

Capacity Development Programme in Educational Planning and Administration for the Principals of Ayurveda, Unani, Siddha and Sowa-Rigpa Colleges

(21-25 August 2023)



Information Brochure



राष्ट्रीय शैक्षिक योजना एवं प्रशासन संस्थान
NATIONAL INSTITUTE OF EDUCATIONAL PLANNING AND ADMINISTRATION
(Deemed to be University)
17-B, Sri Aurobindo Marg, New Delhi – 110016, INDIA

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Capacity Development Programme in Educational Planning and Administration for the Principals of Ayurveda, Unani, Siddha and Sowa-Rigpa Colleges

(21-25 August, 2023)

Background

The Indian system of medicine has a long-standing and recorded history of its existence for the past many centuries. It has played important role in health care and healing over a period of time. Despite its long roots in antiquity supported by ancient texts, oral traditions and established practices, the system has been largely neglected by the colonial design of knowledge system. The perpetual neglect of the Indian system of medicine and placing this system of medicine at low in the hierarchy of knowledge has put the system merely as an alternative system of medicine. Indeed, over the past few years attempts have been made to retrieve the relevance and value of the Indian system of medicine from its almost lost ground. A number of attempts have also been made by the government, well known philanthropists, established trusts and individuals to strengthen the system including its recognition. The creation of a separate Ministry of Ayush may be considered as an important step towards strengthening the system. Further to it, the creation of the National Commission for Indian System of Medicine (NCISM) as a statutory body, constituted under NCISM Act, 2020 may be considered as a move towards promoting the system with a robust system of quality regulation. The expansion of the system in terms of number of takers(clientele) is important but equally important is improvement of quality in the formal system of imparting education in the institutional context of universities, institutes or colleges. The NCISM through its different Boards and internal institutional mechanisms can play a pivotal role in this regard.

As stipulated in the NCISM Act, 2020, it is meant to promote Indian System of Medicine by improving access to quality and affordable medical education in all parts of the country. The act mandates that NCISM adopts an objective periodic and transparent assessment of medical institutions and facilitates maintenance of a medical register of Indian System of Medicine for India and enforces high ethical standards in all aspects of medical services. The Act provides for (a) the Board of Ayurveda; (b) the Board of Unani, Siddha and Sowa-Rigpa; (c) the Medical Assessment and Rating Board for Indian System of Medicine; and (d) the Board of Ethics and Registration for Indian System of Medicine. Each Board shall be an autonomous body which shall carry out its functions in accordance with the regulations made by the Commission.

The Act stipulates that the Board of Ayurveda and the Board of Unani, Siddha and Sowa-Rigpa shall work towards determining and promoting the standards of education at the undergraduate, postgraduate and super-speciality levels. The Boards shall have the function to develop a competency based dynamic curriculum at all levels. The Boards are also mandated to frame guidelines on setting up of medical institutions for imparting undergraduate, postgraduate and super-specialty courses

in Ayurveda, Unani, Siddha and Sowa-Rigpa. The Boards are empowered to set the standards for conducting of courses and examinations in medical institutions, set standards and norms for infrastructure, faculty and quality of education and research. Besides these the Boards are also given the responsibilities to facilitate development and training of faculty members in order to promote quality of education and research and creating a robust system of Indian Medicine.

All these initiatives are of utmost importance for improving the quality of education in the Indian system of medicine. But it is also important to ensure a well-functioning system of imparting and managing education at the level of institution. In this regard, the role of the institutional head becomes important. The institutional head is expected to lead the institution not only in its academic endeavour but also in ensuring institutional excellence. Needless to add, institutional excellence may be considered as a sum of quality in its holistic context of the institution. Of course, the institutional head is appointed on the basis of an established academic credentials, however, mere possession of academic qualifications and well-established academic credentials may not be the sufficient condition to ensure the much needed administrative and leadership skills. The empirical insights indicate that many times a good researcher/ teacher may prove to be an administrative failure. In such cases, the institutional vision, mission, mandate and roadmap for institutional excellence may put the institution under peril. Therefore, it is not only necessary to put an appropriate person in leadership role of the institution but also support the institutional leaders/heads with training and capacity development in the core areas of institutional planning and administration.

