

SAMBHRAM SCHOOL OF MANAGEMENT

Second International Conference

on

“Creating a Sustainable Lens for Higher Education: The New Urgency”

July 29-30, 2015

THE REPORT

The International Conference on Higher Education on the topic ‘**Creating a Sustainable Lens for Higher Education: The New Urgency**’ focused on higher education’s learning and teaching excellence and the Trends in Global Higher Education. The two days International Conference had a multinational platform with the latest trends in the quality of higher education. All the resource persons and delegates presented and discussed in a gracious environment with the aim to learn from each other. The points discussed prominently were on terms such as Quality Assurance, Accountability, Qualification Frameworks, Transparency, Performance Indicators, and Outcome Measures.

To give a cultural touch, the Conference started with a glittering Classical Dance performance by Danseuse Ms Kruti Umesh Waghmare, an exponent of Bharat Natyam; the world audience enjoyed the moments spell bound for about 18 minutes. Ms. Kruti then was felicitated by Dr K C Mishra and the Global Experts which was also enjoyable.

The discussions took place at many levels by International Representatives from different countries such as Germany, Sri Lanka, Malaysia, Nepal and Russia to address the need for a common understanding of quality. The Conference showcased the best pedagogical practices and research in higher education today. The different track sessions addressed instructional strategies and the effective academic practices to be implemented at the earliest to overcome the current challenges of the academic system. Quality assurance has become a rapidly growing concern in a context of long-term changes in higher education around the world. It has become more difficult to define and measure quality correctly as the higher education landscape has become more complex. Dr K C Mishra, Director of the B-School extended the welcome address and briefed about the program. There were **Panel Discussions** on different themes on both the days.

CHIEF GUEST SPEAKS

SARPV Chaturvedi Swami, Sri Ramanuja Mission Trust, Chennai

Swamiji, who inaugurated the Conference, created a spell bound impact on the audience with his awesome speech. He opened his lecture by discussing about the various parameters of civilization and also emphasized that a country can only progress with the deepening of exploration of knowledge and widening of the area of embracement of knowledge. Self Centricism has no role to play and Sustainability is possible only when the three Cs (Collective, Comprehensive and Cumulative) are taken together. Sustainability, according to him, is defined as an act attending to four areas of society i.e., Social Emergence, Social Priority, Social Demand and Social Vacuum.

Education cannot be measured by academic value alone but by social and ethical values. He did mention about the concept of Academic Social Responsibility (ASR) which is nothing but to be tutored and targeted for social development. Environment is of four types, Receiving Environment (School Learning), Experimental Environment (Higher Learning), Executive Environment (Learning while working on jobs) and Experiential Environment (social values and thoughts). Stressing the need to bridge rural- urban divide, he mentioned about 3 H: Health, Happiness and Harmony which are essential for sustainable development of mankind. He discussed about the role of integrated synergies and said that sustained vigor is the mother of sustainable development; every Conference ends with a product and a project which later leads to progress and peace which can also be called as Knowledge Matrimonial (Jnana Swayamvara).

The main idea of organizing a Conference is to know the intellectual partners and to incorporate good governance in higher educational institutions and instill educational leadership values. His remarks were on the innovation practices to be adopted to achieve success and detailed about the three Rs related as: Recognition, Reward and Remuneration and the four pillars of success in life Affordability, Assimilate, Social Concern and Social Response.

Highlights of Swamiji's Speech

Mankind belongs to a very progressive and civilized community and the parameters of civilizations should not be underestimated by means of their exposures, and experiential products

seen in different forms and divisions. The basic parameter for civilization and development is Cogno Processive or Cogno Process Development which refers to development of a person's mindset to have a deepened vision, broader perspective and a wider area of embrace in his concern and activities. Cognitive development is the basic foundation of the development and it is also the peak of every development. He says the growth of mankind is happening at the sacrifice of values and fundamentals, education is the systematization of cognitive development and it is an area where there is potential to harness forces, sources, elements, components, opportunities and various other things. Education is a four 'A' system comprising of 'Acquaintance, Accessibility, Application and Accomplishment and thus it has a quadrilateral system. Swamiji articulated the failure of education system by comparing it with a mountain in proximity which is seen using a lens though it is already in a magnified form.

