government of India.

To verify, scan the QR code or visit https://spoken-tutorial.org/certificate/verify

Workshop on
"Research Based Pedagogical Tools (RBPT) for College Science Teachers"
23rd October to 25th October, 2018

HRDC Integral University had organized a Three day Regional Science, Technology, Engineering & Mathematics (STEM) Teachers Training Workshop to Develop Research-based Pedagogical Tools (RBPTs) for College Science Teachers, funded by DST, MHRD, GoI, and organized by Centre of Excellence in Science and Mathematics Education (CoESME), IISER Pune at Integral University campus. This was a part of a series of workshops, designed to introduce teachers to Research-based Pedagogical Tools (RBPTs) that focus on process of science rather than information, and help students develop critical thinking and problem-solving abilities.

Fifty five Teachers from twenty one educational organizations from all science disciplines, technology, engineering and education, teaching UG or PG level courses in Uttar Pradesh and adjoining areas participated in this workshop.

During the Inaugural session Prof. S. Aqeel Ahmad, Director HRDC warmly welcomed all the Delegates, Organizing Team and Participants, and emphasized the contribution of such workshops in the field of higher education. Mrs. Shanti Pise, Programme manager IISER, Pune, Guest of Honour of the session mentioned the importance of this workshop at Higher Education Level. She explained how Process is more important than product in teaching learning. Dr. Charu D. Rawat, Lead trainer from Ramjas College, University of Delhi as a Guest of Honour, explained why these workshops are conducted, and discussed about few latest techniques of teaching learning process. At the end Prof. Aqil Ahmad, Acting Vice-Chancellor, Integral University and Chief Guest of the session explained the importance of Communication Skills and Content to the audience and discussed about the depth and quest of knowledge.

The participants from different STEM streams were divided into four group's i.e. Life sciences, Physics, Mathematics and Chemistry. Life sciences sessions were taken by Dr. Charu D Rawat and Manohar G M. (Government Science College, Bangalore), Physics session was taken by Dr. Alka Garg, Gargi College, Delhi; Mathematics by Mrs. Shanti Pise and Chemistry by Dr. Ashish S Uzgare, Wilson College, University of Mumbai. All the participants were involved in different activities like poster preparation and display on the topic Ideal students (qualities of ideal students like interests, attitudes, work habits and ambitions of a perfect student), Paper plane activity, Panda activity (teaching tools for learning), Basics of creating effective RBPT was also explained and finally a preparation of RBPT poster based on their own choice, and presentation of their groups RBPT in front of all the participants were made. Mrs. Shanti Pise also explained about different funding opportunities for all the teachers.

Program ended with the valedictory session in which Prof Basheer A Khan, Advisor to Hon'ble, Chancellor, Integral University, Chief Guest of the session emphasized on the history and importance of teacher training in higher education, Prof A K Saxena, Dean, Faculty of Commerce & Business Management, Integral University, Guest of honor elaborated on impact of the posters created on his mind and applauded the participants on their commendable effort throughout the workshop. Mrs. Shanti Pise congratulated the Organizing committee regarding tremendous efforts made by team led by Prof. Syed Aqeel Ahmad, Director, HRDC, IU and how participants from a regional workshop, Ranjan Kumar Asst. Prof., Dr. Satya Praksh Singh Assoc. Prof. and Anup K Sirbaiya Asst. Prof. Faculty of Pharmacy, made efforts and finally made it possible and organized the workshop at Integral University which was completed with grand success. Summary of all the sessions was presented by Mr. Ranjan Kumar. Prof. Zishan Raza Khan Deputy Director HRDC, proposed the vote of thanks after certificate distribution. The program was anchored by Dr Minaxi B Lohani Assoc. Prof. Faculty of Science and Dr Anuradha Mishra Assoc. Prof. Faculty of Pharmacy, managed the sessions effectively.