The above -mentioned context and the felt need of capacity building of the academic administrators has been a major driving factor the NCISM and NIEPA have come together to collaborate with each other to provide opportunity of capacity - building of the Principals of Colleges/ Deans of the faculty of Indian System of Medicine in the University System. As per the collaborative arrangement, nearly 550 such academic administrators/ institutional heads representing the four strands of Indian System of Medicine (Ayurveda, Unani, Siddha and Sowa-Rigpa) are proposed to be trained in the area of institutional planning and administration over a period of one year.

Training Need Assessment

While designing the training Programme for the principals of the colleges under NCISM, NIEPA took an exercise of need assessment. The team of senior faculty members of NIEPA visited select institutions as sample representing different branches of Indian medicine as well as variety of locational context. Some of the institutions visited by the faculty include:

1. SGT University, Chandu-Budhera, Gurgaon, Haryana
2. Ayurved SevaSangh's Ayurved Mahavidyalaya, Nashik, Maharashtra
3. Santhigiri Siddha Medical College, Santhigiri P.O., Pothencode Thiruvananthapuram, Kerala
4. Central Institute of Higher Tibetan Studies (CIHTS) (Deemed to be University), Sarnath, Varanasi, Uttar Pradesh

5. Rajiv Gandhi Govt. Post-Graduate, Ayurvedic College, Paprola, Kangra, Himachal Pradesh
6. KLE University Shri BM Kankanwadi Ayurveda Mahavidyalaya Post Graduate Studies and Research Centre, Belagam, Karnataka
7. Govt. Nizamia Tibbia College, Charminar Hyderabad, Kotla Alijah, Moghalpura, Hyderabad, Telangana

During the visits to the colleges, a number of issues relating to the institutional functioning were discussed with the Principals, Deans, HoDs, Faculty, Students, and administrative staff. Some of the major inferences drawn on the basis of institutional visits and suggestions made by the Principals, four broad areas of capacity building is required for the institutional heads like Principals and Deans.

1. Strengthening of the institutions of the Indian System of Medicine in the emerging global context of education and in the light of the recommendations of the National Education Policy, 2020;
2. Management and Leadership Skills like change management, interpersonnel relations, human resource management, communications, team building, branding etc.;
3. Financial Management, Resource Mobilisation and Rules and Procedures of Financial transactions;
4. Administrative Rules and Procedures;

In the light of the suggestions and findings few themes have been identified for transaction.

Themes Identified for the Training Programme

1. NCISM Rules and Regulations
2. Administration and Management of the Institutions: Reflections on NEP 2020
3. Medical Assessment and Rating
4. Team Building and Conflict Management
5. Managing Stress
6. Institutional Performance Management and Development
7. Leadership and Decision Making
8. Equity, Diversity, and Community
9. Transformational Leadership for Institutional Governance
10. Digital Technology for Teaching-Learning and Institutional governance
11. Hospital Administration and Management
12. Entrepreneurship and Skill Development
13. Medical Ethics and Values
14. Research, Publication and Networking
15. Financial Management and Resource Mobilisation

Programme Transaction

- The programme will be transacted following the outcome-based approach to education.
- The programme will help participants apply the gained knowledge and competencies for the betterment of their respective colleges.
- The participants will be provided exercises and activities to work on, and ample opportunities for communication and sharing.
- Each session will include presentations and discussions. Group work activities, case studies, practical tasks, and assignments will also constitute an integral part of session transactions
- A google classroom will be created for the programme participants. Both participants and resource persons will be part of the classroom. This classroom will be used to share study materials, give and submit assignments, and conduct assessments.

Programme Venue

The programme will be held from August 21-25, 2023. The programme will be conducted in the face- to-face mode in Room No. 113 at NIEPA, New Delhi.

Programme Schedule

The program will commence on Monday, August 21, 2023, at 9.00 AM with the registration of participants and conclude on Friday, August 25, 2023 at 5.30 PM. The tentative timetable is given in *Annexure-I*.

Programme Management Team

The programme is being organised by NIEPA in collaboration with the National Commission for Indian System of Medicine under the leadership of Prof. Shashikala Wanjari, Vice-Chancellor NIEPA. Prof. Sudhanshu Bhushan as Vice-Chancellor(I/c) had taken initiative for this collaborative programme. Prof. Kumar Suresh is the Programme Director (Academic). Different committees consisting of the faculty and staff have been constituted for smooth conduct 20 sets of programmes. Training Cell headed by Ms. Sonam Anand shall facilitate the conduct of the programme.

Programme Director: Prof. Pranati Panda, Professor and Head, Department of School and Non-Formal Education, School Standard and Evaluation Unit, NIEPA.