Dr Swaminadhan: Former Vice Chancellor, JNTU, Hyderabad

Prof. Swaminadhan opened his speech with encomiums for Swamiji. He appreciated the role played by Swamiji as a spiritual leader of highest order, social reformer and a versatile scholar who has helped the people @ the lowest strata of the society. To conclude, he stressed on the need for revamping the system to churn out quality manpower to industry enabling them to beat the cut-throat competition that has been brought about by globalization.

Mr. V. Nagaraj: Vice Chairman: Sambhram Group of Institutions, Bangalore

There is an imbalance between the academia and industry and some model has to be created out of this Conference to be implemented for development. He stressed that other disciplines should also be given importance in choosing career options other than giving more preference only to few highly monetary benefitted and hyped streams such as Computer Science, Engineering and Medical. Arts, Music, Commerce and Drama are some of the streams that are neglected and the need of the hour is to bring back a balance in society.

SPECIAL TALK

Prof. S BISALAI AH, Former Vice Chancellor, University of Agricultural Sciences, Bangalore

Prof. Bisalaiah dwelt on the theme “**Demographics, Business World and Management Education of Tomorrow: A Vision Map**”; started talking about the state of preparedness

needed to meet the challenges of tomorrow and the role played by higher education in shaping the youth to meet the requirements of the business world. Structural and process changes are needed in management education so that companies get manpower to match their expectations.

He mentioned about five pillars of future corporate sector:

- 1) Knowledge Capital
- 2) Innovation
- 3) Knowledge-based, technology-based and customer-driven marketing system
- 4) Corporation to Confederation
- 5) Joint Opportunity Analysis

He opined mushrooming growth of Engineering Colleges has led to maladies and concerns among youth towards their unemployment. Accreditation is a must for quality control and all stakeholders have to be involved to bring in transformation in Higher Education. There is a scarcity of quality faculty, lack of vision on future development path of Business Schools and outdated curriculum which needs to be updated. The regional integration and the ever-increasing mobility of students and scholars have expanded the need for internationally recognized standards or benchmarks to help guide the comparison and evaluation of academic and professional qualifications.

PANEL DISCUSSION: DAY ONE: JULY 29, 2015

TOPIC: TRANSFORMING HIGHER EDUCATION FOR EXCELLENCE”

The Panel was chaired by **Mr. Parasuraman T R, Deputy Managing Director**, Kirloskar Toyota Textile Machinery Private Limited and other Panel Members were **Prof C.P.Mohan Kumar, Registrar, TISS, Mumbai; Dr. Normah Omar**, Director, Accounting Research Institute, Malaysia and **Dr. Susanne Maria Weber**, Professor, Contexts of Education, Philipps University of Marburg, Germany.

Mr. Parasuraman T R focused on the global leading analytical skills which our Indian students should acquire to achieve competitive edge with the global academic standards. Problem solving skills have to be developed in students as it is the need of the hour and studies have shown that students face intense setbacks when they are in real life challenging situations.

Today we are in the cosmic world; many of us are ignorant of what is happening around us. He mentioned about Johari Window, its relevance in the present life and stated “we have built empires, but not warriors; we have conquered outer world, but not inner state of mind and we have spilt atoms ,but not split molecules”. He quoted Former President of India Dr.APJ Abdul Kalam’s remarks “where there is virtuousness in heart, there is beauty in character, where there is beauty in character, there is going to be harmony and hope, where there is harmony and hope, there is order in the nations, where there is order in the nations, there is peace in the world”.

