



# **SOUVENIR**

**A Five Day ATAL Online Faculty Development  
Programme on**

**CAPACITY BUILDING OF  
WOMEN IN HIGHER EDUCATION**

**25 January 2021 – 29 January 2021**

**Sponsored by  
AICTE, NEW Delhi**



**Organized by  
INTERNAL COMPLAINTS COMMITTEE (IC)**

**&**

**INTERNAL QUALITY ASSURANCE CELL (IQAC)  
SRM INSTITUTE OF SCIENCE AND TECHNOLOGY**

**Kattankulathur – 603203**

**[www.srmist.edu.in](http://www.srmist.edu.in)**

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## **ABOUT THE INSTITUTION**

SRM Institute of Science and Technology (formerly known as SRM University) is one of the top ranked universities in India with over 50,000 students and 3,177 faculty members, offering a wide range of Undergraduate, Postgraduate and Doctoral Programs in Engineering, Medicine & Health Sciences, Management, Science & Humanities , Law, and Agricultural Sciences. Over the last three decades, it has set standards in experiential learning and knowledge creation across various fields. It has reached beyond borders to universities and corporate across India and around the World. There are four sprawling campuses - three in and around Chennai, and one near New Delhi - spread across 250 acres with all facilities. It had conducted 98th Indian Science Congress in January, 2011 which was attended by 7,000 delegates from India and abroad, including six Nobel Laureates and several eminent scientists. SRMIST is the first private university in India to launch a Nano-satellite, named SRMSAT, into space, on board the PSLVC18 from Sriharikota on October 12, 2011.

## **AICTE – TEACHING AND LEARNING ACADEMY**

The AICTE – Teaching and Learning (ATAL) Academy aims to plan and help in imparting quality technical education in the country and to support technical institutions in fostering research, innovation and entrepreneurship through training in various emerging areas. This academy aims at inculcating the drive for research and knowledge enhancement among the faculty members, Research scholars, PG scholars, and Industry personnel.



**SRM**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
(Deemed to be University u/s 3 of UGC Act, 1956)

**Internal Complaints Committee (IC)  
&  
Internal Quality Assurance Cell (IQAC)  
SRM Institute of Science and Technology, Kattankulathur**

Cordially invites you for the Inaugural function of  
A Five-Day ATAL Online Faculty Development Programme

On

**Capacity Building of Women in Higher Education**

**(25 January 2021 – 29 January 2021)**

Sponsored by  
AICTE, NEW Delhi

Presidential Address  
**Dr. Sandeep Sancheti,**  
Vice Chancellor, SRM IST

Guest of Honour  
**Dr. Vijayalakshmi Venkatesan**  
Scientist 'G'  
National Institute of Nutrition, ICMR

Felicitation  
**Dr. T.V. Gopal**  
Dean (CET), SRM IST

**Date:** 25 Jan 2021

**Time:** 9.30am

**Platform Zom Link:**

<https://zoom.us/j/97362798529?pwd=SXNVaGhuUnlBMytDc2ZSeURKdk8xQT09>

## Program Schedule

9.30 pm	Welcome address <b>Dr. E. Poovammal,</b> Presiding Officer, Internal Complaints Committee SRM IST
9.35 pm	Presidential Address & Souvenir Release <b>Dr. Sandeep Sancheti,</b> Vice Chancellor, SRM IST
9.45 pm	Felicitation <b>Dr. T.V. Gopal</b> Dean (CET), SRM IST
10.00 am	Chief Guest Address <b>Dr. Vijayalakshmi Venkatesan</b> Scientist 'G' National Institute of Nutrition, ICMR

### Platform: Zoom Link:

<https://zoom.us/j/97362798529?pwd=SXNVaGhuUnlBMytDc2ZSeURKdk8xQT09>

**Meeting ID** : 973 6279 8529  
**Passcode** : 471507

## SESSION DETAILS

Day 125-Jan-2021	Day 2 26-Jan-2021
<b>Inauguration + Women's Health &amp; Nutrition</b> <b>Dr. Vijayalakshmi Venkatesan,</b> Scientist 'G, HOD, Stem Cell Research Division, National Institute of Nutrition, ICMR 9.30 am to 11 .am	<b>Leadership in Universities &amp; visibility</b> <b>Prof. Haider Yasmeen,</b> Founding Director Centre for Leadership BSA Crescent IST 9.30 am to 11 .am
<b>Gender Gap &amp; Ice Breaking</b> <b>Dr. N. Mani Mekalai,</b> Director & Head, Dept of Women's Studies, Bharathidasan University 11.15 am to 12.45 pm	<b>Women Entrepreneurship</b> <b>Ms. Raghavi Senthil Kumar,</b> Founder, The Headway Foundation, Chennai 11.15 am to 12.45 pm
<b>Gender Mainstreaming &amp; Sensitivity</b> <b>Dr. N. Mani Mekalai,</b> Director & Head, Dept of Women's Studies, Bharathidasan University 02.00 pm to 3.30 pm	<b>Mentoring</b> <b>Dr. Nappinnai Seran,</b> Psychologist, Founder Psyhub Brain and Behavior clinic 02.00 pm to 3.30 pm
Day 3 27 Jan 2021	
<b>Governance of HE Institutions with NEP</b> <b>Dr. Sandeep Sancheti,</b> Vice Chancellor, SRM Institute of Science and Technology 09.30 am to 10.45 am	<b>Attributes of Women Leaders</b> <b>Ms. Uma Meiappan,</b> Director Commercials, Iyappan Engineering Industries, Chennai 01.30 pm to 02.30 pm
<b>Benefits of Networking</b> <b>Ms. Kavitha GR,</b> GM, Office of International Relations, IIT Chennai 11.00 am to 12.15 pm	<b>SDGs &amp; Gender Equity</b> <b>Prof. Kantha Deivi Arunachalam,</b> Dean, CENR, SRM Institute of Science and Technology 02.30 pm to 03.30 pm
Day 4 28 -Jan-2021	Day 5 29 -Jan-2021
<b>Work Life Balance</b> <b>Ms. Chitra Shyam Sundar</b> VP – Diversity & Inclusion, APAC, Barclays 09.30 am to 11.00 am	<b>Gender Atlas</b> <b>Dr. Seema Mehra Parihar,</b> Associate Professor, Dept of Geology, Kirori Mal College, University of Delhi 09.30 am to 11.00 am
<b>Stress Management</b> <b>Ms Lakshmi R,</b> Psychologist & Corporate Trainer 11.15 am to 12.45 pm	<b>Prevention of Sexual Harassment</b> <b>Dr. Priyamvadha MohanSingh,</b> Professor, Dept of Criminology, UoM 11.15 am to 12.45 pm
<b>Women in Research</b> <b>Dr. C. Sheela Sasikumar,</b> Director Clinical Research, SS Health Care, Head Clinical Research, Hycare Super Specialty Hospital 02.00 pm to 03.30 pm	<b>Valedictory +</b> <b>Capacity Building of Women – Multi roles</b> <b>Dr. Bharathi Harishankar,</b> Professor & Head Dept of Women Studies, University of Madras 01.30 pm to 03.30 pm

# **Capacity Building of Women in Higher Education**

## **Introduction**

In the last three decades, higher education system in India has grown incredibly, particularly during 90's, to become the largest systems of its kind in the world. There is an improvement of women enrollment in higher studies and work force as the knowledge economy of twenty first century is women friendly.

Yet, women are still underrepresented in leadership roles despite several national missions, reforms and agenda by both central and state governments. There may be numerous reasons for this gross underrepresentation, which necessitate such context specific barriers to be identified and addressed. In general, the process of leadership development is still a less explored area. The literature note provided in this forum shall facilitate the stakeholders a base on understanding some of the key observations which shall place their work beyond the theoretical framework.

## **Policies and Reports which favor Women Education & Empowerment**

All the policies and commission reports had contributed women education and empowerment as part of inclusive growth. However, there are few policies and commission recommendations explicitly mentioned about the growth of women education, as listed here:

### **a) Pre-Independent Period**

- Wood's Despatch (1854) recommended about the support of female education by government. It also recorded about the increased desire on girls' education among the Indian, where grants-in-aid and private participation need to be encouraged further to promote women education.
- Hunter Commission (1882) emphasized the differentiation of curriculum, providing scholarships, facilities in appointments of lady teachers & supervisors and decent arrangement of hostels for girls to increase the women education.
- Gokhale resolution (1913) also recommended special curriculum for women, increase of women teachers and inspectors.