One Day Workshop on
"Scilab in collaboration with IIT Bombay" on
4th May 2019

Human Resource Development Centre (HRDC), Integral University one of the Remote Centre of IIT Bombay organised a one day workshop on Scilab on May 4, 2019, for faculty members from all domains (engineering, sciences), and polytechnic colleges, and PGT of schools, members of Integral University and institutes around the surrounding areas of the University.

The participants were invited for registration on NMEICT website (https://www.it.iitb.ac.in/nmeict/) by circulation of messages and notice. The workshop received overwhelming response and was conducted in hybrid mode with synchronous live interaction from experts at IIT Bombay, followed by demonstration and hands on session by workshop coordinators Mr. Anup K Sirbaiya and Mr. Ranjan Kumar. The event started with welcome of participants by Remote center Coordinator Dr Satya Prakash Singh, followed by live interactive session with experts from IIT Bombay, lead by Prof. Kannan Moudgalya, Professor, Indian Institute of Technology Bombay. This was followed by post lunch session with hands on workshop where participants learnt that Scilab is a high-level, numerically oriented programming language. The language provides an interpreted programming environment, with matrices as the main data type. By using matrix-based computation, dynamic typing, and automatic memory management, many numerical problems may be expressed in a reduced number of code lines, as compared to similar solutions using traditional languages, such as Fortran, C, or C++. This allows users to rapidly construct models for a range of mathematical problems. While the language provides simple matrix operations such as multiplication, the Scilab package also provides a library of high-level operations such as correlation and complex multidimensional arithmetic.

Workshop had total 44 participants from within and outside Integral University and institutes around the surrounding areas of the University. To keep the participants actively engaged and post workshop followup, a whatsapp group was created for all the participants and coordinators. In all 30 participants completed the workshop by passing the required activities and assignments. Post workshop feedback was collected using online Google form: https://forms.gle/GE8TPtCFHMohyT257

The responses were motivating and inspired HRDC us to conduct such workshops in future.

Four-day Training Program on
"Academic Leadership"
14th August to 18th August 2018

Human Resource Development Center, Integral University, Lucknow under the aegis of UGC-HRDC Aligarh Muslim University, Aligarh successfully organized a four-day training program on "Academic Leadership" (August 14-18, 2018), under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching, a Centre for Academic Leadership and Education Management (CALEM), Ministry of Human Resource Development, Government of India.

Dr. Syed Aqeel Ahmad, Director HRDC, Integral University welcomed the participants in the inaugural session and introduced the training program. Prof. Aqil Ahmad acting Vice-Chancellor, Integral University, Prof. T. Usmani, Dean Education, and Prof. Saxena, Dean Commerce and Management insisted on research, publication, teaching and excellence. They talked about the future of academic institutions and its modus operandi in the Inaugural Session. In the four-day training program, the learned speakers namely Prof. Basheer A. Khan advisor to the Hon'ble Chancellor, Integral University and former Vice-Chancellor, Sido Kanhu Murmu University (SKMU), Dumka (Jharkhand), Prof. A. K. Saxena (Dean Management Studies), Prof. A. R. Khan (Dean Sciences), Mr. Mohd Mohsin Khan (Dy. SP Agra) and Prof. Jabir Ali (Director, Manage, Hyderabad, Tilangana) etc. spoke on the subjects of their expertise i.e. "Use of ICT and Process Reforms for Improved Internal Governance,""Effective Leadership and Strategic Planning," "Student Support Service, Grievance Redressal and Handling Student Issues," "Institutional Ranking: Indian and International Perspectives/Strategies for Academic Excellence,""Curriculum, Curricular Development and Pedagogy/Improved Teaching and Learning and Promotion of Research and Balancing Accountability and Autonomy for Effective Governance," "Conflict Resolution and Management / Effective Decision Making," "Reforms and New Initiatives in Higher Education," etc. The participants came from many of the

esteemed institutions like: Karamat Husain Muslim Girls P.G. College, Lucknow; IPSR Group of Colleges, Unnao; Bora Institute of Management Sciences, Lucknow; Charak Institute of Education, Lucknow; Akbarpur Degree College, Kanpur; BBD University, Lucknow; SRBP Degree College, Unnao; Pundit Deen Dayal Upadhyay Government Girls P.G. College; Goel Institute of Higher Studies; Shia P.G. College; Azad Institute of Management and Technology; and Lucknow Christian College.

