**DBHEI PRINCIPALS WORKSHOP 2019**

**August 1 to 3, 2019**

**Preparation forthe Principals Workshop 2019:**

It was discussed to organize a workshop for all the principals in the last higher education meeting held at Dimapur. Rev. Fr. Thaddeus, sdb, the convenor of the workshop formed a core committee from Don Bosco College, Yellagiri hills. Preparation for the workshop started six months ago. Organising committee was set up to organize the workshop in a systematic way. The committee members were Fr. Thaddeus, Fr. Kasi Sagayaraj, Dr. Clement, Prof. Suresh Rajan, Mr. Justin and Bro. Clement sdb. The organising committee planned all the arrangements in minute details starting with budgeting, arranging resource persons, finalising talks for the sessions, contacting the principals through online registration form, food, accommodation, transportation, documentation, organising sessions for the workshop, etc,.

In consent with the higher education secretary Rev. Dr. Maria Soosai, it was decided to also invite non-salesian institutions. Most of the Salesians gave feedback to organise the principals workshop in the first week of August and have the workshop in Chennai for easy access. Fr. Thaddeus along with Dr. Clement arranged the resource persons and speakers for the workshop. They met all those speakers personally to ensure their availability and confirmation. Fr. Kasi Sagayaraj along with the committee members contacted various college principals of both Salesians and others across India.

About 55 participants registered for the workshop from various colleges from different parts of India. Sessions were organised well with effective and informative resource persons. It was a wonderful time to come together and discuss various issues related to higher education. Three days’ workshop was spaced out systematically. Online Google feedback form was created and the participants were satisfied with the workshop and all the other arrangements.

**Proceedings ofthe Workshop:**

On behalf of Don Bosco Higher Education of India (DBHEI), Don Bosco College (Co-Ed), Yelagiri Hills, Vellore Dst, Tamil Nadu organized a three day national level ‘Principals Workshop’ at Citadel, Chennai from 1st of August to 3rd of August 2019.Various principals, vice principals, researchers, directors of higher education and leaders of different institutions from India participated in the three days workshop effectively. Workshop began with the inauguration program. Rev. Dr. Maria Arokiam kanaga, sdb, the regional superior for South Asia, Rev. Dr. Xavier Pakam sdb, Economer , Rev. Dr. Maria Soosai, the secretary of DBHEI were invited as chief guests to kick start the workshop. The three-day workshop was divided into 12 sessions from August 1 to 3, 2019.

**Session 1:**

**Rev. Dr Francis P Xavier SJ**, Secretary and Rector, Loyola Campus Chennai, was invited as the speaker to share his experience on **‘Perspectives/ Strategic Planning For Academic Excellence’.** He succinctly explained about the different perspectives to education and institutional uniqueness. Furthermore he highlighted the following reasons “Academic excellence, financial viability, Character formation and Job assurance” why someone has to prefer Salesian Institutions. Then he talked on the following ideas such as “importance of education in the present context, Salesian perspective of learning, preferential option for marginalization, listed out the needs and challenges of individual, Jesuit pedagogical paradigm , few strategic planning such as discernment as way of life; walking with the poor (reconciliation and justice) and accompanying the youth (creation of hope-filled future).

S**ession-2:**

The participants were divided into small groups and were asked to answer to the following questions. What is the original Charism of your Founder related to Education? Option: traditional or paradigm shift? Where have we deviated and where have we enhanced the original vision? Who have been our target people? What is unique to (Salesian) Christian higher education? What are our success stories at regional/national/global level? What is the role of the stakeholders (esp. the beneficiaries) in our decision-making process? What is the impact of our alumni/ae in the society to become better? How much are our co-workers (lay collaborators) share power of administration (esp. with regard to subsidiarity principle)? How are our corpus funds utilised at the Province/Institution level? The resource person animated the **‘Group work and Deliberations’.**  Each group came out with some hypothetical answers (responses are maintained as hardcopies for reference)

**Session-3:**

**Dr Henry Rosario**, Exodus Research & Development Pvt Ltd, was called as the speaker to talk on **Resource Management- Finance and Human Resources.** He explicated that successful running of any institution relies on effective finance management and human resource e.i. human power. He shared his views into two discussions firstly Finance management and secondly Human resources. In the first half, he listed out the grants from governments funding ministries such as Ministry of Women & Child Development, Ministry of Tribal Affairs, Ministry of Women & Child, Development, Ministry of Social Justice & Empowerment, Ministry of Health & Family Welfare, Ministry of Human Resource Development (Dept. of Youth Affairs & Sports), Ministry of Culture, Dept. of Science & Technology (apart from UGC), Dept. of Higher Education for research and extension projects grants for more technical institutions. In addition to this he gave input sessions on how can an institution tap funds which is paramount important for successful running of an institution from both government and non-government organizations.