Programme Coordinator: Dr. Sangeeta Angom, Associate Professor, Department of Higher and Professional Education, NIEPA.

Resource Persons

Resource Person for the programme consists of both NIEPA faculty as well as outside experts. The list of resource persons is given in *Annexure-II*.

Participants

Academic administrators including Principals and Deans from Colleges of Indian System of Medicine. List of the Participants attached as *Annexure-III*.

Boarding and Lodging Arrangements

Arrangements for boarding and lodging of participants have been made by NIEPA, New Delhi in NIEPA Guest House.

Guidelines for Participants

- Every participant will be required to bring a fully functional laptop.
- The participants will be required to work individually and in groups and to participate actively throughout the programme.
- Every participant will be expected to complete all the assigned activities and submit proof of successful completion.
- The completed activities of the participants will be assessed by the experts, and only those completing all the assigned activities will be provided the certificate for participation.
- The participants shall take adequate care to prevent the spread of Covid-19. The participants shall adhere to Covid-19 appropriate behaviour and prevention norms.

Programme Schedule

Capacity Development Programme in Educational Planning and Administration for the Principals of Ayurveda, Unani, Siddha and Sowa-Rigpa Colleges

(21-25 August, 2023)

Day 1: August 21, 2023

(9.00-9.30)	Registration of the Participants	
Inaugural Session (9.30-11.00)	<p>Chairperson: Prof. Sudhanshu Bhushan, Professor and Head, Department of Higher and Professional Education, NIEPA</p> <p>Opening Remarks: Prof. Pranati Panda, Professor and Head, Department of School and Non-Formal Education, School Standards and Evaluation Unit, NIEPA, Programme Director (NCISM Programme)</p> <p>Chief Guest: Shri Vaidya Jayant Deopujari, Chairman, NCISM</p> <p>Special Guest: Dr. Buduru Sreenivasa Prasad, President, Board of Ayurveda, NCISM</p> <p>Special Guest: Dr. Atul Babu Varshney, Member, Board of Ayurveda, NCISM</p> <p>Chairperson's Remarks</p> <p>Vote of Thanks: Dr. Sangeeta Angom, Associate Professor, Department of Higher and Professional Education, NIEPA, Programme Coordinator, (NCISM Programme)</p>	
High Tea (11.00-11.30)		
Session 1 (11.30-13.00)	NCISM Regulations and Implementation	Dr. Buduru Sreenivasa Prasad
Lunch Break (13.00-14.00)		
Session 2 (14.00-15.30)	Team Building and Conflict Management	Prof. Preetam Khandelwal
Tea Break (15.30-16.00)		
Session 3 (16.00-17.30)	Team Building and Conflict Management	Prof. Preetam Khandelwal

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Day 2: August 22, 2023

(9.00-09.30)	Reflections on the previous day's sessions	
Session 1 (9.30-11.00)	Medical Assessment and Rating	Dr. Raghuram Bhatta U.
Tea Break (11.00-11.30)		
Session 2 (11.30-13.00)	Leadership and Decision Making	Prof. Sudhanshu Bhushan
Lunch Break (13.00-14.00)		
Session 3 (14.00-15.30)	Institutional Performance Management and Development	Prof. Pranati Panda Dr. Sangeeta Angom
Tea Break (15.30-16.00)		
Session 4 (16.00-17.30)	Administration and Management of the Institutions: Reflections on NEP 2020	Prof. Kumar Suresh

Day 3: August 23, 2023

(9.00-9.30)	Reflections on the previous day's sessions	
Session 1 (9.30-11.00)	Learning Management System for Teaching Learning and Assessment	Prof. K. Srinivas
Tea Break (11.00-11.30)		
Session 2 (11.30-13.00)	Technology for Teaching, Learning, Assessment and Governance	Prof. K. Srinivas
Lunch Break (13.00-14.00)		
Session 3 (14.00-15.30)	Managing Stress	Ms. Pritima Kaushal
Tea Break (15.30-16.00)		
Session 4 (16.00-17.30)	Managing Stress	Ms. Pritima Kaushal

