



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

A Five Day ATAL Online Faculty Development Programme on

CAPACITY BUILDING OF WOMEN IN HIGHER EDUCATION

12 July 2021 – 16 July 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

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Presidential Address



Prof. C. Muthamizchelvan, Vice Chancellor, SRMIST

“Capacity Building for Women in Higher Education” is the most ambitious thrust of the UGC. This is not a programme but a 'movement' for the qualitative development of the higher education system by involving women who have the capability for spearheading leadership roles in management. There is a constant increase of women participation in higher education and workforce as the knowledge economy of twenty first century is women friendly. While many women make it to mid-ranking posts, there is underrepresentation of women in first level position. Women are known for their networking and communication skills, multitasking, team work, empathy, work life balance etc. Despite these and their potential to be effective and transformative their administrative talent and leadership capabilities remain underutilized. This is especially because of the cultural and societal perception. However, women should understand and realize that they have the potential, to contribute in the effective management of higher education for which unified efforts have to be made in order to meet this challenge. The first, the primary, indeed the cardinal attribute of leadership is professional knowledge and professional competence that has to be acquired by hard work and by constant study.

Therefore, let every opportunity be kept open to both men and women. Let the talent and skill rule over silly aspects like Gender.

Best Wishes!

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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 five sprawling campuses - three in and around Chennai, Tiruchirapalli 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.

INTERNAL COMPLAINTS COMMITTEE

In compliance with the instructions of National Commission for women, SRMIST constituted the Internal Complaints Committee (IC) to deal with the issues of gender based violence and to conduct gender sensitization programme, for more details please visit <https://www.srmist.edu.in/campus/constitution-internal-complaints-committee>.

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.



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**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

(12 July 2021 – 16 July 2021)

Sponsored by
AICTE, NEW Delhi

Presidential Address
Dr. C. Muthamizchelvan
Vice Chancellori/c, SRM IST

Guest of Honour
Ms. SanthaSheela Nair, IAS (Retd)
Former Vice-chairman of State Planning Commission

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

Date: 12 July 2021

Time: 9.30am

PlatformZomLink:

<https://zoom.us/j/97103996722?pwd=akwzZzVZUlcyc25WelZ1SWZkd1RQUT09>

Program Schedule

- 9.30am Welcome address
Dr. E. Poovammal,
Presiding Officer,
Internal Complaints Committee
SRM IST
- 9.35am Presidential Address & Souvenir Release
Dr. C. Muthamizchelvan,
Vice Chancellori/c
SRM IST
- 9.45 am Felicitation
Dr. T.V. Gopal
Dean (CET),
SRM IST
- 10.00 am Chief Guest Address
Ms. Santha Sheela Nair, IAS (Retd)
Former Vice-chairperson of State Planning Commission

Platform: ZoomLink:

<https://zoom.us/j/97103996722?pwd=akwzZzVZUlcyc25WeIZ1SWZkd1RQUT09>

Meeting ID:971 0399 6722

Passcode :485234

SESSION DETAILS

Day	Session 1 9.15 am to 11.15 am	Session 2 11.30 to 1.30	Session 3 2 pm to 4 pm
1 12 July	Inauguration + Women Leadership SanthaSheela Nair, IAS (Retd), Former Vice Chair Person Tamil Nadu State Planning Commission	Leadership style and assessment Dr.TulseeGoswami Department of Management Central University of Rajasthan	Women Entrepreneurship Ms. Uma Meiappan, Director Commercials, Iyappan Engineering Industries, Chennai
2 13 July	SDGs & Gender Equity Prof. Kantha Devi Arunachalam, Dean, CENR, SRMIST	Women's Health & Nutrition Dr.VijayalakshmiVenkatesan, Scientist 'G, HOD, Stem Cell Research Division, National Institute of Nutrition, ICMR	Mentoring Dr. NappinnaiSeran, Psychologist, Founder Psyhub Brain and Behavior clinic
3 14 July	Women in Research Dr. C. SheelaSasikumar, Director Clinical Research, SS Health Care, Head Clinical Research, Hycare Super Specialty Hospital	Internationalization Ms. Kavitha GR, GM, Office of International Relations, IIT Chennai	Work life balance & Stress Management Ms Lakshmi R, Psychologist & Corporate Trainer
4 15 July	Emotional Intelligence Dr.KaruneshSaxena Director IQAC, Director CDC, M L Sukhadia University, Udaipur, Rajasthan, INDIA	Gender Equality : Status of India in 2021 Dr. SeemaMehraParihar, Professor, Dept of Geology, Kirori Mal College, University of Delhi	Presentation & Group Discussion by Participants Moderator : Dr. E. Poovammal & Dr. H. Srimathi
5 16 July	Prevention of Sexual Harassment Dr.PriyamvadhaMohanSingh, Professor, Dept of Criminology, University of Madras	Gender Mainstreaming Dr.Ranjani K Murthy Gender Development : Training & Research	Valedictory – Multi role Dr. BharathiHarishankar, Professor & Head Dept of Women Studies, University of Madras

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.
- a) 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 Samridhi Yojana (1997), Dhanalkshmi (2008), National scheme of incentive to girls for secondary education (2008), CBSE Udaan (2014), Beti Bachao Beti Padhao (2015) and Sukanya Samridhi 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

b) 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, 2019-20), 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 38.5 million in which 18.9 million are female (49 %)
- Female students' enrollment is lowest in Institutions of National Importance, followed by Deemed University – Government and State Private University.
- There are 17 exclusive women universities with the distribution of Rajasthan : 3, Tamil Nadu & Karnataka : 2, Andhra Pradesh, Assam, Bihar, Delhi, Haryana, Himachal Pradesh, Maharashtra, Odisha, Uttarakhand & West Bengal : 1 each
- The states which has more female student enrollment are Uttar Pradesh (3251564 female & 3136650 male) and Karnataka (1099009 female & 1088883 male)
- The female students enrollment is high in select Post graduate (English : 68.5 %, Indian Languages 67.8 %, Medical science : 56.5 %, Mathematics / Physics / Zoology : 72.6 %, Political science : 54.9 %) and Undergraduate studies (BA : 52.9 %, Science : 51.7, Medical Science : 59.6 %) programmes
- Total number of teaching faculty are 15,03,156, out of which 42.5 % 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 (7 %).
- (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"> • Governance of Higher Education Institutions with new National Education Policy • Leadership in Universities, Establishing Strategy & global visioning • Benefits of Networking, Mentoring • Work Life Balance • Stress Management 	<ul style="list-style-type: none"> • Women's Health and Nutrition • Gender Gap, Mainstreaming & Sensitivity • Attributes of Women Leaders • Women in Research • Gender Atlas • Prevention of Sexual Harassment • Women Entrepreneurship • SDGs & Gender Equity

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- [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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- [11] Tanushree Chandra, “Literacy in India: The Gender and Age Dimension”, *ORF Issue Brief No. 322*, October 2019, Observer Research Foundation.
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- [13] UGC, (2012), Twelfth plan guidelines : Development of Women’s studies in Indian Universities and Colleges & Capacity Building of Women Managers in Higher Education
- [14] <https://dst.gov.in/scientific-programmes/scientific-engineering-research/women-scientists-programs>

Learning Activities



The day 4 sessions 3 is exclusively planned for active faculty participation with variety of learning activities. The faculty members are oriented on day 1 to choose the activity of their choice, creating a team among them and present on day 4. The selection is first come first serve basis. The forum provide the faculty members to exhibit their talents, team development in short span, appreciate knowledge of peer group and aim for long term networking.

a) **Case study**

Rules : Team size : 2, Time of Presentation : 3 minutes Question : 2 minutes

Case Study 1 :Time Management / Work Life balance

Menaka is Professor & Head of the Department. She used to do long hours of work in the office but never seems to accomplish anything in the department and her personal life also. She foregoes her hobbies and develops sleeping disorders and always complaints that she has no time to take care of herself. She gets a heart attack at work place.