- Sadler University Commission (1917-19) provided the following recommendations for education of women: encourage co-education, establish a special board of Women's Education in Calcutta University and special curriculum to meet the educational needs of women. It emphasized the need of medicine and teachers' training to women.
  - Hartog Committee (1929) recommended equal importance of boys and girls education, suggested that curriculum of girls should include home science, hygiene, music, teaching jobs etc.
  - Sargent Report (1944) was the first comprehensive report which covered pre-primary to university, technical and vocational education, where the girls' education is emphasized with home science, arts and music courses but separate classes for boys and girls.
- b) In the post-independent period there is a continuous concrete effort on improving education attainments especially women education and empowerment. The important reports, schemes and policies are listed.
- Shrimati Durgabai Deshmukh National Committee on Women's education (1958) reported the necessity of girls' institutions and different curriculum in post middle school education.
  - Hansa Mehta Committee (1962) contradicted with the separate curriculum and emphasized the need of uniform curriculum for both boys and girls.
  - The schemes such as National Literacy Mission (1988) Mid-day meal scheme (1995), Education for all (EFA, 2000),
  - Sarva Shiksha Abhiyan (2001), Rashtriya Madhyamik Shiksha Abhiyan (2009) and Right to Education Act (RTE, 2010) are some of the government initiatives to improve the overall literacy rate including girls' education.
  - Balika Samriddhi Yojana (1997), Dhanalkshmi (2008), National scheme of incentive to girls for secondary education (2008), CBSE Udaan (2014), Beti Bachao Beti Padhao (2015) and Sukanya Samriddhi Yojana (2015) are some of the incentives introduced to increase girls education.
  - National Policy for the empowerment of Women (2001) focused on gender equality to bring advancement and development of women through various schemes such as mainstreaming, strengthen legal system, changing social attitudes, equal access to health care and decision making.

- National Programme of education for girls at elementary level (2009) played an important role in improving girls education
- Swachh Vidyalaya (2014) to construct toilets separate for girls in the government schools
- Gender and Education, Charu (2014) recommended gender sensitization programmes, policy level changes and women & child welfare schemes.
- National policy for skill development (2015) encourages women entrepreneurship through special training.
- Digital Gender Atlas for Advancing Girls Education (2015) focused secondary level enrollment of girls by mapping vulnerability indices on socio-economic factors
- The new National Education Policy, 2020 also recommended Gender-inclusion fund to ensure quality and equal education opportunity to girls, as similar to all the education policies which emphasized women education as part of inclusive growth

c) Specific to Work ambience, Higher Education, Research and Employment:

- Exclusive Shift timings and hazardous occupation safety in Factories act 1948
- Maternity benefit act 1961, further amended on 2017
- Equal wages parity through equal remuneration act 1976
- Shaksham (UGC, 2013), Guidelines of women safety in campuses
- Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal), Act 2013
- UGC (Prevention, Prohibition and Redressal of sexual harassment of Women Employees and students in higher educational institutions), Regulations, 2015
- UGC Grievance Redressal committee (2013), insisted to be named as Internal complaint committee (2019) as per UGC Sexual harassment regulation,
- Guidelines for gender champions in educational institutions to respect girls with dignity, Ministry of Women & Child development, 2015
- Construction of Women's hostel in Universities, UGC XII plan
- Creation of supernumerary seats in technical education in Institutes of National Importance
- Indira Gandhi Single Girl Child scholarship for Postgraduate studies, 2006

- DS Kothari scholarship for Postdoctoral research, 2007
- Swami Vivekananda Single Girl Child Scholarship for Research in Social Science. UGC XII Plan
- AICTE Pragati scholarship scheme for girls studying technical education (2014)
- Prabha Dutt Fellowship on Journalism studies
- DST Women Scientist scheme : WOS – A Research in basic / applied science, WOS – B Science & Technology interventions for societal benefit, WOS – C Internship in Intellectual Property Rights (IPRs) for the self, SERB Women Excellence award
- DBT Biotechnology career advancement and Re-orientation programme, 2011
- DST, SERB POWER (Promoting Opportunities for Women in Exploratory Research) Fellowship scheme , 2020
- Department of Health Research, ICMR, Short / Long term training in Indian Institutes followed by fellowship for women who had break in career of health research
- Guidelines for capacity building of women managers in higher education, UGC XI plan (2012)

## **Women Enrollment & Employment in Higher Education**

As per the All India Survey on Higher Education (AISHE, 2018-19), there is a constant increase of women participation in higher education system due to growing awareness and schemes & policies. Some of the statistics are listed here.

- Total enrollment in higher education is 37.4 million in which 18.2 million are female (48.6 %)
- Female students enrollment is low in Institutions of National Importance
- There are 16 exclusive women universities with the distribution of Rajasthan : 3, Tamil Nadu : 2, Andhra Pradesh, Assam, Bihar, Delhi, Haryana, Himachal Pradesh, Karnataka, Maharashtra, Odisha, Uttarkhand & West Bengal : 1 each

- The states which has more female student enrollment are Uttar Pradesh (3279847 female & 3189520 male) and Karnataka (995077 female & 993417 male)
- The female students enrollment is high in select Post graduate ( M.A., M.Sc., M.Com., M.Ed., M.Pharm., M.P.T.& M.D.S.) and Undergraduate studies ( B.Sc. Nursing, B.D.S.& B.A.) programmes
- Total number of teaching faculty are 14,16,299, out of which 42.2 % are women faculty, where the majority of women faculty are in Assistant Professor level but less in Professor & equivalent levels

### **Women in Academic Leadership**

- (Chanana, 2003) Women had more frequent job changes at the demand of husbands' career and less likely to occupy leadership position when there is an open selection compared to nominations.
- (Morley et al, 2015) The study recorded the absence of statistical data on women leadership in South Asian region. Women are also not being identified & prepared for leadership. The reasons are multi dimensional including social, cultural, economic and institutional barriers.
- (Banker et al, 2017) The empirical study on women leadership in Indian higher education sector finds that the number of women representing Indian institutions and universities at the Vice- Chancellor, Dean and Director positions is significantly low (appx.6.67 % ).
- (Meenakshi et al, 2020) It is recommended that women should have a career strategy for themselves, acquire appropriate skills and competencies in addition to institutional culture, mentoring and capacity building programmes.

## Workshop Topics

The “Capacity Building of Women in Higher Education” sessions are balanced with generic and women specific topics as listed. The workshop aims on developing motivation and management skills to women academicians to take up leadership roles.

Generic	Women-specific
<ul style="list-style-type: none"><li>• Governance of Higher Education Institutions with new National Education Policy</li><li>• Leadership in Universities, Establishing Strategy &amp; global visioning</li><li>• Benefits of Networking, Mentoring</li><li>• Work Life Balance</li><li>• Stress Management</li></ul>	<ul style="list-style-type: none"><li>• Women’s Health and Nutrition</li><li>• Gender Gap, Mainstreaming &amp; Sensitivity</li><li>• Attributes of Women Leaders</li><li>• Women in Research</li><li>• Gender Atlas</li><li>• Prevention of Sexual Harassment</li><li>• Women Entrepreneurship</li><li>• SDGs &amp; Gender Equity</li></ul>

## References

- [1] AISHE (2019), All India Survey on Higher Education 2018-19, Government of India, Ministry of Human Resource Development, Department of Higher Education
- [2] Banker, D.V. & Banker, K. (2017), Women in Leadership: A scenario in Indian Higher Education Sector
- [3] Chanana, K. (2003) Visibility, Gender and the Careers of Women Faculty in an Indian University. McGill Journal of Education, 38(3), 381-389.
- [4] Chanana, K. (2013) Leadership for Women's Equality and Empowerment in Higher Education. India International Centre Quarterly, 39(3/4), 81-94.
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- [6] Deloitte & GCNI (2019), Opportunity or Challenge, Empowering women and girls in India for the Fourth Industrial Revolution,

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- [10] UGC, (2007), Schemes and guidelines for capacity building for women managers in higher education, XI plan, (2007-2012)
- [11] UGC, (2012), Twelfth plan guidelines : Development of Women’s studies in Indian Universities and Colleges & Capacity Building of Women Managers in Higher Education
- [12] <https://dst.gov.in/scientific-programmes/scientific-engineering-research/women-scientists-programs>

## **Speakers Profile**







**Dr. Sandeep Sancheti**, is an Institution Builder, Regular Columnist and Promoter of Sports in Higher Education. He holds a Ph. D from Queens University of Belfast UK, M.Sc. (Engg.) from DTU Delhi and B.Tech from NIT Warangal. He is currently the Vice Chancellor, SRMIST, Chennai and also the Immediate Past President of Association of Indian Universities (AIU), New Delhi.