Last day in the Valedictory Session, Director HRDC, Integral University, Prof. Syed Aqeel Ahmad congratulated the participants, advised them to utilize the skills in their work places and wished them good luck for their future endeavors. Prof. Basheer A. Khan, the distinguished Guest of the session, talked about the future academic leadership in a prophetic way, as usual, he impressed the audience by his beau geste. The special guest, Mr. Mohd Mohsin Khan, Dy. SP Agra, shared the leadership tactics for better administration. Prof. Aqil Ahmad, acting Vice-Chancellor, Integral University, commerce cognoscenti, in his presidential address reflected on the importance of academic excellence and leadership. He said the conventional leadership is in cul-de-sac. Dr. Syed Nadeem Akhtar, Director Planning and Research graced the occasion by his presence and also distributed the certificates. At the end Mr. Zishan Raza Khan, Dy. Director, HRDC proposed the vote of thanks; Mr. Khan congratulated the CALEM Team for their tireless efforts to make the Program a successful event.

Six-day Training Program on
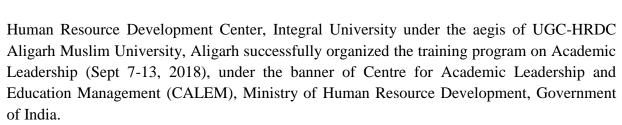## "Academic Leadership"
7th September to 13th September 2018

Human Resource Development Center, Integral University under the aegis of UGC-HRDC Aligarh Muslim University, Aligarh successfully organized the training program on Academic Leadership (Sept 7-13, 2018), under the banner of Centre for Academic Leadership and Education Management (CALEM), Ministry of Human Resource Development, Government of India.

In the inaugural session, Prof. Syed Aqeel Ahmad, Director HRDC, Integral University welcomed the participants and wished them success in their course pursuit. In his welcome address, he said that leadership and learning are inseparable and the essence of leadership is to have a broader vision for greater future. He emphasized the essence of equipping the educators with the latest pedagogies, technologies and social behavior tactics, to not just excel as

professionals but also to continue having a keen interest in their subjects.

Prof. A. K. Saxena, Dean Management Studies and Director IQAC, Integral University, Lucknow – Guest of Honour of the program reflected on the importance of personality assessment and types in terms of work distribution in academic environments. He laid emphasis on listening skills in communication.

Prof. Aqil Ahmad, Vice-Chancellor (Acting), Integral University, Lucknow, the President of the Session, asked the participants to inspire their workers with their quality of leadership and set an example. Prof. Mohammad Muzammil, Former Vice Chancellor, BR Ambedkar University, Agra and Rohelkhand University, Bareilly, the Chief Guest of the session, shared his long and rich experiences of academic leadership since its inception. The first two sessions of the program were held by Prof. Mohammad Muzammil on "Technology for Effective Governance-I (Management, administration and governance)" wherein he differentiated amongst administration, management and governance. In the Last Session of the day Prof. A. K. Saxena spoke on "Distributed leadership and diffusion of authority for effective governance".

The next day starts with sessions of Prof Mukul Srivastava, Head-Department of Mass Communication, University of Lucknow. In his first session he shares his wisdom on Managing effective public relations and building the instructional brand and next session is devoted for Effective communication with key external stakeholders. In his sessions, he emphasized on e-learning and e-resources for academic leadership. He encouraged the participants to be serious about the paradigm shift in the modern-day education system and medium. Dr. Shrivastava said that by using proven public relations tools and activities, you can promote positive attitudes and behaviors towards your institutes and that will hel students to attract as an excellent place to be educated. He also mentioned the powerful prudent use of socialmedia, can help academicians in their noble profession.