He stressed the importance of creating quality institutions of Global Centre of Learning. Change starts with in each person and the real persona has to come out of the artificial world since he has Knowledge Quotient, Intelligence and if that Intelligence is not put to use practically, there is no difference between human being and animal. What we achieve in life today is just ordinary, we go for job, regular mundane activities, earn money; we work so hard to become robot, we have lost principal values of life and so called education has made us materialistic and mean minded.

Prof C.P.Mohan kumar, TISS, Mumbai

He discussed about the link between academia and industry and pointed out that the Colleges have to make students employable rather than get commercialized. He lamented on the sorry state of India’s present education system and the absence of remedial coaching classes. He was of the view that as structure of Indian education system is still bureaucratic, our politicians are clueless and hence there are no policy reforms in higher education. There should be accountability and transparency in the policy system. He also stressed the need for University to generate resources for sustenance and making optimal utilization of available infrastructure. He opined the Universities need to raise resources from Corporate for teaching, research and student support activities to align across the world.

Dr. Susanne Maria Weber: Professorship Societal, Political and Cultural Conditions of Education in International Perspective, Philipps University of Marburg, Germany

Dr. Weber stated her Action Agenda for the International Conference was focused on the Reforms for Re-Vitalizing Higher Education, Developing Networked Strategies for Policy, Decision Makers and Educators in Higher Education and suggestions for Multilevel Governance

of Sustainability. The important suggestions given by her were to establish inter and trans-disciplinary research and learning centers to make use of International Networks in Higher Education / Sustainability Studies, to establish Strategies at the Level of University, to develop Sustainability Policies at the level of National Strategies, to bridge the gap between Academia and Research as “Knowledge Broker“ between systems .

Dr. Susanne remarked on new organizations which promote quality assurance activities @ an International Level out of which the member institutions such as Global University Network for Innovation (GUNI) established by UNESCO, International Association of Universities (IAU), Global University Network, Paris, has the broadest reach.

Prof Dr. Normah Omar, Director, Accounting Research Institute, Malaysia

Prof Omar gave insights on Malaysian Education system, its practices to achieve value driven system and meeting student’s aspirations; the Malaysian Education Board has outlined ten shifts that will spur continued excellence in higher education domain. The first four shifts focuses on outcomes for key stakeholders in higher education and the other six focusing on enablers for higher education ecosystem covering critical components such as Funding, Governance, Innovation, Internationalization, Online Learning and Delivery. To achieve these outcomes, the Ministry and Higher Learning Institutes will focus on developing a more holistic and integrated curricula and enhancing eco system for student development. Key initiatives include a) enhancement of student learning experience b) devising an integrated CGPA and c) creating opportunities for students and academic staff to create entrepreneurial skills.

SPIRITUAL DISCOURSE ON “TRANSFORMING HIGHER EDUCATION”

Swami Veereshananda Saraswathi

Swami started his speech by throwing light on various revolutions that took place in the world like American Revolution, Russian Revolution and the French. He made mention of the revolution in Human History which is nothing but enlightening of mind and improvement of character. Remembering Swami Vivekananda, he said education is not merely knowledge and information but it is wisdom; he stressed its need which helps to differentiate between worthy and unworthy and good and bad. He was of the view that the evolution process gets accelerated

only by education process and it takes us from a level of lower truth to that of higher truth. He quoted what Darwin talked of “Survival of the Fittest”, but as per his version it is not survival of the fittest rather it is Struggle for Expansion.

Swamiji opined divinity is more important than physical appearance and among the two powers viz., power of soul and power of spirit, it is the latter that vanquishes the former. He further said the ruin of India during the British Rule was not because of war but because of breakdown of India’s education system then existing; education is the only panacea of all problems and real education begins when someone quits College. He also quoted the words of Vivekananda who once said that the Country needs men whose Muscles are of Iron, Nerves of Steel and Intellect of Electric Current. Education is the realization of the highest truth and one who neglects learning during youth will lose his past and become indebted to the future.