Formerly Dr. Sancheti headed Eight Central Govt. Institutions of national importance thereby setting a record of being the youngest to have done so. As a unique distinction he served in a variety of institutions like state and private universities, affiliated institutions, Govt. and deemed universities, private – deemed universities and institutions of national importance. He has lead two private universities in a span of 37 years. He is a recipient of the Commonwealth Scholarship & Fellowship under Colombo Plan and was a Visiting Faculty at Asian Institute of Technology (AIT) Bangkok.

He is also known for his excellent reasoning and critical thinking skills and had opportunities to speak to the Parliamentary Standing Committee on education matters and was invited to address the Members of Parliament on issues of job opportunities and higher education. He is the Chairman, EEE and also instrumental in designing extra policies on Engineering examinations including +2 marks in entrance examination as well as foreign and NRI admission in the country. He is a Member of Council, Indian Institute of Science Bangalore. He is the Chairman, Board of Governors for MLV.

Textile Engineering College, Bhilwara, India and Jodhpur Institute of Engineering & Technology, Jodhpur, India. He is currently a Member at ACU, London. He is also serving different professional bodies like SPIC MACAY, FICCI, CII, EPSI, Atal Innovation Mission etc. in different capacities. In addition, he is on various national

level bodies of UGC, AICTE, and AIU for higher education related matters and has been a part of Indian delegations abroad. He is a Life Fellow of IETE, IE (I), ISTE, BES and a Member of IEEE, USA and has contributed more than 80 research papers in journals and conferences.

In the past he was a Member of XII<sup>th</sup> Plan Preparation Committee for MHRD, Member Kakodkar Committee for Review of NITs, Member Governing Council - ESCI Hyderabad, Member Executive Council - AICTE New Delhi, Chairman AIEEE, Chairman DASA Scheme of MHRD, Chairman QIP (Poly) Scheme of AICTE, Member Governing / Advisory Boards of CBSE New Delhi, BCCI Mumbai, SAI New Delhi, NCTE New Delhi, NIRDPR Hyderabad and Academic Advisory Board of Microsoft India etc. He is a keen player of Bridge & Squash. He is an active member of Rotary International and a few other social organizations.



**Dr Vijayalakshmi Venkatesan**, is associated with Indian Council of Medical Research as Scientist-G, HOD Stem Cell Research, National Institute of Nutrition, Hyderabad. She has completed her Ph.D. in Biochemistry from National Institute of Nutrition, Osmania University. Her key areas of research include Stem cells, Nutrients, Regeneration and Repair Modelling Stem cells Operational /Translational Research. She has published Scientific Articles more than 100 in peer reviewed journals. She has contributed 6 book chapters. She has two patents one US patent and one Indian patent to her victory.

In 2019 she has been inducted as Fellow, Telangana Academy Of Sciences, Member of the Scientific Advisory Committee (SAC) of Academy for Science, Technology and communication (ASTC) and in 2018 inducted as Research Advisory Member in Biomedical Sciences” at the Nanyang Academy of Sciences, Singapore. She has received TATA Professional Enhancement Award, to present research work in DOHAD -11<sup>th</sup> World Congress on DOHAD, Melbourne, Australia. She has received the Bill and Melinda Gates Foundation Award for delivering talk as an Invited Speaker at Keystone Symposium on “Adipose Tissue Biology and Diabetes” at Colorado, USA. She was invited to visit and attend Noble Prize talk of Robert G Edwards at Karolinska Institute Sweden through ICMR International Fellowship for Senior Biomedical scientists. For presenting paper in the VII World congress Of Human Reproduction at Helsinki Finland she got the Rockefeller Fellowship.

She is and has been Member Expert /Chairperson in ICMR – TAC for North east. To mention a few DBT- TEC member for Biomedical research and early life course Disease, CSIR –member of Expert Assessment committee / Biosciences and Biotechnology, ICMR /DHR - TEC member for Human Resource Development Scheme of DHR-ICMR, Expert Member-Board of Studies ,Department of Nutrition- Osmania University- - 2018,She is a member of the editorial board for Journal of Gastroenterology and Hepatology Journal of Translational Medicine, Cell Biology International;, Diabetology and Metabolic Syndrome She is an active life member of various Professional Societies / Institutions both International and national.



**Dr. N. Manimekalai**, Founder Director Centre for Women's Studies, Bharathidasan University currently , Dean Faculty of Arts, Member Senate, Director and Head, Department of Women's Studies where extensively work on Gender and Development Studies.

As Professor of Economics, has 30 years of teaching experience, in which 15 years in Women's studies and the rest as founding Director Centre for Women's Studies. She produced 17 Ph.Ds and published 25 monographs and 10 seminar proceedings in addition to journal publications and introduced several new courses including Skill & Women Entrepreneurship.

Dr. N. Manimekalai is founder of Women Entrepreneurs Association of Tamil Nadu (WEAT), Menstrual Hygiene Management Consortium (MHMC), Regional Association of Women's Studies (RAWS) and Gender Clubs in Bharathidasan University and Affiliated colleges. She is recipient of LEAP, advisory committee member for more than 20 women studies, chairperson of boards, Member IQAC, Research and policy note committee. She completed 10 major research project funded by MHRD, UGC, ICSSR, ITHS, MoE, TN Social Welfare & Nutrition Board, NCW; Organized more than 20 action research projects, seminars with DST, NABARD, Civil Society, Ministry of Rural development, NRDC, Unicef, Agri University France, Ford Foundation, UNDEF, UGC, MSME-DI, EDI etc,

She had conducted more than 500 Gender Sensitization & Awareness programme, Founder of Women Entrepreneurs Association of Tamil Nadu, Menstrual Hygiene Management Consortium, Regional Association of Women's studies, Gender Club. She served as Secretary RAWS, MHMC, TNSF. Her policy influences in gender curriculum in to HIV Education with UNICEF, Menstrual Hygiene Management into total sanitation, SHG women product sale, Gender Clubs, Foundation course on Gender studies is commendable. She received 17 Awards, citation, recognition from Govt and Non-Government Organizations for the services to the society.



**Dr. Haider Yasmeen** is Professor of Management Studies at BSA Crescent Institute of Science and Technology and also a Founding Director - Centre for Leadership. She has 25 years of teaching experience and her Ph.D is in Role stress and motivation of Indian Administrative Service Officers, Tamil Nadu Cadre. Professor Yasmeen's research interests are in the area of Education and Employability, HR practices, Behavioural Psychology and Data Analytics.

Dr. Haider Yasmeen has been awarded the Certificate in Management and Leadership from Chartered Management Institute, London, UK. She was recently nominated for the UKIERI (United Kingdom-India Education and Research Initiative) Project sponsored by AICTE and British Council of India. She has offered training and consultancy services to academicians and corporate such as Heidelberg India Pvt. Ltd, Amphenol Omni Connect Ford India Ltd., GGS information Services Pvt. Ltd., JBAS college, HIT, WCC, Aligarh Muslim University, Kashmir University, J & K, DY Patil College of Engineering etc. She has published papers in reputed peer-reviewed journals with high impact and also published book chapters.

She has presented papers in International Conferences held at University of Las Vegas, US and University of Wollongong, Dubai. She was the former chief editor of the Crescent Journal of Business. Apart from her rich contributions to academics, she is involved in social welfare activities as well and has contributed to the welfare of the society, especially the students. She has organized several Conferences, FDPs, MDPs, EDPs, Workshops and Academic Leadership Programme sponsored by Ministry of Human Resource Development, India.