In the second half of the second day Prof. Nadeem Khalil, Professor, Department of Civil Engineering, AMU, Aligarh who is holding 4 major collaborative research projects, out of which 3 are internationally funded spoke on Creating a Green Campus: Experiential Lessons and insights from SWINGS-AMU (Within the bilateral agreement in between the Government of India and Government of European Commission, an international call was announced for project proposals to address water challenges and preparedness in India to face the crisis by 2030.) and reflected on the civil engineering and its green revolution in the times of water crisis. He talked about the technology of the rejuvenation of the river Ganges and other Indian rivers and lakes and their preservations. He told that he is also involved in consultancy assignments for Municipal and Industrial necessities and is panel advisor for River and Lakes Conservation Programs including Rejuvenation of Ganges. He added that the SWINGS project aimed to develop deploy optimized schemes for low-cost wastewater management (municipal wastewater) in order to make full use of water resources (irrigation, cleaning, public and /or private demands, aquaculture farm feed) and to maximize energy savings for rural areas and community levels.

In the coming days the important topics i. e. Understanding UGC regulations: A discussion,

Internationalization of Higher Education: Case study based insights for effective collaboration by Prof. Nazim Ali. The art and science of motivation by Dr. Zeba Aqil, Emotional Intelligence for Academic Administrators by Prof. T. Usmani, Stories of Institutional Excellence (international Indian): A Governance perspective were taken as a topic of discussion by Prof. Basheer A Khan. He also talked that Information and Communication Technologies (ICTs) can help to sustain this process in three ways i.e. they can support tasks that involve complex decision making, communication and decision implementation, they can automate tedious tasks done by humans, and they can support new tasks and processes that did not exist before. Speaking on efficacy, he added that selecting the most suitable things and performing is of paramount importance. He also mentioned that reforms are inevitable in any vibrant system of higher education. Reforms are propelled by a variety of compulsions such as economic, social, cultural, political, and strategic and so on. Entering senior management marks one of the most profound transitions in an academic career.

Professor Anoop Kumar Saxena, Dean, Faculty of Commerce and Management, Integral University interpreted the effective leadership and strategic planning in the education sector in the inaugural day session of the program. He also elaborated on building terms and the subject of strengthening alliances and managing external stakeholders. One of the speakers said that in the history of human discourse we have had two great thinkers Charles Darwin and George Bernard Shaw, the two geniuses in their fields the history has ever had. GB Shaw's Creative evolution and his belief in the life force were opposed to Charles Darwin's theory of evolution by natural selection. In Darwin's theory the Survival of the fittest comes about through the displacing of the weak by the strong but the idea of Shaw's Creative evolution is that the fittest are those who survive by superior intelligence and by the exercise of the will power. Shaw held that if we desire with passionate strength of will to be better and finer people and to live longer, in fact to be changed into superman, and if that strength of will is passed on to our descendants, what we desire will ultimately be brought about. In results, the nations would then be ruled in wisdom, virtue, justice and order and, therefore, war, problems and all the other evils would vanish from the face of the earth and we would be one of the greatest nations on earth.

Various topics like the Role of Green Campus Universities, the art of Science and Motivation and Emotional Intelligence for Academic Administrators, Internationalization of Education and other intriguing topics were elaborated and discussed in the 6 days Training Program for registrars, controller of examinations, finance officers and administrators from Higher education. The Academic Leadership Program has been a frequent event at Integral University to provide a boost to the faculty and administration with the required tutelage of the government and the experts in the industry. It is to deal with the many aspects that make the job of academicians for the higher Education challenging and different from that of other professionals.

"Maintaining a balance emotionally at the workplace can be a difficult and stressful task, but those with high emotional intelligence are better equipped to understand differing perspectives, solve problems, and inspire cooperation" claimed Prof. T Usmani, Dean (Education) and Proctor, Integral University in his session on Emotional intelligence for academic administrators.