Swamiji referred to “Taittiriyanopanishad” where the ancient Rishi had given his first convocation address popularly known as Acharyopadesha. Here the Guru blesses the outgoing disciple for a successful and meaningful future life. It’s considered that Acharyopadesha is the first and foremost Convocation Address in human history which gives more importance to values of life and not confined only to professional discipline. The expectation of concentration is directly proportional to the purity of mind, character emerges as the mother of all energies; it is the beauty of education in India.

PRESENTATION TRACK 1: “HIGHER EDUCATION IN INDIA AND SUSTAINABLE INITIATIVES FOR QUALITY ASSURANCE”

This track was chaired by **Prof Normah Omar**, Director, Accounting Research Institute, Malaysia. The presenters in this track one were K D U D Fernando, Dr. W K Athula Ghanapala, Faculty of Management Studies, Sabaragamuwa University of Sri Lanka; Dr. S.Prakash, Director, Research, Nehru Group of Institutions, Coimbatore, Tamilnadu; Mr. Jayanta Ghosh, Ph.D Scholar, Department of Management, Bharathiar University, Coimbatore, Tamilnadu; U.S.Jayakrishnan, Head, EC and Innovation and Entrepreneurship Development Departments, Trinity College of Engineering, Trivandrum, Kerala; Larissa and Jissa Varghese, M.Com Students ,Christ University, Bangalore; Rishikesh KB ,Senior Research and Publications Associate, IIM Kozhikode; Dr.Vatsala G, Professor, Seshadripuram Institute of Management Studies, Mr. Lokesh Y.R, M.Com. Student, SFGC, Bangalore

The presenters discussed on issues and challenges of higher education in India, evolution of management education in India, strategies to be implemented for sustainable development and the present drawbacks based on the statistics of Higher Education in India.

Dr. S.Prakash, Director, Research, Nehru Group of Institutions, Coimbatore, recommended following suggestions in order to meet the challenges based on the present scenario : a) Government should encourage foreign Universities to come to India to set up independent operations or collaborate with existing Indian Institutions b) attractive salary packages and benefits to the faculty so that the best brains will be pooled to this profession c) Private sector should run Universities through Charitable Trusts/Societies not for profit, but as a part of Corporate Social Responsibility d) possibilities for foreign collaboration and participation as 100% foreign direct investment (FDI) e) government can encourage this initiative to improve the quality of formal education, particularly in government run institutions and f) a separate regulatory set up is required to ensure that there is no cheating towards the fixation of fees.

The drawbacks of current system which are not conducive for overall development of higher education were: lack of student's hands on experience in projects, more thrust on theoretical rather than practical sessions, faculty keen in finishing the syllabus in short duration and the students less involvement in real time projects.

The other commendable points noted in this track were: to initiate student-centric education of dynamic methods, to ban caste based reservations and offer seats for meritorious students and to promote entrepreneurship skills in students by involving Public and Private Organizations and State/Central Governments. Some suggestions stated were to give financial grant for student-entrepreneurs, to introduce effective mentoring system in Universities/Colleges and to recruit faculty having corporate/entrepreneurial experience on visiting basis. It concluded with a quote by Mr. Alvin Toffler "the illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn".

PANEL DISCUSSION: DAY TWO: JULY 30, 2015

TOPIC: “REFORMS IN HIGHER EDUCATION: PERSPECTIVES OF STAKEHOLDERS”

This Panel was chaired by **Prof. P G Chengappa**, Former Vice Chancellor, University of Agricultural Sciences, Bangalore; other Panel Members were Mr. Sunder Rajan, HR Mentor, Bangalore; Dr. Normah Omar, Director: ARI, Malaysia; Dr. Susanne Maria Weber, Philipps University of Marburg, Germany; Dr. Vithal D Potdar, Principal, Nagarjuna College of Commerce and Management Studies, Bangalore and Mr. Hukum Raj, Management Student, Sambhram School of Management, Bangalore.