**Ms .K.Raghavi Senthilkumar** is the Director of The Headway Academy and Founder of The Headway Foundation. She is a government of India empanelment certified POSH consultant (Trainer & IC member) certified POCSO Trainer, Associate State President of CIMSME and Management Committee Member of ISTD.

She is an innovative, result oriented HR consultant, Trainer, Mentor, Public motivational speaker with contagious positive energy, who builds high performing teams, earns trust, and provide hands-on experience in the field of human resources. She has addressed in many reputed institutions including SRMIST, Madras Christian College, Loyola College, Meenakshi Educational Group etc on professional development and societal edge.

She develops and reinforces sustainable and intense developmental opportunities to varied groups of Colleges, Forums, Corporate Initiatives, Trainings and Conferences. She was also invited by organizations like NTECL, Royal Enfield, Apex Lab, Delphi TVS, Brakes India, Mahindra, Pfizer, Rane, Lucas TVS, Naturals etc,. She has also addressed in forums like CII, FICCI, ISTD, MMA, Chroma, Rotary clubs, BNI, Women Economic Forum, All ladies league etc. She also gave a talk in Josh, ICT Academy, Radio & TV channels, Articles in leading magazines and news daily.

Her Entrepreneurial Accolades include Social Entrepreneur of the year award CIMSE, CURE Award – SRMIST in addition to awards from Hindustan University, Razzmataz group, Aachi group, Madras Christian College, Rowthra Youth Forum, BNI Aspire, Jewel One, Rotary, Femina, ISTD etc.,



**Dr. Nappinnai** is a renowned Counselling Psychologist, Clinical Psychologist and Educational Psychologist and has an experience of 16 years in these fields. She completed Ph.d from University Of Madras, India in 2007 and M.Phil - Psychology from University Of Madras, also certified hypnotherapy and transactional analysis.

Dr. Nappinai used to do counseling of Boys and Girls students with the emphasis of physical fitness, health nutrition and balanced usage of social networks. She is also a She is working in Meenakshi Medical college, visiting faculty in FSH, SRMIST, also served 2 terms as member of social welfare board. She is executive member of ARPP, Ethical committee member of ESIC, VIT Chennai, Guest lecture for SCARF Mental Health Diploma Course and Interview panellist in IOCL.

She is founder of PsyHub Brain and Behavior clinic. Her notable services are Cognitive Behaviour Therapy, Pregnancy Problems, marital counselling, Anger Management, Family Problems and Concentration Problems etc.



**Ms. Kavitha Gajanur Rudrappa** as a General Manager, Office of International Relations ,lead the global research collaborations in IIT Madras and hosts research collaborative workshops to enhance faculty engagement and initiate mobility. She hosts international teams or researchers visiting IIT Madras from Educational Institutions, Universities and Research Organizations, Consulates across the world.

She is continually striving for excellence and perfection, with great team management skills to ensure the goals of the organization and the team is achieved. She is executive member of all IITs International Relations conclave.

As a core & executive member of international bodies, she is responsible for the university networks and partnerships. Some of the important networks are

A Heritage network of Indo-European network of twenty leading technical higher education institutions, which aims on academic and research collaborations of common national interest & wellbeing of the society

AOTULE (Asia Oceania Top Universities League in Engineering) Network, which aims on improve quality in engineering education & research by forming strong collaborative relationships and promote inter-university cooperation through joint programs

OREAL – Global Observatory, which promote dialogue and synergies between governmental, academic and social sectors to create cross-regional enhanced development in the higher education and research

She writes proposal for Erasmus Mundus ICM and Capacity Building Projects and responsible for inbound and outbound programs.

Prior to joining in IIT, she worked as Manager Design, Dynamic Technologies and Senior Engineering Design Avasarala Automation Ltd., She also attended training workshops of DAAD Internationalization, Internal Auditor training on ISO 9000 Ansys etc.,





**Ms. Uma Meiyappan**, who has a motto of “Keep Smiling, Learning and inspire all”, is the Director Commercials & Admin in Iyappan Engineering Industries Pvt Ltd. She has completed her masters in Management Studies from BITS Pilani and training in National Council for Applied Economic Research Centre (NCAER), Delhi.

She has more than two decades of experience in the field of marketing, advertising and communications, as Brand Manager and Head of Marketing in MNCs. She has experience in driving Asia Pacific Region. She is into Brand Planning, Strategy development for region, Consumer research Think Tank team, Events, Media Planning Administration and strategic development Systems and Process Efficiency team

As an Entrepreneur & MSME she is currently in Family Business – Full time as Director of a manufacturing company -manufacturing precision hydraulic valves Catering to Power Plants across India mainly to BHEL and NTPCs- a 45 year old company which is currently manufacturing for Defence. She is also strategic consultant in Eyeopen Technologies which provides software training and development to Students, Corporate.



**Prof. Kantha D. Arunachalam**, is Dean of Centre for Environmental Nuclear Research, SRM Institute of Science and Technology. She has four decades of research experience and executed more than ten funded projects. Her thrust area includes environmental radiation biology & toxicology, radiation protection, clinical nutrition immunology and green nano-biotechnology. She has guided 13 PhD scholars and 3 post doctoral candidates, published more than 100 articles in reputed journals with total impact of 102 & h-index 19.

She has won 9 awards, to list a few the RULA Award for Best Paper published in Nanotechnology at Trichy in 2019, Rashtriya Gaurav Award in 2014, by the India International Friendship Society (IIFS) at New Delhi on 24 November 2014 and in 2012 Awarded Life Time Achievement Award in Microbiology in recognition of contribution to the biological sciences. She has completed 9 funded projects and currently working on her projects too.

She is professional member in various societies : Canadian Nutrition society, Indian Association of Radiation Protection, Indian Society for Biotechnologists, Indian Society for Radiation Biology etc., She has collaborators from both R&D & industry sectors which include Bhabha Atomic Research Center, IGCAR, NIOT, National Institute of Nutrition and Hatsun Agro, Medox Biotech, Armats Biotech, Environmental survey lab, Kings institute of preventive medicine, Micro therapeutics Research lab and Sharma Center for Heritage education, etc.,.

Apart from organizing several workshops and conferences of international repute, she is core member in UI GreenMetric ranking, Swachh Bharat and Unnat Bharat Abhiyan Green Initiatives of the Institute.



**Ms Chitra** is an accomplished HR professional with more than 19 years of experience with proven expertise in Diversity & Inclusion (D&I). She has managed global initiatives and programmes in the areas of gender, culture, disability, age, and work life balance.

She has held senior responsibilities as a D&I champion, driving the agenda through talent attraction, retention and development practices. She has worked with organizations like HCL Technologies, Accenture and Datamatics in the past. She holds a PhD in D&I. She is a member of NASSCOM Tamil Nadu Regional Council and CII National Committee on Special Abilities & India Business & Disability Network (IBDN).



**Ms. Lakshmi**, a lead facilitator, has done her Post Graduate in Sociology from Jawaharlal Nehru University, New Delhi, Post Graduate in Psychology from Madras University and Post Graduate Diploma in Guidance and Counseling from Annamalai University. She is also Certified Basic Practitioner of NLP from the National Federation of Neuro Linguistic Programming, USA. In addition she has completed certification in Acupuncture, Pranic Healing, Practical and Therapeutic Hypnosis and Transactional Analysis.

Ms. Lakshmi has coached people from different walks of life – employees of Organizations, new entrepreneurs/ working women and individuals from the financial and banking sectors like Citibank, Aditya Birla Group, Millward Brown, FIS, Nokia Siemens Network, GTCI (SKF) etc.,

In her role as facilitator in the corporate sector she has been a lead facilitator for building the Net Promoter Score Program for Citibank, has conducted Advanced selling programs for revamping the sales & distribution strategies in the Ice Cream Division of Hindustan Unilever; also conducted Problem Solving, Practical creativity & Influencing Skills Programs for the FMCG division of HUL. She has also conducted interventions on Managing Large Customers – an advanced workshop Fundamentals of GTM management for Key account Executive, TSOs & Activation Executives for the Go to Market Distribution Strategy for HUL. She has also conducted a key program on High Impact Presentation skills for Nokia Siemens Network & GTCI (SKF) for their multifunctional project teams including Design, Sales, Production and IT development teams. Apart from these she has worked on language, communication & negotiation interventions for Software companies and organizations like ICIMOD- Kathmandu, TCS etc.