Prof. Anoop Kumar Saxena, Dean, Faculty of Commerce and Management, in his riveting sessions on "Distributed leadership and diffusion of authority for effective governance" and "Managing student activism" brought up the real-life incidences and issues and the real role of academic leaders to combat it.

"This was indeed another successful event held by HRDC, Integral University and the University enriched itself with each such event because "He who takes the initiative is the real Leader" commented Prof. Aqil Ahmad, Vice-Chancellor (Acting) Integral University. Session on Emotional Intelligence for Academic Administrators taken by Prof. T Usmani. Stories of Institutional Excellence (International Indian): A Governance perspective by Prof. Basheer A Khan and Managing student activism: learning's from case studies by Prof. A. K. Saxena.

In the Valedictory session, Prof. Syed Aqeel Ahmad thanked all the guests i. e. Deans, Directors and Heads of the departments of the University for their **Kind Presence**. He acknowledged and appreciated the participants who actively participated in last six days. Prof. Aqeel further said that Human Resource Development Centre, Integral University heartily

welcomes and congratulates all the participants from varied disciplines who must have surely acquired the attributes of **Academic Leadership** in the past six days. When we talk about 21st century pedagogy, we have to consider many things—the objectives of education, the curriculum, how assessment strategies work, the kind of technology infrastructure involved, and how leadership and policy facilitates attaining education goals. The function of education is to teach oneto think intensively and to think critically. He humbly requested to utilize academic leadership abilities maximally for the up-liftment and development of the ever growing human resource of the country. Prof. Mohd. Basheer A Khan, advisor to Hon'ble Chancellor, Integral University, the Guest of Honor motivated the participants to improve and advance as per the requirements in academics to lead. Prof. T. Usmani, Dean, Education, Integral University, Lucknow, the Guest of Honor said that academic leadership is a collective and creative evolution of life force! At the end Mr. Zishan Raza Khan proposed the vote of thanks, acknowledged the support of UGC-HRDC, AMU, Aligarh and congratulated the **TEAM CALEM,** Integral University and all the volunteers for their untiring help and support for conducting the Training Program successfully.

News Coverage in the local News Papers of English,
Urdu and Hindi.

गुणवत्तापूर्ण शिक्षा से ही बनेगा भविष्य उज्ज्वल : अहमद

लखनऊ (डीएनएन)। राजधानी के इंटीग्रल विश्वविद्यालय में सेन्टर फॉर एकेडमिक लीडरशिप एण्ड एजूकेशन मैनेजमेंट का आयोजन किया गया। कार्यक्रम में मानव संसाधन विकास केन्द्र के निदेशक प्रोफेसर सैय्यद अकील अहमद ने कहा कि योग्य शिक्षक व गुणवत्तापूर्ण शिक्षा से ही छात्रों का भविष्य उज्ज्वल बन सकता है। श्री अहमद ने शिक्षकों की नवीनतम शिक्षण तकनीक तथा सामाजिक वर्ताव से लैस होने पर जोर दिया जिससे न केवल उनकी व्यवसायिकता में निखार आयेगा अपितु वे अपने विषयों पर पकड़ बनाए रखेंगे। कार्यक्रम के विभिन्न विषयों जैसे

विश्वविद्यालयों के परिसर कैसे हरित बनाएं जाएं, विज्ञान और प्रेरणा तथा भावनात्मक वृद्धि की कला का विकास अकादमिक प्रशासकों में कैसे उत्पन्न किया जाए आदि पर विस्तृत तथा गहन चर्चा होगी। कार्यक्रम के मुख्य अतिथि बीआर अम्बेडकर विश्वविद्यालय आगरा के पूर्व कुलपति प्रोफेसर मो.मुजम्मिल ने अपने