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Day 4: August 24, 2023

(9.00-9.30)	Reflections on the previous day's sessions	
Session 1 (9.30-11.00)	Transformational Leadership for Institutional Governance	Prof. Rasmita Das Swain
Tea Break (11.00-11.30)		
Session 2 (11.30-13.00)	Equity, Diversity, and Community	Prof. A. K. Singh
Lunch Break (13.00-14.00)		
Session 3 (14.00-15.30)	Hospital Administration and Management	Prof. Sidhartha Satpathy
Tea Break (15.30-16.00)		
Session 4 (16.00-17.30)	Entrepreneurship and Skill Development	Prof. Vineeta Sirohi Mr. Pradeep Arora

Day 5: August 25, 2023

(9.00-9.30)	Reflections on the previous day's sessions	
Session 1 (9.30-11.00)	Research, Publication and Networking: Issues, Challenges and Pathways	Prof. Pranati Panda Dr. Sangeeta Angom
Tea Break (11.00-11.30)		
Session 2 (11.30-13.00)	Medical Ethics and Values for Improved Institutional Performance	Prof. Sidhartha Satpathy
Lunch Break (13.00-14.00)		
Session 3 (14.00-15.30)	Financial Management and Resource Mobilisation	Prof. Mona Khare
(15.30-17:00)	Valedictory Session	
High Tea (17.00-18.00)		

Programme Core Team



Professor Shashikala Wanjari

Vice-Chancellor, NIEPA

Professor Shashikala Wanjari is presently Vice-Chancellor of National Institute of Educational Planning and Administration (NIEPA), New Delhi. She also served as Vice-Chancellor of SNTD Women's University, Mumbai. Prof. Wanjari was conferred with the rank of Honorary Colonel in the National Cadet Corp in July 2018. Prior to this, she headed the Department of Education at RTM Nagpur University, Nagpur and led Nagpur Nagarik Sahkari Bank Pvt Ltd as Ex Vice-Chairperson. She has long years of teaching and research experience. She has many publications of research papers and articles to her credit. Prof. Wanjari had participated several International and National conferences and delivered more than 200 expert lectures in different academic forums. She has served as a Chairperson of Syllabus cum Textbook development for Foundational Stage committee of NCERT. She is a member of different academic bodies. Prof. Wanjari also received award from Commonwealth Council for Educational Administration and Management (CCEAM) in 2014. She is recipient of Madam Marie Curie Award from Swadeshi Vidya, Bangalore. She is contributing in the capacity of Hon'ble visitor's nominee at Central University of Punjab, Bhatinda, and Central University of Jharkhand, Ranchi. So far, she has successfully guided 16 PhD scholars in Education during her academic career.



**Programme
Director**

Prof. (Dr.) Pranati Panda

Professor and Head

Department of School and Non-Formal Education &
School Standards and Evaluation Unit, NIEPA

Prof. Pranati Panda is a Professor and Head of the Department of School and Non-Formal Education and also heading a dedicated Unit on School Standards and Evaluation of National Institute of Educational Planning and Administration (NIEPA), New Delhi, India. She has more than three decades of experiences in premier national organizations i.e., National Institute of Public Cooperation and Child Development (NIPCED), National Council of Educational Research and Training (NCERT) and National Institute of Educational Planning and Administration (NIEPA). She specializes in institutional governance, regulations, standards setting, quality assurance and accreditation, leadership, teacher professional standards and teacher education. She is currently leading a National Programme on School Standards and Evaluation (Shaala Siddhi),

a major initiative of Govt. of India, for institutionalization of school quality assurance in 1.53 million schools of India. Prof. Panda is the editorial members of international and national journals and have published extensively in national and international journals. Her significant publications include chapter in Oxford Research Encyclopedia of Education (Oxford) and articles in international journals. She is the member of several official committees on school and teacher education constituted by the Ministry of Education, Govt. of India, National Council for Teacher Education, Central and State Universities and in different national institutions. Prof. Panda severed as lead members of Joint Review Missions of Teacher and School Education, Govt. of India to review the Centrally Sponsored Schemes, plan and strategic implementations. Prof. Panda served as the focal point and editor for the Asian Network of Training and Research Institutions (ANTRIEP) for establishing international collaboration and networking with Asian countries. Prof. Panda is consulted by the UNESCO, UNICEF, World Bank, British Council, United Nation High Commissioner for Human Rights (Geneva), Asia Pacific Centre of Education for International Understanding (UNESCO), GTZ (Germany), HURIGHTS (Japan) etc.