She has stepped into training those in the non-profit sector too. To list a few, she had facilitated a Reintegration Program for prisoners due for release from Puzhal, Central Prison in Chennai & Tamil Nadu.. She has Co-founded Happiness Quotient with Ms Priya Bennet.



**Dr. C. Sheela Sasikumar**, is the Director of Clinical Research, S.S Healthcare, and Consultant Head of Clinical Research, Hycare Super Specialty Hospital, Chennai. She is also seed fund technical sub committee member, Golden Jubilee Women Biotech Park, Scientific Advisor, Nehagreen Lab, has an experience of 28 years in Academics and Research in clinical research, clinical biochemistry, nanotechnology, molecular biology, natural products bioactivity etc and 57 publications till date. She has contributed book chapter to 5 books.

She is an award winner of Prof EP Odum Gold Medal 2007, GMN Healthcare Pro360 product launch, She is an editorial Board member of Journal of Current Science, Journal of Pharmacy and Biological Sciences. International Journal of Biological and Life Sciences and International Journal of Biotechnology Applications. She is reviewer of Science Asia, Journal of Food Science and Technology, Journal of Medicinal Plant Research, Anti-Cancer Agents in Medicinal Chemistry Bentham Science Publishers, SOJ Material Science and Engineering, and Research on Chemical Intermediates-Springer. She is DGHS fellowship and member in IAEC, IRC, IBSC, IEC, National academy of biology sciences, Indian society for atherosclerosis, International society for noni science, Fellow in Society of Environmental Sciences.

She has completed the clinical trials of Lyfas – Covid 19 screening & monitoring tool, MA-ECM Korea, illuminate non-invasive fluorescence, PRO60 on diabetic foot ulcer patients, VBNM classification, etc., She has also completed 13 projects naming a few : A study on bacterial population in patients with infected diabetic foot ulcer, Polyherbal juice formulation, Role of Tideglusib, Ingrown toenails or Onychocryptosis, The prevalence of hyponatremia in patients with diabetic foot ulcers admitted in a tertiary care centre in south India. etc.,



**Dr. Seema Mehra Pariharis** Associate Professor, Teacher-in-Charge Department of Geography at Kirori Mal College, University of Delhi. She has around 33 years of experience in academics in the specific area of GIS, Remote Sensing; Natural Resource Management, Gender, and Field-based Research. Recently Dr. Parihar was a Visiting Scholar at Le Harve Universite, Normandie, France, and taught 'Natural Resource Management' to the students and was engaged in research activities related to Gender Studies (February 2020). She presented research papers at ASIA GIS and International Cartography Congress (ICC-2019) and interact with students and faculty members at the Faculty of Foreign Studies at TOKOHA University, Shizuoka-shi, Japan. Her Ph.D. is on 'Natural Resource Management in Bhagirathi Basin' from Department of Geography, Delhi School of Economics, University of Delhi, and she was also a Post –Doc Fellow at ITC, Post –Doc Fellow at Geo-Information Processing Department, the International Institute of Geo-Information Science and Earth Observation(ITC) Enschede the Netherlands on the Netherlands Government Fellowship.

She was recently awarded IIRS-ISRO 'Annual Award 2018' during IIRS Academia Meet, 2019 at Indian Institute of Remote Sensing (IIRS), Indian Space Research Organisation (ISRO). She has also been awarded 'BHOOSAMMAN' by Bhoovikas

Foundation in a conference on 'Rural Development' at Hyderabad. She has also coordinated a 40 module e-learning course and recorded 20 lessons for Postgraduate (EPG) Pathshala of MHRD. She has been a Principal Investigator/Project Director of 14 research projects sanctioned by national & international funding agencies, including two series project, Gender Atlas of India -A Geospatial Perspective ( Series 1) and Gender Atlas of India -A Thematic Perspective (Series 2) sanctioned by the Ministry of Women and Child Development, GOI.

She is currently working on three projects, entitled 'Mapping Geospatial Dimension of Hydro politics in Jammu and Kashmir, sanctioned by ICSSR; the project entitled 'Women Empowerment Atlas of India: Science and Technology Perspective' sanctioned by the Department of Science & Technology, GOI and 'Mapping Good Practices of Institutions for Supporting Redressal of Violence Against Women in India' endorsed by World Health Organisation. She has authored more than 40 articles in Research Journals and published eight books, including her recent publication 'Physical Geography in Diagrams' with R.B.Bunnet.

Dr. Parihar has also been a Trainer of Trainer and a resource person for the National workshops on the 'Capacity Building of Women Leaders in Higher Education' and a speaker at many national and international programs and panel discussions. A trained behavioral assessor and an avid trekker who loves traveling, Dr. Seema has also been actively associated for more than forty years in spreading the movement of national integration. She is currently a Vice President, Association for Geographical Studies (AGS); Coordinator, the University of Delhi of IIRS-Digital Learning Courses; Scientific Board Member of the 'Rise of Asia Conference 2020'; 'Bandung-Belgrade-Havana conference 2021; Executive member of ISRS-DC.



**Dr. Priyamvadha Mohansingh**, is a Professor of Criminology, University of Madras, Chennai and teaches course on human rights in criminal justice administration. She executed several projects including old age homes, earn while you learn scheme, violence against elderly, human rights education, Student's perception on ageing, prevention of elder abuse, geronticide, Devadasi system, terrorism and internal security and Female infanticide & Feticide.

Some of her notable publications are elderly victimization, geronticide, crime mapping and GIS, E-waste, Half-widows in Kashmir, Representation of Women in Media, Victims of Terrorism etc., Some of the invited lectures are familial resettlement of delinquents, victims of armed conflicts, crimes against women, elderly and care giver's stress, wrongful prosecution.

She has several awards and distinctions which include SDNB achievers award & memorial medal, Indian society of Victimology award, Indian society of criminology award, Utrecht Fellowship, Catholic University, Leuven, Junior scientist award Indian Society of Criminology, JRF UGC, She is also a member of several professional bodies and had academic visits abroad USA, Australia, Singapore, Netherland, Belgium, France and Qatar.





**Dr. V. Bharathi Harishankar**, is Professor of English and Founding Head of the Department of Women's Studies, University of Madras. She holds various positions like Former Member of the Syndicate (nominated by the Governor-Chancellor), Director IQAC, Chairperson, School of Social Sciences, Coordinator, RUSA 2.0 Projects in Humanities and Social Sciences.

Her research interests include Postcolonial Studies, Gender Studies, Literary Theory, Translation, Web Based Pedagogy and Open Educational Resources. She has 109 publications including books, edited volumes, textbooks, articles and translations in national and international journals. She has presented invited talks in over 100 conferences, most notably at Cambridge University, UK and La Pietra Dialogues at New York University, Florence.

She is the Principal Project Officer for a project on Online Tutorial for Rural School Students at IIT Madras, Project Leader for a project of OER on Soft Skills, funded by IDRC, Canada, PI for a project on the Devadasi System in India funded by the National Commission for Women, PI for a project on the Impact of CSR Activities on the Skill Building of Women in Rural Tamil Nadu, Co-Investigator of the Erasmus + project of on Capacity Building in Higher Education.

Recently, Dr Bharathi was instrumental in setting up a Gender Lab, the first of its kind in the country, to offer online workshops on gender sensitization. She has designed a Soft Skills course on Gender Sensitization and Workplace Readiness.

She is also the recipient of 17 awards and honours. She is a recipient of Leap, Member of the School Board of Humanities at University of Hyderabad, Humanities Research Centre Travel Grant, Australia, Visiting Fellowships to Universities in New Zealand, Shastri Indo-Canadian Faculty Enrichment Fellowship, Shastri Indo-Canadian

Collaborative Course Development Grant with Dr. Evelyn Ellerman, Honorary Adjunct Professorship at Athabasca University, Canada.

She is also Nominated Member of Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), Australia. She is a Consultant Author for Commonwealth of Learning and UNESCO.

She is member, Editorial Board of the international journal Communication and Culture, Peer Reviewer for the international journal, Sexualities, Preliminary Panel Adviser for Sahitya Akademi Award in English She is also a member of the CII Southern Regional Committee on CSR, Affirmative Action, Member of UGC's National Committee for CBCS and Member of Selection Committee for India Studies and Chair for Indian Council for Cultural Relations (ICCR).