दीर्घ कालीन अनुभवों को साझा करते हुए प्रशासन, प्रबन्धन तथा शासन की व्याख्या की। प्रोफेसर टी. उस्मानी, सीनियर एकेमीडीशियन व प्रॉक्टर ने इमोशनल इन्टेलीजेन्स पर अत्यन्त विस्तार से पावर प्वाइन्ट प्रजेन्टेशन देकर यह सिद्ध कर दिया कि कार्यस्थल में इमोशनल इन्टेलीजेन्स का महत्वपूर्ण योगदान है। इंटीग्रल विश्वविद्यालय के कार्यवाहक कुलपति प्रोफेसर अकील अहमद ने कहा कि यूजीसी एचआरडीसी अलीगढ़ मुस्लिम विश्वविद्यालय के तत्वावधान में कैलेम के प्रशिक्षण कार्यक्रम के फलस्वरूप शिक्षा के क्षेत्र में अच्छे लीडर तैयार किये जाते हैं।

योग्य शिक्षाविद् ही दे सकते हैं शैक्षणिक नेतृत्व

लखनऊ, ब्यूरो : योग्य शिक्षाविद् ही गुणवत्ता पूर्ण शिक्षा को बढ़ावा देकर शैक्षणिक नेतृत्व को तीव्र गति प्रदान कर सकता है। छात्रों का भविष्य तभी उज्ज्वल बन सकता है जब शिक्षक का वर्तमान उत्तम हो। यही कार्य सेन्टर फॉर एकेडमिक लीडरशिप एण्ड एजूकेशन मैनेजमेंट (कैलेम) ने इंटीग्रल विश्वविद्यालय में एकेडमिक लीडरशिप प्रोग्राम के तहत 7 से 13 सितम्बर तक आयोजित किया। कार्यक्रम में मानव संसाधन विकास केन्द्र के निदेशक, प्रोफेसर सैयद अकील अहमद ने शिक्षकों की नवीनतम शिक्षण तकनीक तथा सामाजिक वर्ताव से लैस होने पर जोर दिया। उन्होंने कहा कि इससे न केवल उनकी व्यावसायिकता में निखार आयेगा अपितु वे अपने विषयों पर पकड़ बनाए रखेंगी।

कार्यक्रम के विभिन्न विषयों जैसे विश्वविद्यालयों के परिसर कैसे हरित बनाए जाएं, विज्ञान और प्रेरणा तथा भावनात्मक वृद्धि की कला का विकास एकादमिक प्रशासकों में कैसे उत्पन्न किया जाए आदि पर विस्तृत तथा गहन चर्चा हुई। प्रोफेसर नदीम खलील ने इस बारे में विस्तृत जानकारी दी। कार्यक्रम के मुख्य अतिथि बी. आर. अम्बेडकर विश्वविद्यालय आगरा के पूर्व कुलपति प्रोफेसर मो. मुजम्मिल ने अपने दीर्घकालीन अनुभवों को साझा करते हुए प्रशासन, प्रबन्धन तथा शासन की व्याख्या की। इंटीग्रल विश्वविद्यालय में कैलेम का आयोजन एक सतत प्रकिया है जिससे शैक्षणिक प्रशासनिक कर्मचारियों में गुणवत्ता एवं विशेषज्ञता में वृद्धि

होती है। प्रोफेसर टी. उस्मानी, सीनियर एकेडमीशियन व प्रॉक्टर ने इमोशनल इन्टेलीजेन्स पर अत्यन्त विस्तार से सुरुचिपूर्ण पावर प्वाइन्ट प्रजेंटेशन दिया और इस तथ्य को सिद्ध किया कि कार्यस्थल में इमोशनल इन्टेलीजेन्स का महत्वपूर्ण योगदान है। कार्यक्रम में बीस से अधिक उत्कृष्ट विषयों का चयन किया गया था ताकि शिक्षा के क्षेत्र में सकारात्मक बदलाव लाया जा सके। इंटीग्रल विश्वविद्यालय के कार्यवाहक कुलपति प्रोफेसर अकील अहमद ने अपने उद्बोधन में कहा कि यू.जी.सी., एच.आर.डी.सी. अलीगढ़ मुस्लिम विश्वविद्यालय के तत्वावधान में कैलेम के प्रशिक्षण कार्यक्रम के फलस्वरूप शिक्षा के क्षेत्र में अच्छे लीडर तैयार किए जाते हैं।