**Programme
Co-ordinator**

Dr. Sangeeta Angom

Associate Professor

Department of Higher and Professional Education, NIEPA

Dr. Sangeeta Angom is currently an Associate Professor in the Department of Higher and Professional Education, NIEPA, New Delhi. She has Master Degree in Education (Gold Medallist) and PhD in Education from North-Eastern Hill University, Shillong. She has received training in Educational Planning and Management (EPM) at IIEP (UNESCO), Paris in 2016 and also attended Leadership Institute for mid-level career individual (IFE) organized by East West Centre (EWC), Honolulu, at Suan Dusit Rajabhat University, Bangkok, Thailand in 2010. Dr. Angom has contributed various research papers on areas relating to Indian higher education at seminars/conferences conducted at National, International, and regional levels. She has various publications in journals and contributions in edited volumes and proceedings. Her research interest areas in higher education are University Governance and Management; Privatisation in Higher Education; Financing and Autonomy in Private Higher Education, and Education System in Northeast India. She has successfully completed two national level research studies on Private Universities in India besides other short-term surveys of NIEPA funded by Ministry and UGC. She took part in the NIEPA's Evaluation Survey of Institute of Eminence, UGC Scholarships and Fellowship, and also in the Training Needs Assessment Study. Currently, she is undergoing a research study on academic libraries in undergraduate colleges.

National Commission for Indian System of Medicine (NCISM) Team



Vaidya Jayant Deopujari

Chairman of the NCISM

Ministry of AYUSH, Government of India

Vaidya Jayant Deopujari is the Chairman of the NCISM, Ministry of AYUSH, Government of India. He is honorarily associated with the research centre of Central Indian Institute of Medical Sciences, Nagpur, a tertiary care neurology hospital as a research committee member, animal ethics committee member and chairman of institutional ethics committee. He was a recognized GURU of Rashtriya Ayurved Vidyapeeth, New Delhi under the Ministry of AYUSH; Member – Advisory committee, MoAYUSH, New Delhi; Member- Ayurveda Training Accreditation Board, RAV, MoAYUSH New Delhi; Member- Society of NIA(Deemed to be University) Jaipur. He has been associated with a national and international number of organisations and institutions. A wide range of publications, reaserches and patents are to his credit. He has a distinguished career of practicing Ayurveda over the last 35 years.



Prof. Dr. K. Jagannathan

President

Board of Unani, Siddha and Sowa-Rigpa at NCISM

Prof. Dr. K. Jagannathan is MD(Siddha), PhD, Cer.HSET, Cer.TT; President, Board of Unani, Siddha and Sowa-Rigpa at NCISM, He a long experience of professional career. He has served as the Vice- Principal and Principal (Ic) of Santhigiri Siddha Medical College, Thiruvananthapuram, Kerala. He has been a member of number of committees and held a number of positions including Council Member, Travancore-Cochin Medical Council for Indian System of Medicine, Govt of Kerala, Member, Regional Ayurveda COVID19 Response Cell, Dept of AYUSH, Govt of Kerala, Member, Siddha Committee for drafting MSR for Clinical Establishment (Registration and Regulation) Act 2018, Directorate of ISM, Govt of Kerala; Member, Academic Council, Kerala University of Health Sciences.



Prof. (Dr.) Buduru Sreenivasa Prasad

President

Board of Ayurveda, NCISM

Prof. (Dr.) Buduru Sreenivasa Prasad is the President of the Board of Ayurveda, NCISM. In his distinguished career in Ayurveda he has held numerous positions. He has served as Director, Principal & Dean – KLE University’s Shri BMK Ayurveda Mahavidyalaya, Belagavi for 15 years (July 2006 to June 2021); Member - Steering Committee on AYUSH for Planning Commission, GoI, 12th Five Year Plan 2012-17; Member, Scientific Advisory Committee (SAC), Regional Medical research Centre (ICMR), Belgaum; Member of CCIM (Ayurveda) besides a number of other distinguished positions. He is also a recipient of the Ayurved Ratna in 2008 and Teacher of the Teachers Award in 2014, Ayurveda Shree Samman in 2013, Best Teacher Award for the year 2012-13. A number of researches and publications are to his credit.



Dr. Raghuram Bhatta U.