## **Coordinators Profile**





**Dr. E. Poovammal** is the Professor in the Department of Computer Science and Engineering and Associate Director (Campus life) .at SRM Institute of Science and Technology. She is serving as Presiding officer, Internal Committee since 2019. She joined in SRM in the year 1996 and served as the Head of the Department of Computer Science and Engineering for about 5 years. Before joining SRM, She was working in Industry for more than 5 years. Her research interests include Data Mining, Big Data Analytics, and Machine Learning. She is a certified as Adjunct Faculty by Institute of software Research, Carnegie Mellon University, Pittsburgh, USA and served for more than 3 years.

She has published more than 60 articles in referred journals, 8 book chapters and presented various international and national conferences. She has filed 8 patents, which were published. She is Editorial member of 2 journals. She is a doctoral committee member of various reputed universities and also serving as member in their Board of Studies. She is serving as guest speaker for technical talks and as resource person for few Faculty Development Programs. She is the recipient of “Best Academic Dean award”, by Association of Scientists, Developers and Faculties (ASDF), 2015 and Recipient of “Women Engineer award”, by IET-CLN, 2013. She is the Fellow IE(I) and Senior member in IEEE. She is the life member of ISTE and Indian Science Congress. She is also the member of other professional bodies IET, ACM and CSI.

She had visited Software Engineering Research Institute, Carnegie Mellon University, Pittsburg, USA and underwent faculty training for a semester, Also, visited Software Engineering Department, Henan University of Economics and Law, China, as a research faculty for month. After completing one project successfully, funded by SRM University, she is concentrating on a Project, which is in progress, funded by Department of Atomic Energy, Mumbai under BRNS Scheme.



**Prof. H. Srimathi** has two decades of experience in higher education & services. She is employed at SRM Institute of Science and Technology since 1999 and served in various domains such as academics and administration. She has rendered an exemplary service in teaching & associated responsibilities that include every activity in the academic ambience such as preparation of course materials & manuals, students mentoring, text book writing, research publications and new concepts in teaching-learning process.

Her notable achievements include curriculum development for Form 4 & 5 students of Malaysia. She was also a team member of a pilot project Population health registry along with Queens University, Canada & had a role as a database & user-interface designer. She has also executed a multi-national distributed student project with Penn-State University, USA. She had coordinated faculty development programme along with Wipro Mission10X for more than 10 batches that included the training of about 330 faculty members. She has actively involved in the preparation of AISHE reports in the year 2011 and 2012. In addition she has notable contributions in the ODL application preparation, review of self-learning materials and LMS vendor evaluation etc.,

She was also associated with SRM University, Sikkim as Controller of Examinations (On Deputation) and served as one of the core committee members of the establishment of a new state university including choice based curriculum and skill development. As Assistant Director of Entrance Examinations, she has successfully coordinated the online entrance examination of SRMJEEE across India that included about 120 centres and coordinated the concurrent counseling across six campuses. She was also one of the core committee members in the process of student enrollment, conduct of first semester university examination and UGC proforma preparation in SRM University, Amaravati. She is currently involved in the coordination of online degree programmes. She is the recipient of Leap, Cambridge certificate for Teachers & Trainers and Certified Instructional Designer. She is able to work with a diverse set of people and her academic passion includes acquiring knowledge on the higher education policies and planning, qualification framework and academic mobility.



**Dr. Ramya Sampath**, is working as an Assistant Professor in the Department of English and Foreign Languages, SRM Institute of Science and Technology. She has completed her PhD from SRM Institute of Science and Technology. Her area of research is 'Transgender Studies'. Her Master of Philosophy and Master of Arts was from Pondicherry University. She has also completed her TESOL and Bachelor of Education.

Gender studies, with special focus on LGBTQIA is Ramya's thrust area of research. She has hands on experience in the field of teaching for the past 16 years. She has presented papers in various conferences, published papers in reputed journals and has contributed one chapter for a book. She has also written 7 student learning materials for distance education courses. She has completed 20 online courses thorough various MOOC platform.

Ramya, at the Institute level, is one of the standing committee members for UGC - Paramarsh scheme. She has actively participated and coordinated in SRMs admission and counselling duties. At the department level she has been the coordinator for NAAC, ABET and UGC accreditation activities. She has also been the faculty coordinator for Presentation, which is part of the technical event Aarush.

Ramya has conducted many workshops on areas like Soft Skills, Gender Studies and Translation Studies both for faculty members and students of various colleges.

She has also been awarded the title *Pudhuvai ku Pugah Sertha Penmani*, by Pondicherry Government for having been the first lady to have completed the Rock-Climbing Course at Women Officers Training School, Gwalior as part of NCC.



**Dr.S.Thanga Revathi** is working as Assistant Professor in the Department of Computer Science and Engineering, SRM Institute of Science and Technology, Kattangalathur, Chennai, Tamil Nadu. She has 13 years of teaching experience in various Engineering College. She has obtained her PhD from Anna University, Master of Engineering from Bharath University and Bachelor of Engineering from Anna University. Her research area includes Data Security, Cloud Computing and Analytics. She has completed The Internal Auditor Course and the Lead Auditor Course under ISO.

She has published papers in Referred National and International Journals. She has also presented many papers in International Conferences. She is an active reviewer in 4 prominent International Journals. She has published chapters in 2 different Book Series. She has also acted as session chair in some International Conferences and many Technical events. She has acted as Resource Person in FDP organized at Institutional Level. She has delivered talks on her research area to students of many Engineering Colleges. She has organised events and workshops at National Level.

She has been rewarded for her excellence in Academic Performance. She has received Best Faculty Award at institutional level.





**Dr. T. Raja Sree** is an Assistant Professor in the Department of Computer Science and Engineering in SRM Institute of Science and Technology Kattankulathur. She joined SRM in September 2020. Before joining SRM, she worked at the National Institute of Technology, Calicut Kerala for more than 2 years soon after submitting her Ph.D. thesis and at Kalasalingam University prior to Ph.D.

Dr. T. Raja Sree obtained her B.Tech. Degree in Information Technology from Anna University in 2008, M.Tech. degree in Information Technology from Anna University in 2010 and secured University First Rank (Gold Medal) and Ph.D. degree (Full time) in Computer Science and Engineering from National Institute of Technology Tiruchirappalli in 2018. She is the recipient of HTRA Fellowship from Ministry of Human Resource and Development (MHRD), Government of India for pursuing her Ph.D. degree. Her research interests include Cloud Computing, Cloud Security, and Big Data Analytics.

She has published more than 8 articles in referred international journals, published 1 book chapter and presented papers in various international conferences. She has served as an organizing committee member for Smart India Hackathon 2019 (Software Edition), conducted by MHRD at NIT Calicut. She has delivered various technical talks in reputed institutions. She has served as a session chair for few international conferences. She is also a reviewer for internationally renowned ACM conferences and journals. She has worked for NBA accreditation for undergraduate and postgraduate engineering at NIT Calicut.