'Dynamism in higher edu a must for academic leader'

Lucknow (PNS): Dynamism in higher education is a must for an academic leader and for moulding a young mind. If students are the bright future, teachers are the sparkling present.

These views were expressed at the Integral University's 'Academic Leadership' programme which concluded on Thursday. Director of HR Development Centre, IU, Syed Aqeel Ahmad laid emphasis on the essence of equipping the educators with the latest pedagogies, technologies and social behaviour tactics. Various topics like 'Role of green campus universities', 'Art of science and motivation and emotional intelligence in academic administrators', understanding UGC regulations etc were discussed on the occasion.

"HR Meet"
26th February 2019

The Department of Civil Engineering, Integral University Lucknow under the aegis of HRDC, Integral University, Lucknow commemorates "**HR Meet**" on 26th Feb 2019". The purpose of the meet was to bring awareness among the students as well as to make them aware about the job opportunities.

Initiating the programme, Iqbal Ahmad Student of Department of Civil Engineering welcomed the dignitaries Prof Aqil Ahmad Hon'ble Vice Chancellor (Acting) Integral university; Mr. Manish Dixit HR Head M/s. Shalimar group, Mrs. Suvita Pal, HR Head, M/s Urban Door Infratech Private Limited, Mr. Danish Mushtba, Former HR, State Bank of India, Lucknow, Mr. Ajit kumar Mishra, HR Manager, Rishita Developers, Lucknow and the programme convener, Prof. Syed Aqeel Ahmad Head, Department of Civil Engineering, Integral University, Lucknow. In his welcome address, Prof. Syed Aqeel Ahmad convener of the event briefed the students about the role of HR personal. He highlighted the facts that productivity, quality, adaptability & service excellence are the most important aspects for an individual to become successful in his carrier. He appreciated the efforts drawn by the event coordinator Mr. Anwar Ahmad, Junior Associate Professor, Department of Civil Engineering, Integral University, Lucknow and his team for organizing such an event with active participation of students.

Chief Guest Hon'ble Vice Chancellor Prof Aqil Ahmad briefed that the role of a HR is very important as every individual in an organization have desires which is to be fulfilled time to time. He said that HR Department plays an important role for the upliftment of any organization. He encouraged the participated students for an interactive session with the Guest speakers.

Guest Speaker, Mr. Manish Dixit, HR Head, M/s. Shalimar Group, Lucknow stressed about the need of Human resource Department. He expressed his concern over the decreasing rate of dynamic employees in organizations. He conveyed thinking, goal-oriented approach, and self-belief are the key principles of a successful person. He highlighted the benefits of rational thinking and encouraged the students to think rationally for achieving their goals to become successful in their interested streams.

Guest Speaker, Mr. Danish Mushtaba, Former HR, State Bank of India initiated that HR plays an important role in any organization he quoted that a satisfy person can only satisfy others. He further explained the recruitment process of State Bank of India in general. He concluded that strong determination and setting a goal-oriented target is the only key to success.

Guest Speaker, Mrs. Suvita Pal, HR Head, M/s Urbandoor Infratech Private Limited, Lucknow enlightened the students regarding the work aspects of an HR for hiring an individual for an organization. She expressed her concern over the importance of success among the individuals. She shared that now a day's every individual is hunting to become successful without realizing the actual meaning of success. She advised the students to focus on learning outcome rather than

money outcome in an organization to become successful in their lives. She concluded that self-realization; optimistic approach and dedicated vision would lead an individual to become successful.