Mr. Sunder Rajan, HRM Mentor

He discussed on the issues such as understanding the employability needs of the industry, knowing the gap between the industry and the educational institutions, developing faculty to acquire competencies to guide students to meet such needs and ultimately developing higher education system. Mr. Sunder Rajan mentioned about the “Conversion Factor” of the students to meet the industry needs and the focus should also be on coordination between Industry and Institute to study local to global practices and of models of excellence. He stressed the importance of case study method to understand the organizational issues and to be aware of the quick need for basic organizational models, its challenges and the relevance to guide higher students and the prospects of doing it.

Dr. Vithal D Potdar, Principal, Nagarjuna College of Commerce and Management Studies, Bangalore

Dr. Potdar was of the view that a multidimensional approach has to be adopted and this can be done only by enhancing the skills of students, by bringing transparency in administration and conduct of examinations, ICT enabled classrooms, reward for research, practical training by setting up vocational educational institutions and corporate governance in higher education.

Mr. Hukum Raj, Management Student from Sambhram School of Management, Bangalore conveyed that from the perspective of a student stake holder academia has to deliver what is saleable in the market, to improve the language proficiency of students, to bring back Gurukul System of education and to focus on hard and soft skills and public relations.

PRESENTATION TRACK TWO: “STRIVING EXCELLENCE IN HIGHER EDUCATION-THE BEST PRACTICES AND BENCHMARKS”

The track two was Chaired by **Dr. Susanne Maria Weber**, Philipps University of Marburg, Germany and the presenters were D. G. L. Rasika, Assistant Professor, AAMD Amarasinghe Mr.HG Piyasiri , Sabaragamuwa University of Sri Lanka; Dr. Nirmala M, Senior Assistant Professor and Mr. Pradeep N E ,Research Scholar, Canara Bank School of Management Studies, Bangalore University; Dr Zuraidah Mohd Sanusi ,Deputy Director (Postgraduate and Innovation), Mr.Nooraslinda Abdul Aris ,Mr.Aziatul Waznah Ghazali ,Mr.Zafiruddin Bahrum, Accounting Research Institute, Universiti Teknologi, MARA, Malaysia; and Mr.Syed Kasmi, Assistant Professor, Kristu Jayanthi College, Bangalore.

The presentations took keen interest to evaluate the benefits and effectiveness of introducing ***Student Centered Curriculum*** (SCC) in the Sri Lankan Universities and how the best practices of SCC can be inculcated in the higher education culture. UGC has introduced Sri Lankan Qualifications Framework (SLQF) to all higher learning institutions in Sri Lanka which emphasizes seven competencies of graduate profile with **SKILLS** required are: Intellectual, Communication, Practical, Numeric, IT, Teamwork and Interpersonal. The techniques used in Sri Lankan teaching are assignments, quizzes and group presentations, case studies, concept mapping, writing with preview, debates, project work, computer simulations and games were also rarely used. Dr. Nirmala M focused on the objectives to understand the need for competency based evaluation process in higher education and to understand about the orientation of higher education in developing human resources. The other points to be noted were: India would be the global player in providing human resources to major countries across the world for the reason that by 2030, India would have around 60% of its population to be the younger ones. In this context, she concluded that transforming human resources is better possible at the educational level than at the work place and such transformation can happen while performance at higher education is assessed through competency based evaluation.

Prof. Dr Zuraidah Mohd Sanusi

Prof. Dr Zuraidah remarked on the International Accounting Education Standards Board (IAESB - 2010) listed skills required by Professional Accountants under five groupings, viz., intellectual skills, technical and functional skills, personal skills, interpersonal and communication skills, organizational and business management skills. Though equipped with basic accounting skills, students lack sufficient critical skills in areas such as team work, interpersonal and communication which are important for their employability and career success. There is an increasing need for attracting more students to the accounting profession and it depends on substantive changes to the current educational model.