What could help her ?

Case Study 2 : Research Challenge in Academic Career

Preetha earlier worked in the industry, pursued her Ph.D and chose the teaching profession with the expectations like least stressful job, fixed timing of work and assured vacations. However, as per the revised career performance & promotion scheme, the teaching career demands high research aptitude with writing grant application, publish research results in high impact journals, product development, collaborations and guiding award winning student research projects. Though Preetha can improve her research potential, she is feeling a sense of void.

Give your opinion and what are the action choices she could make ?

Case study 3: Prevention of Sexual Harassment

Jeena, a presiding officer of Internal Complaints Cell received a complaint from one of the women research scholar about the harassment from her male research supervisor and wanted to change the guide. However, the male supervisor is more influential, no one is willing to accept her under their supervision and also more than half the committee are not willing to take the complaint. However, Jeena senses the genuine of the case and would like to help the women researcher.

How to handle the situation ?

Case study 4 :Faculty Recruitment and Promotion

First time, the institution has called for advertisement of the vacant positions, where the internal faculty members are recommended to compete with external candidates. There are more good quality applications received from external applicants. However, there is a representation to provide importance & weightage from internal faculty.

Discuss the pros and cons

Case study 5: Gender Equity and Quality

The dominant discourses in HE leadership are frequently posed in the gender-neutral language of the knowledge economy with the emphasis on quality assurance, good governance rather than gender equality.

Discuss the reasons of Gender Disaggregated approach. Can the gender policies improve the situation? Do you agree of Quality than gender equality. If yes, how to equip women leaders ?

b) Project Strategy

Propose a vision and strategy to improve higher education institutions of India in 3 to 5 years with respect to

Project 1 : International Research collaborations

Project 2 : Upliftment and business opportunities of Unorganized sector

Project 3 : Interdisciplinary curriculum approach

Project 4 : Improve Public Perception

Project 5 : Entrepreneurship mind set among students

Rule : Team size : 3, Time for Presentation : 8 minutes – 6 slides Question : 2 minutes

Provide feasible strategies in terms of funding, infrastructure and potential impact

c) Survey Questions within group

The team is recommended to share the questionnaire with options of strongly agree, Agree, Undecided, Disagree, Strongly disagree) among the team of participants and present their findings and suggestions.

Rule : Team size : 3, Time for presentation : 8 minutes, Question : 2 minutes

Set 1 : General Perception of Women Career Advancement

(Angela Mclendon, 2018, Thesis titled “An Analysis of the self-perceptions of women leaders in higher education”)

- (i) Many women are seeking administrative position
- (ii) Women are supportive of other women in the profession
- (iii) Women are not as effective in their decision making as men
- (iv) Women are incapable of financial finesse
- (v) Women lack delegation skill
- (vi) Women often lack freedom of geographic mobility which impedes their career advancement
- (vii) Many women receive token placement at the administrative level
- (viii) Women are capable than men at managing team (collaborative) work efforts
- (ix) Women are good organizers and can keep focused on what needs to be accomplished
- (x) Women are more dedicated to the education of students than in doing what is politically advantageous

Set 2 : Prevention of Sexual harassment

- (i) Knowledge about the impact of incident of sexual harassment reporting
- (ii) Received training on POSH
- (iii) Knowledge about how to make a report of sexual discrimination
- (iv) Feel empowered to report about sexual harassment
- (v) Noticed / Experienced any one of the following
 - a. Unwanted touching
 - b. Gestures of a sexual nature
 - c. Lustful staring
 - d. Messages received / Stalking
 - e. Sexual coercion & threatens
- (vi) There is a clear sense of appropriate and inappropriate behaviour among employees
- (vii) Are you empowered to conduct a enquiry at your company