An interactive question – answer session was organized in which students have actively participated and asked questions such as how to prepare for an interview, Job opportunities, Qualities of an eligible candidate for acquiring a job and necessary skills for a candidate. Mr. Ajit Kumar Mishra, HR manger Rishita Developer's very well answered all the questions along with all other guest speakers.

Shri. Sabih Ahmad, Former Head, Department of Civil Engineering, Integral University, Lucknow proposes the Vote of thanks and conveyed his deep regard for the guest and he thanked the event coordinator Mr. Anwar Ahmad and all the organizers, participated students for making the program a great success.

Four-day Training Program on
"Academic Leadership on Campus Sustainability"
08th April to 11th April 2019

Human Resource Development Center, Integral University, Lucknow under the aegis of UGC-HRDC Aligarh Muslim University, Aligarh successfully organized a four-day training program on "Academic Leadership on Campus Sustainability" on April, 08-11, 2019, under the scheme of Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching, a Centre for Academic Leadership and Education Management (CALEM), Ministry of Human Resource Development, Government of India.

Dr. Syed Aqeel Ahmad, Director HRDC, Integral University welcomed the participants in the inaugural session and introduced the training program. The dignitaries Prof. Aqil Ahmad acting Vice-Chancellor, Integral University, Prof. M.A. Khalid, Head, Deptt. of Environmental Studies & DSW, and Prof. Saxena, Dean Commerce and Management talked about the importance of Creating and Managing on campus biodiversity parks and its modus operandi in the Inaugural Session.

In the four-day training program, the learned speakers namely Prof. M.A. Khalid, Head Dept. of Environmental Studies, DSW, Integral University, Lucknow, Dr Arshad Hussein, Department of Civil Engineering, University Polytechnic, AMU, Aligarh, Dr. Farhan Fazli, Department of Architecture, AMU, Aligarh, Prof. T. Usmani, Director Solar Projects, Integral University, Lucknow, Prof. Wazahat Husain (Retd). Dept. of Botany, AMU, Aligarh, Dr Ali Jafar Abedi, Department of Community Medicine, AMU, Aligarh, Dr. Faiza Abbasi, Assistant Director, UGC-HRDC, AMU, Aligarh, etc. spoke on the subjects of their expertise i.e. "Creating and Managing on campus bio diversity parks" "Waste Water Management" "Sustainable Architecture" "Green Gardening: Outdoor Plants" "Roof top Solar PV System" "Solid Waste Disposal" "Green Campusin HEIs" etc. The participants came from various esteemed institutions like: Karamat Husain Muslim Girls P.G. College, Lucknow, IPSR Group of Colleges, Unnao, Bora Institute of Management Sciences, Lucknow, Charak Institute of Education, Lucknow, Akbarpur Degree College, Kanpur, BBD University, Lucknow, SRBP Degree College, Unnao, Pundit Deen Dayal Upadhyay Government Girls P.G. College Goel Institute of Higher Studies, Shia P.G. College, Azad Institute of Management and Technology, and Lucknow Christian College.

Last day in the Valedictory Session, Director HRDC, Integral University, Prof. Syed Aqeel Ahmad congratulated the participants, advised them to utilize the skills in their work places and wished them good luck for their future endeavours Prof. Aqil Ahmad acting Vice-Chancellor, Integral University, the distinguished Guest of the session, talked about the roles of sustainable campus in HE;s. The special guest, Dr. Faiza Abbasi, Assistant Director, UGC-HRDC, AMU, Aligarh, talk about the green campus in HE's. At the end Mr. Zishan Raza Khan, Dy. Director,

HRDC proposed the vote of thanks; Mr. Khan congratulated the CALEM Team for their tireless efforts to make the Program a successful event.

Glimpse of CALEM Program

HRDC

Please Contact:
HRDC Office, Integral University
Kursi Road, Lucknow-226026 (U.P.) INDIA
directorhrdc@iul.ac.in
Website: https://iul.ac.in/HRDC/Default.aspx