PRESENTATION TRACK THREE: “RE-ORIENTING EDUCATION IN A CHANGING LANDSCAPE THROUGH SUSTAINABLE LENS – THE WAY FORWARD”

The Chairperson for this track was Dr. **Sunitha Tidke**, Associate Professor, Lion’s College of Commerce and Economics, Mumbai. The presenters of track three were: Prof. Khairul Anuar Bin Abdul Hadi, Assistant Professor, Accounting Research Institute, UiTM, Malaysia; Mr. C V Guru Prasad, Department of Social Work, SSIBM, Tumkur; Ms. Jayashree, Assistant Professor, Seshadripuram First Grade College, Bangalore; Ms Chandana N R, Head of the Department, B.Com, SSIBM, Ms Shalika H S, Lecturer, SSIBM, Tumkur and Ms S. Nithiya, Research Scholar, Bharathiar University, Coimbatore, Tamil Nadu.

Prof. Khairul presented on redefining legal education for undergraduate accounting students with suggestions as teaching of the law subject for non-law students are both challenging and rewarding. Therefore, certain strategies must be implemented to solve this problem and redefining has to be done by introducing flexible curricula, teaching techniques, assessment task, learning resources and control of learning environment. The other topics discussed were on “A Study on Rethinking of Quality Parameters and Improvements in Indian Higher Education with Special Reference to various Universities, Government and Private College Faculties at Tumkur city, Karnataka, India” and “A Study on the Impact of Cartoon Network Addiction of Kids and their Academic Performance with Special Reference to Coimbatore city”.

PRESENTATION TRACK FOUR: “CHALLENGES AND BARRIERS TO EDUCATION FOR SUSTAINABLE DEVELOPMENT”

The academicians chairing this track were Dr. Vithal D Potdar, Principal, Nagarjuna College of Commerce and Management Studies, Bangalore and the presenters were Prof Rahul Basu, Sambhram Institute of Technology, Bangalore; Ms. Uma Devi A.M., Research Scholar, Bangalore University; Ms. Arvinder Kaur, Lecturer and Research Scholar, Jharkhand and Mr. Prabhas Pandith TS, Department of Languages, AIMS Institutes, Bangalore.

Dr. Potdar suggested that Liberal Arts Education to be implemented as an Innovation in Education. He also stated that “*Vidya Viheena Pashu*”; man without education is a beast. The other aspects he touched upon were restructuring of Indian University Syllabus, need for promotion of Research, Consultancy and Skill Development as part of Higher Education System. Prof. Basu suggested incorporating MOOCS (Massive Open Online Course System) in India, adapting mobiles and tablets. Mr. Prabhas Pandith said that the disintegration of education lies not much in the structural aspects of School in the whole mechanism of disseminating information. Ms. Arvinder Kaur mentioned that the HRD Department needs to address a slew of issues ranging from raising the quality of Indian Universities, promoting research and publication, attracting quality faculty and their retention. Ms. Uma Devi’s presentation recommended a) pooled campus drives as the best way for graduate students to seek employment b) high academic excellence to ensure Employability c) maintaining consistent academic records d) application based learning - curriculum should be based on Higher Order Thinking Skills (HOTS) , short – term internships to understand the workplace scenario and the expectations from the industry e) corporate partnering with Universities in the curriculum design and supporting in imparting Faculty Development Programs to bridge the gap between education and employability.