President

Medical assessment and Board for Indian system of Medicine, NCISM

Dr. Raghuram Bhatta U. is the President of the Medical assessment and Board for Indian system of Medicine, NCISM. Dr Bhatta is B.A.M.S., from Bharatiar University, Coimbatore and secured 5th rank for the state from Ayurveda College Coimbatore a subsidiary of Arya Vaidya Pharmacy in the year 1994. He completed his M.D. (Ayu). in Dravyaguna from the prestigious Gujarat Ayurved University, Jamnagar in the year 2004. He completed Yoga from Y.I.C. (Yoga Instructor’s course) from Swami Vivekananda Anusandhana Sansthan - SVYASA, Bengaluru. Certificate Course in Yoga therapy from Arsha Yoga Vidya Peetham, Coimbatore. Dr Bhatta has been the Member of senate TNMGRMU and Board of Studies TNMGRMU. He has been awarded with Athreya Award by Sairam Group of institutions, Chennai for the achievement in the field of Ayurveda Education. And has been appointed as Guide & mentor for the project Ayurveda Samskritam and promoted by Samskrit Promotion Foundation, New Delhi



Prof. (Vaidya) Rakesh Sharma

President

Board of Ethics and Registration for Indian System of Medicine, NCISM

Professor (VAIDYA) Rakesh Sharma is President, Board of Ethics and Registration for Indian System of Medicine, Member, National Commission for Indian System of Medicine (NCISM), New Delhi and Ph.d Guide (Kayachikitsa). Professor Sharma completed his M.D. from Gujarat Ayurved University and Ph.D from Mumbai University. Professor Sharma has an extensive academic and administrative career. He has a teaching experience of 26 years, guided doctoral students and has 36 years of clinical experience. Professor Sharma was Head of Department of Kaya Chikitsa at Govt. Ayurvedic College, Patiala, and Dean Colleges, Guru Ravidas Ayurved University Punjab. He was the Controller of Examinations (Additional Charge), Guru Ravidas Ayurved University Punjab, Hoshiarpur. Prof Sharma has served as a Director Ayurveda, Director Punjab Health Systems Corporation and has been appointed as Director of Herbal Health Research Consortium Pvt. Ltd. by Govt. of Punjab. Professor Chairman has been Member Secretary State Drug Advisory Committee, and Member Secretary State Medicinal Plants Board. He is former Vice Chairman, Punjab State Faculty of Ayurvedic & Unani Systems of Medicine; Chairman, Board of Ayurvedic & Unani Systems of Medicine, Punjab; Chairman Admission Committee of AYUSH Systems of Guru Ravidas Ayurved University Punjab, Hoshiarpur and Chairman of State Drug Advisory Committee.



Dr. Atul Babu Varshney

Member

Board of Ayurveda, NCISM

Dr. Atul Varshney is an Eminent Ayurveda Academic scholar and Panchkarma Specialist currently appointed as a Member, Board of Ayurveda, NCISM, Ministry of Ayush, Government of India. He is former member of the Governing Body and Finance committee of CCRAS, New Delhi. Dr. Varshney is Founder-Secretary of Academy of Roga Nidan in India, and life member of the All-India Ayurveda Specialist (PG) Association, National Academy of Panchkarma and Research, Indian Society of Parasitology, Vigyan Bharti, and Vishwa Ayurveda Parishad etc. different organizations. He has a rich experience of teaching, research and supervision in the field of Ayurveda. Dr. Varshney is the nodal person of the programme. He has taught for 26 years in different ayurvedic colleges of India. He has organised many Conferences, webinars and health camps. He has been in expert panels of different selection boards. He is the coordinator of the programme.

List of Resource Persons

External Resource Persons



Dr. Preetam Khandelwal

Former Professor, Organizational Behavior
Faculty of Management Studies, University of Delhi

Dr. Preetam Khandelwal (M.A, Ph.D.), has over four decades of experience in teaching, research, training, and consulting. She retired as Professor, Organizational Behaviour, from the Faculty of Management Studies, University of Delhi in 2019. Her research interest and contributions are in the area of work motivation, leadership, human resource development, positive psychology, work life balance, intuition in decision making, gender in management and entrepreneurship. She has presented many papers and chaired sessions in national and international conferences and has numerous publications in indexed / peer reviewed national and international journals and chapters in books. She is the co-author of two popular text books on Organizational Behaviour, namely, ORGB and Organisational Behaviour with Nelson.D. L and J. C Quick), by Cengage learning, India.