Secondly, he discussed about the successful ways of handling human resources under eight topics. The ideas were: man power assessment, allocation &optimization, analysing skills ,addressing shortfalls, attracting and retaining high quality staff, managing their performance, rewarding & acknowledging performance, developing staff, employee relations & employee engagement, grievances & discipline. And the participants were asked to answer to the following after session.

**Session-4& 5:**

Dr. Karthick Sridhar, Indian centre for Academic Ranking and Excellence Pvt Ltd (ICARE) spoke on 5 **Roles and Significance of Ranking and Accreditation towards Institutional Excellence.** He shared on present educational policy, need for academic accreditation for quality education, role of students and faculty in an institution in terms of ranking and data management for getting accredited.

**Session- 6&7:**

**Mr. Syed Mujahid** Indian centre for Academic Ranking and Excellence Pvt Ltd (ICARE), was invited as the chief guest to speak on **NIRF and Revised Accreditation Framework of NAAC.** He separated his speech into two phases.

**In the first phase**, he pictured NIRF process and NIRF frame work under which an institution is assessed such as Teaching, Learning & Resources (TLR) – 30, Research And Professional Practice (RP) – 30, Graduation Outcomes (GO) – 20, Outreach And Inclusivity (OI) – 10 And Perception (PR) – 10. Further he delineated process to start the ground work for NIRF and metrics of NIRF.

**In the second phase,** he flamboyantly explained about NAAC and its important role in higher education. And he elucidated Self Study Report (SSR), Data Validation and Verification (DVV), NAAC Criteria and its metrics in details. Finally he opened up for a discussion during **Session-8** on **NAAC Queries and Clarifications,** because many institutions were going for NAAC. The participants posted many questions and got clarified their queries.

**Session-9:**

Rev. Dr Thaddeus, Principal, Don Bosco College, Yelagiri Hills, and the Director, Boscosoft Pvt Ltd, delivered his authentic research article entitled **DeOps Approach to Sustainable Quality in HEIs.** Because in this media-saturated world, successful teaching- learning becomes chasing rainbow thus to provide practical knowledge, skills and exposure on core components for excellence in every Higher Education Institution. His views will bring paradigm shift in teaching if it is adapted for teaching and learning. The core idea was to have a sustainable development in the field of higher education. Staff have to be informed subject content ahead of students for which Deeps approach will help a faculty to know more about the content with its effective tools.

**Session- 10:**

Dr N Manoharan, Pro Vice Chancellor, AMET University, Chennai was present to talk on **Institutional Development Plan and NEP 2019.** He illuminated about present status of Indian Higher Educational Institutions, present status of International Higher Educational Institution, Central Government Higher Educational Institutions, State Government Higher Educational Institutions, and Private Higher Educational Institutions. The crux part of his deliberations was that all affiliated colleges must develop into autonomous degree granting colleges by 2032 or merge completely with the University that they are affiliated to, or develop into a University themselves by 2032. All higher education degrees including diplomas shall be granted only by Accredited Institutions.

**Session 11:**

Dr A. Clementking, Quality Consultancy, National Center for Academic Accreditation and Assessment, Riyadh, Saudi Arabia was invited to speak on **Strategic Planning Components and Prioritization.** He enlightened the participants on different shifts in higher education, pillars of higher education such as quality education, research, employability and community services. In addition to this, he said quality education has to unleash the infinite potential of humanity, learn how to apply oneself as an instrument towards lifelong value, learn how to shape the future, understand and master the conditions for peace and learn how to be healthy and happy.

**Session- 12:**

**Concluding Session: Final Deliberation and Roadmap.**  The participants raised their doubts of the last three sessions and got clarified their queries and doubts. Finally the three-day workshop was concluded with a message by Rev. Fr. K.M. Jose sdb, Provincial, Chennai province. Rev Fr. Kasi Sagayaraj, Organizing Secretary thanked all leaders of different institutions for their active participation and complete cooperation. He also exhorted them to participate in more events for efficient and effective management and organisation of higher education institutions.

**Date:** August 1 & 3 2019

**Venue:** The Citadel

**Organised by:** Don Bosco College (co-ed), Yelagiri Hills, Vellore Dt.

**R. Sureshrajan Fr.KasiSagayarajsdb Fr.Thaddeussdb**

Organising Member Organising Secretary Convenor

Assistant Professor Vice Principal Principal