ACTION AGENDA: “REFORMS FOR REVITALIZING HIGHER EDUCATION” (AN INTERACTION WITH EXPERTS)

The Issues Raised by the Participants Ranged to the Following:

1. Why has skill set not been upgraded by the higher learning institutes to meet the changing requirements of the Industry?
2. How to differentiate the employability score index between India and Europe?
3. If regulatory and policy making bodies are given more powers in India, will it improve the quality of Indian Higher Education System?
4. What steps should be taken by Private Universities and Affiliated Colleges to increase the quantum of research activities?
5. How can institutes identify multiple expertise from faculty who can inculcate research in their work place?
6. Why 75% of Indian graduates are unemployable when globally about 34% of the employers find it difficult to fill the talent gap and in India 67% of the employers find it difficult to find right talent?
7. Who should initiate change first? Is it the individual or the organization?
8. Does a Student Development Program add any value to beneficiaries?
9. Does the education system of a country suffer a break down when there is a financial crisis in the country?
10. Why the conversion factor is very low as many graduates pass out from institutions in India?

CONFERENCE DECLARATION

The main emphasis on the Declaration was to involve all stakeholders to bring in transformation: Government, Teachers, Students, Management of Educational Institutions, Parents, Society and the Corporate Houses.

From the Policy Maker’s Perspective

1. Good governance in higher educational institutions, educational leadership values and collective leadership should be incorporated to bring in decentralization and delegation of powers for better governance.

2. Government should encourage FDI in higher education to raise the quality standards of Indian Universities and bring them at par with Foreign Universities.
3. Connect to International networks for funding Global Doctoral Programs and to make use of International Resources / Partners.
4. To address funding issues by the Government in order to extend financial support to higher learning institutions to initiate research activities, to increase funding for infrastructure, equipment and administrative overheads and build up corpus fund for the University/College.
5. There should be Legal provision for mandatory assessment and accreditation in higher education through an independent regulatory authority.

From the Academia and Institution's Perspective

1. Emphasis on teaching – research interface to develop sustainability research platforms in Institutions for conducive learning, research and teaching environment.
2. Transparency and accountability in education to be inculcated for the development of knowledge society through education.
3. Leverage International Collaborations and networks for research, faculty and student exchange programs and curriculum development.
4. Raise resources from Corporate Houses under the aegis CSR for teaching- research and student support activities.
5. To develop University Sustainable Strategies along with National Strategies.

From the Industry's Perspective

1. Curriculum innovation/change to be undertaken periodically to meet the changing needs of the Society.
2. Creating employability in students through skill development.
3. Participation of industry in curriculum design, teaching and other curricular activities, advisory boards; participation of academics and representatives in industry too.
4. To develop faculty to acquire competencies to guide students to meet industry needs.
5. To bench mark the best practices across the industry, nation and globe and that has to be incorporated into academics.

From Student's Perspective

1. Accreditation is a must for quality control; accreditation from NBA is highly preferable than other accreditations.
2. Reforms in Assessment Systems and there should be proposal to prevent, prohibit and punish educational malpractices.
3. To bring in innovations in teaching techniques such as ICT-enabled pedagogies (Information, Communication and Technology) and to opt for online and virtual class

rooms such as MOOCS etc; teaching to be student- centric and bring in the fun of teaching and learning.

4. To collaborate with other Business Schools, sharing faculty resources, physical resources, research and consultancy work and joint conduct of FDPs.

The Conference Declaration concluded by stating that reforms in attitude of stakeholders have to be developed in addition to reform in structure

VALEDICTORY SESSION

The Valedictory Session was presided over by Prof. C.P.Mohan Kumar and other guests on the dais were Dr.Vithal Potdar, Dr.Normah Omar, Dr Zuraidah Mohd Sanusi and Dr. Susanne Maria Weber. Prof. Mohan Kumar read out the Conference Declaration and gave closing remarks followed by Dr. Vithal Potdar's. All other participants shared their experiences towards the end of the program and the Conference came to an end with a vote of thanks by Ms. Rema Narayanswamy of Sambhram School of Management. This Conference has given a wide International Platform for meeting delegates from across the globe sharing their experiences and enriching the knowledge base. The noteworthy point was delegates had to humbly accept the academic contribution from all the Resource Persons throughout the Conference and other things being very much modest. This means we never compromised with the basic purpose of the Conference which speaks volumes about the organizers.