Prof. Pritima Kaushal

Founder Director
Enablers India

Ms. Pritima Kaushal, the Director of Enablers India, is a Management Trainer and Consultant. She is an MBA in First class from Institute of Management Studies, Himachal Pradesh University, and Gold Medalist in BA (Hons) from St Bede's College, Shimla. Before embarking as an independent consultant, she worked with some of the leading Corporates including Modi Xerox, Methodex Systems and Tribal Co-operative and Marketing Federation (TRIFED). Ms. Kaushal has over 35 years of experience in the field as an acknowledged Trainer and Consultant to various Private sector, public Sector, Multi-National Corporations, Education Institutions and Government Departments. Ms. Kaushal has conducted more than 1,000 training Workshops and trained thousands of Professionals. She is adept at Competency Mapping and running Assessment/ Development Centers using

psychometric tools, situational games/ in-basket techniques and role-plays. Apart from her training and consultancy assignments, she is also a guest Faculty in various Management Institutes in New Delhi. Ms. Kaushal specializes in workshops on Emotional Intelligence, Assertive Communication Skills, Presentation skills, Personal and Interpersonal Effectiveness, stress Management, Work life balance, selling skills, Managing and Motivating Sales force, Channel Management, Transactional Analysis, Interviewing Skills, Leadership, Motivation, Train the Trainer and Coaching Skills. She is an active member of Indian Society for Training and Development, HRD Network and All India Management Association. She is also on the panel of Trainers of DOPT, Ministry of HRD, All India Management Association, Delhi University and Ministry of External Affairs.



Mr. Pradeep Arora

Sr. Advisor

National Institute of Entrepreneurship and Small Business Development (NIESBUD)

Mr. P. K. Arora is Senior Advisor, NIESBUD under Ministry of Skill Development and Entrepreneurship. He is heading the Mentoring and Handholding Cell of the institute. He has been a Banking Professional with vast experience of over 30 years and is highly recognized for his deep understanding of banking procedures, financial understanding and guidance. He has expertise in new enterprise creation and in extending support to the existing entrepreneurs. He has also developed curriculum, modules, and structures for various entrepreneurship development programmes. He retired as DGM from Allahabad Bank before joining NIESBUD.



Dr. Sidhartha Satpathy

Professor and Head

Department of Hospital Administration, A.I.I.M.S., New Delhi

Prof. Sidhartha Satpathy is currently Professor and Head, Department of Hospital Administration, A.I.I.M.S., New Delhi. Prof. Satpathy, a gold medalist in MBBS from Utkal University, is the Visiting/guest faculty at IIM, Ahmedabad, PGIMER, Chandigarh, SGPGI, Lucknow; Delhi University, Jawaharlal Nehru University, AFMC, Pune; Railway Staff College, Vadodara; IICM, Ranchi; several Medical Colleges in India, NIFHW, NDMA & NIDM New Delhi. He also serves as Program Director and Coordinator for training program on Health and Hospital Management;

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Prof. K. Srinivas holds a Ph.D. degree in Computer Science and has been utilizing Open Source ICT Tools and Technologies in Teaching, Learning and Student Evaluation since 1990, both at the Graduate and Post Graduate levels. His areas of interest are e-Learning, blended learning, MOOCs, ICT enabled Pedagogy, Computer Applications in Project Management, e-governance. He is having more than 30 years of Teaching, Research, Industry and Consultancy experience. Prof. K. Srinivas also conducts teacher training workshops both at School Education and Higher Education across the country for teachers. He has written a number of articles on different aspects on university automation, e-governance, Training needs, etc.



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**Capacity Development Programme in Educational Planning
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NIEPA JOURNALS

Journal of Educational Planning and Administration

The *Journal of Educational Planning and Administration* is a specialized multidisciplinary journal in the area of educational planning, administration and development, published by the NIEPA since 1987, after long years of its existence in the name of EPA bulletin. The Journal, published quarterly-January, April, July and October, since 1990. The Journal is a peer reviewed journal, and is a professional forum to which both social scientists, including sociologists, economists, political scientists, public administrators, anthropologists, educationists, psychologists, etc., and practitioners in educational policy and planning around the world are invited to share their research in the area of educational policy, planning, administration and development. The subject areas covered include a variety of socio-economic, political, and managerial dimensions of educational planning and development in developing as well as developed countries. It covers international, national and subnational issues relating to educational policy, planning and development analysed from disciplinary as well as interdisciplinary perspectives.



Pariprekshya

The Pariprekshya is a Hindi research journal, published regularly since 1994, in the field of educational planning and administration. It also covers the socio-economic issues of education. It has different categories of papers, articles e.g., research papers, research articles, communications, thinkers on education, review articles and book reviews. It is published in the month of April, August and December every year.





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