**SRM**  
INSTITUTE OF SCIENCE & TECHNOLOGY  
(Deemed to be University u/s 3 of UGC Act, 1956)

**Internal Complaints Committee (IC)  
&  
Internal Quality Assurance Cell (IQAC)  
SRM Institute of Science and Technology, Kattankulathur**

Cordially invites you for the Valedictory function of  
A Five-Day ATAL Online Faculty Development Programme

On

**Capacity Building of Women in Higher Education**

**(25 January 2021 – 29 January 2021)**

Sponsored by  
AICTE, NEW Delhi

Presidential Address  
**Dr. K. Ramaswamy,**  
Director, Research & Faculty, SRM IST

Guest of Honour  
**Dr. Bharathi Harishankar**  
Prof. & Head, Dept. of Women Studies,  
University of Madras

Felicitation  
**Prof. G. Augustine Maniraj Pandian**  
Dean IQAC, SRM IST

**Date:** 29 Jan 2021

**Time:** 1.30pm

**Platform: Zoom Link:**  
<https://zoom.us/j/97362798529?pwd=SXNVaGhuUnlBMytDc2ZSeURKdk8xQT09>

## Programme Schedule

1.30 pm	Welcome address <b>Dr. S.Ramya,</b> Assistant Professor, Dept. of EFL, SRM IST
1.35 pm	Feedback from participants
1.45 pm	Presidential Address <b>Dr. K. Ramaswamy,</b> Director, Research & Faculty, SRM IST
2.05 pm	Chief Guest Address <b>Dr. Bharathi Harishankar</b> Prof. & Head, Dept. of Women Studies, University of Madras
2.45 pm	Felicitation <b>Prof. G.Augustine Maniraj Pandian</b> Dean IQAC, SRM IST
3.00 pm	Vote of Thanks <b>Prof. H. Srimathi</b> Assistant Director (Online Education) SRM IST
National Anthem	

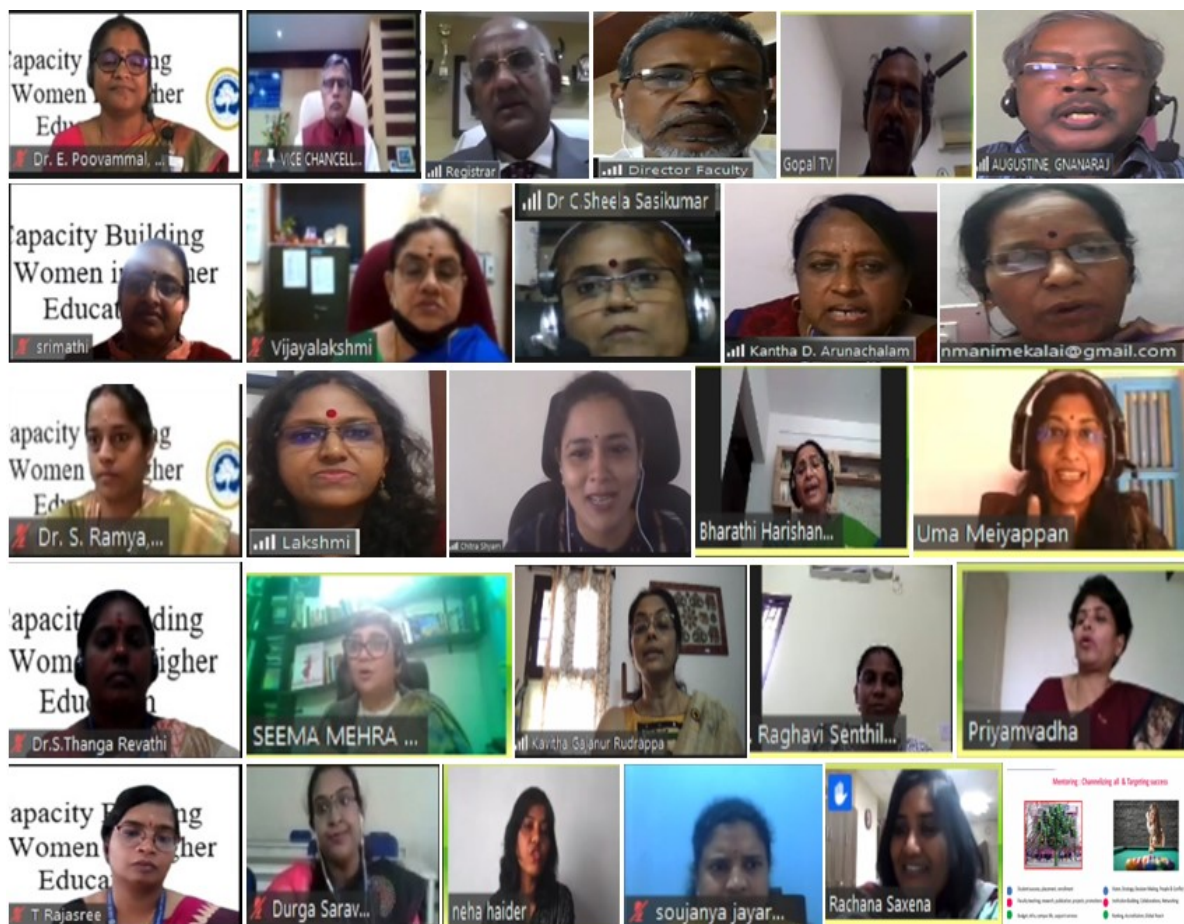
### Platform: Zoom Link:

<https://zoom.us/j/97362798529?pwd=SXNVaGhuUnlBMytDc2ZSeURKdk8xQT09>

**Meeting ID** : 973 6279 8529

**Passcode** : 471507

# SUMMARY REPORT



## SRM INSTITUTE OF SCIENCE AND TECHNOLOGY

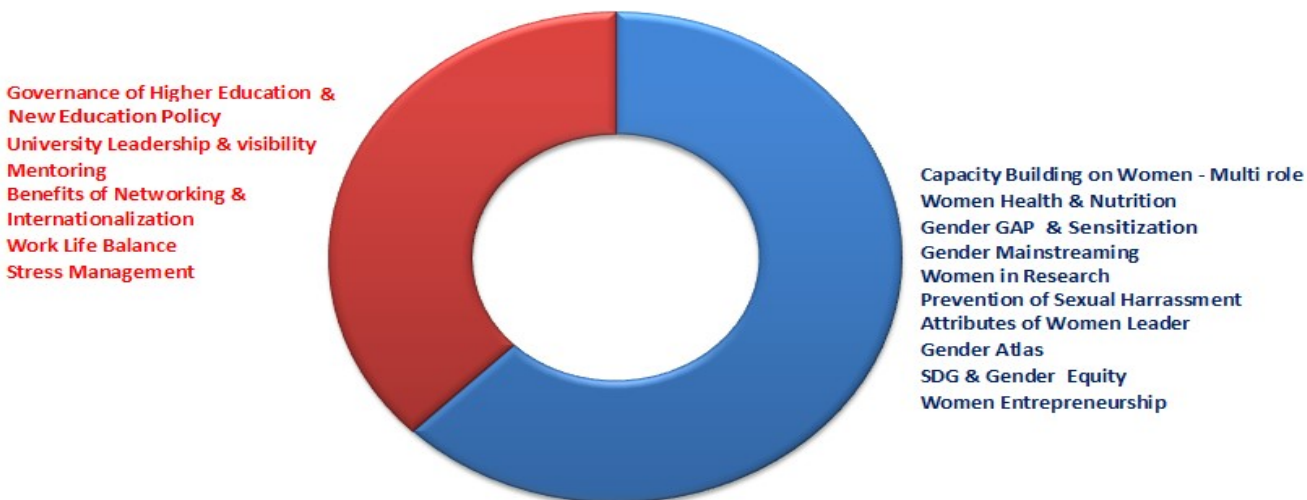
### AICTE ATAL FDP SUMMARY REPORT ON

### CAPACITY BUILDING OF WOMEN IN HIGHER EDUCATION

25 – 29 January 2021

The AICTE ATAL Faculty development program on Capacity Building of Women in Higher Education was organized from 25 to 29 January 2021 by the Internal Complaints Committee (ICC) & Internal Quality Assurance Cell (IQAC) of SRM Institute of Science and Technology (SRMIST) with the focus of strategies to attain women in leadership positions. The FDP souvenir was released during the inaugural session with details of sessions, purpose of the workshop (FDP), policies & reports which focus on women empowerment and speakers' profiles.

The topics had been balanced with holistic development on women academicians covering both general and gender-specific roles to be played on academic administration.



Topics covered in the FDP

The expert members who uplifted the deliberations of the program include

Dr. Sandeep Sancheti, Vice-Chancellor, SRMIST

Dr. Vijayalakshmi Venkatesan, Scientist-G, Head, STEM Cell Research, NIN,

Dr. N. Manimekalai, Director & Head, Dept of Women's studies, Bharathidasan University:

Dr. Haider Yasmeen, Founding Director, Centre for Leadership, BSA Crescent Institute of Technology

Mrs. Raghavi Senthil Kumar, Founder – Director, The Headway Foundation of Entrepreneurship

Prof. H. Srimathi, Assistant Director, Directorate of Online Education, SRMIST

Mrs. Kavitha G R, General Manager, Office of International Relations, IIT Madras

Mrs. Uma Meiappan, Director Commercials, Iyappan Engineering Industries

Dr. Kantha Deivi Arunachalam, Dean CENR, SRMIST

Ms. Chitra Shyam Sundar, VP Diversity & Inclusion, APAC, Barclays,

Mrs. Lakshmi R, Psychologist,

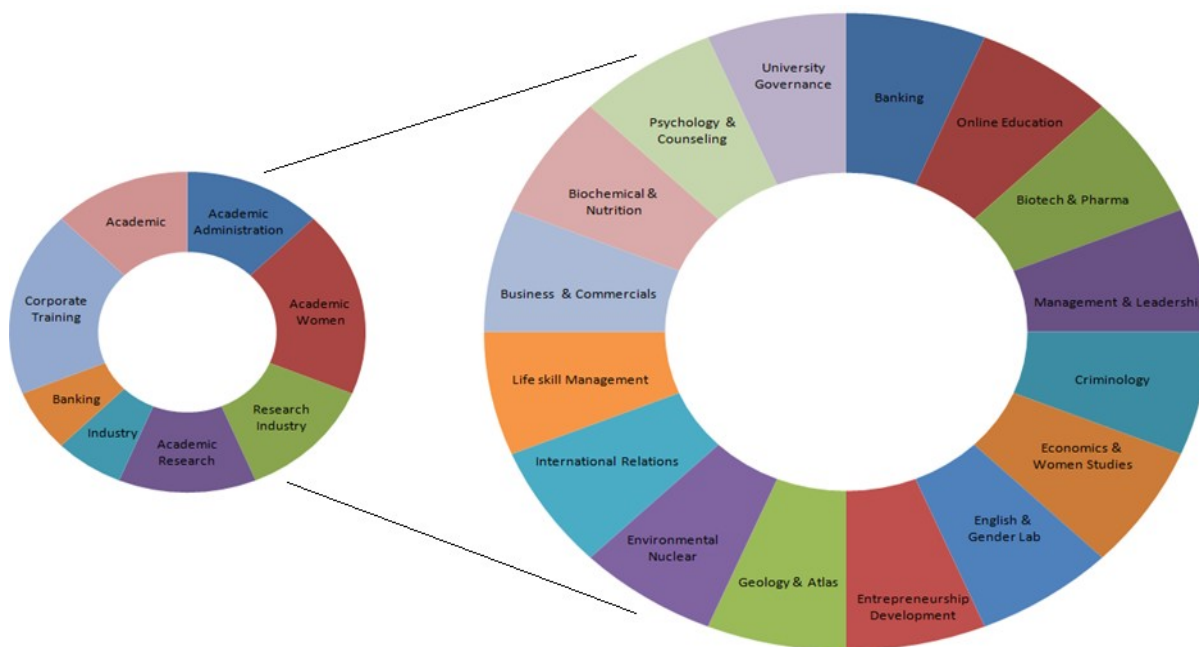
Dr. Sheela Sasikumar, Director Clinical Research, SS Health Care & Head, Hycare Super Specialty Hospital

Dr. Seema Mehra Parihar, Associate Professor, Dept of Geology, Kirori Mal College, University of Delhi

Dr. Priyamvadha Mohansingh, Professor, Dept of Criminology, University of Madras

Dr. Bharathi Harishankar, Professor & Head Dept of Women Studies, Director IQAC, Chair Social Science

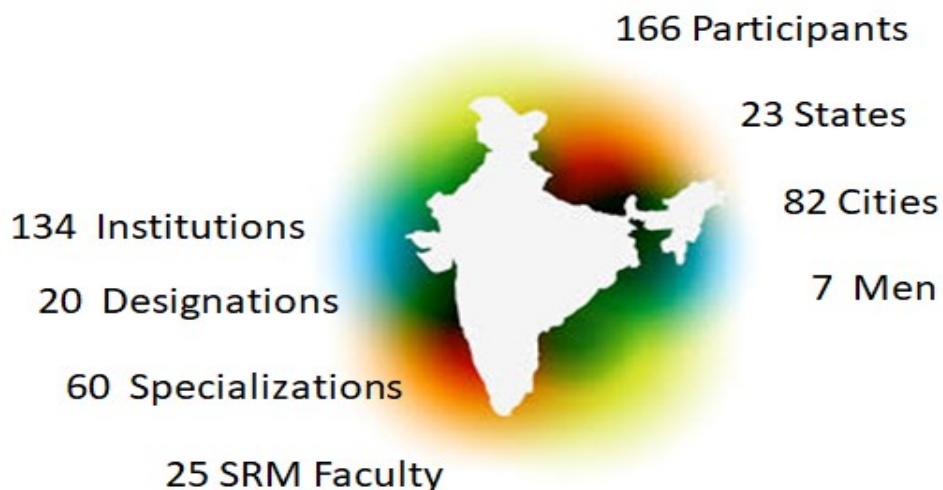
The resource persons have rich experience in their chosen field from different verticals including academic, administration, research and industry. Out of 15 resource persons, three of them were from SRMIST.



**Resource persons Domain**

There were 166 participants from 23 different states, 82 different cities, 20 different designations including Administrative positions & coordinators of different roles with more than 60 specializations ranging from women studies, science, humanities, foreign languages, food science, nursing, management bio & natural sciences, pharmacy, fashion design etc., The workshop (FDP) was also attended by 7 male faculty members and they actively contributed during the sessions. Among the total participants, 25 were from SRM Group of Institutions including college of pharmacy, Dental and Campuses of Ramapuram (Chennai), Modinagar (Delhi) and Valliammai Engineering College (Chennai).





### Participants' Diversity

The programme had lively interactions with the participants through case study discussions, questions & answers, chat conversations, raise hands on doubt clarification, sharing emotions, reactions using emojis & answers to live polling. The variety in interactions motivated the participants and enabled them to be active throughout. The resource persons also recorded their happiness about the enthusiasm showed by participants in the online program, which made the program commendable. The top 7 active participants who received special certificate of appreciation are:

- Mrs. Krishna Soujanya S, Asst Prof. Dept. of Management, Aditya Global Business School, AP
- Dr. KumKum Sinha, Asst Prof. Dept. of Management, Pioneer Institute of Professional Studies, MP
- Dr. Raj Shree Verma, Asst. Prof, Dept. of Economics, Jharkhand
- Mr. Shubhash Tewari, HOD, Dept. of Physics, Govt Polytechnic, Uttarakhand
- Dr. Rachana Saxena, Professor, Dept. of Commerce, Uttar Pradesh
- Dr. Nisha Chaudharay, Asst. Prof, Human Resource, Vira College of Engg, Uttar Pradesh
- Mrs. Ragisetty Nirmaladevi, Associate Prof, Dept of Ece, KITS, Telangana

The evaluation of the workshop was done using both objective & subjective questions:

- Objective questions 40 Marks
  - General Learning perceived during FDP
  - Abstract of AISHE 2018-19 listed in Souvenir as Flipped learning
  - New Educational Policy
- Subjective questions 10 Marks through two case studies



The Management of SRMIST including Prof Sandeep Sancheti, Vice Chancellor, Prof. N. Sethuraman, Registrar, Prof. K. Ramasamy, Director Faculty & Research, Prof. T.V. Gopal, Dean CET, and Prof. Augustine Maniraj Pandian, Dean IQAC encouraged both the organizing team and the participants to utilize the FDP for career development.

The programme was well-organized by a five member team convened by Prof. E. Poovammal, Presiding Officer, ICC & Associate Director Campus Life. The members of organizing team include Prof. H. Srimathi, Asst. Director (Online Education), Dr. Ramya, Asst. Prof. (EFL), Dr. Thangarevathi, Asst. Prof (CSE) and Dr. Rajasree Asst. Prof. (CSE).

The participants recorded their appreciation on the choice of topics, expertise of resource persons, online interactions & engagement, and professional conduct of program organization. The repeated comments recorded from participants through chat and feedback link is given.



#### **Quick Scan of Participants' Feedback**

As mentioned by the participants, the FDP focused on the demands of new education system, helped to identify the hidden treasures of decision making, empowerment of faculty and set the path to take up leadership position.

**Special thanks to**



SRM IST Management

AICTE ATAL Training Academy

Resource Persons

Enthusiastic Participants

Coordinators and

All who helped in successful completion

**Report Prepared by**

*H. Srimathi*

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Presiding Officer, Internal Complaints Committee  
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