Set 3: Work life balance

- (i) I often neglect my personal needs because of the demands of work
- (ii) My personal life drains me of the energy I need to do my job
- (iii) When I am at work, I worry about things I need to do outside the work
- (iv) I am supposed to do time control on watching TV and using social networks
- (v) Because of my job, I am in a better mood at home
- (vi) My personal life gives me the energy to do my job
- (vii) I am engaging myself in yoga / regular exercises / walking activities
- (viii) I am involving myself in spiritual / voluntary work activities
- (ix) I am having sports / arts-cultural hobby and spend time on it
- (x) I am able to plan & take career advancement courses / administrative position

Participant Final Examination

The examination will be based on

a) Objective questions 45 X 1 = 45 Marks

- (i) Topics covered in workshop
- (ii) Women Schemes, NEP, AISHE 2019 & 20
(Self Learning – Content given in Souvenir)

b) One case study 5 Marks

The top 5 active participants are selected and given special certificates

All the Best

Speakers Profile





Ms. SanthaSheela Nair, IAS (Retd), 1973 Batch, Former Vice Chairperson of the Tamil Nadu State Planning Commission started her career as Sub Collector, Dindigul, in 1975. She is credited with having contributed to the successful implementation of the rain water harvesting scheme, where the successful implementation helped considerably in efficient management of the water crisis in Chennai. She served as both Chairman and Managing Director of the Chennai Water Supply and Sewerage Board in 1994, and later as Secretary Municipal Administration and Water supply in 2001.

Ms. Nair also worked on an anti-flooding measure by creating rain water harvesting points in low lying areas. As a result, the ground water level rose by five feet. As secretary to the Government of India, Department of Drinking water supply and sanitation, she is credited with revamping and coordinating the decades-old scheme of Accelerated rural water supply with the new national rural drinking water supply program.



Dr. TulseeGiri Goswami, Professor of Management, Central University Rajasthan has rich experience in leadership assessment and conducted ATAL FDP on Leadership Management recently. She has also conducted National seminar on Role of Women in Unpaid care work sponsored by NCW. She has more than 25 publications, authorship of three books and member of academic council and research committee of the university. She has recognition as outstanding young management teacher award conferred by AIMS International at IIM Kozhikode (2020). Also Paul T. Bruder Distinguished paper award in the honor of Dr. Bruder by University of Houston-Clear Lake, Houston, Texas, USA.

Dr. Tulsee is a certified trainer of IELTS, British council and Indian society for training and development. She is life member in All India Association for Educational Research, Indian Association for social science and health, Indian Women Scientist's association, Indian academy of applied psychology, Indian society for training and development and Association for development of teaching, education and learning and Global association for humanities and social science research. She also serves as professional subject matter expert in various institutions AIMS (USA), TCS, University of Rajasthan, AVVNL, Ajmer and AICTE.



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 Eye open 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 NewDelhi 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 HatsunAgro, 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.



Dr Vijayalakshmi Venkatesan, is associated with Indian Council of Medical Research as Scientist-G, HOD Stem Cell Research, National Institute of Nutrition, Hyderabad. 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 -11th 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 HRD 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.



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.



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 subcommittee 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.,



Ms. Kavitha Gajanur Rudrappa as a consultant – International Relations earlier worked as a General Manager, Office of International Relations to ,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 was 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 trainingworkshops of DAAD Internationalization, Internal Auditor training on ISO 9000 Ansys etc.,



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 Siemen’s 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 Karunesh Saxena, Professor of Management, Director NAAC & Director CDC of ML Sukhadia University, Udaipur, has more than 30 years of teaching and research experience, expert of Behavioural sciences with special reference to Leadership, Emotional Intelligence, Team building, Conflict management, Soft skills, Production, Quantitative techniques and Research methodology.

He has executed several projects including UGC major research project “A study of applicability of Emotional Intelligence in Indian Higher Education System”, ICSSR sponsored “An empirical study of human resource management practices in selected cement companies of southern Rajasthan, a study of marketing strategies of selected pharmaceutical companies.

He is a resource person in 170 educational video film prepared under UGC country wide class programme, author of 5 books, reviewer of four books, published one monograph, published more than 80 articles in peer reviewed journals, publications of more than 20 conference proceedings and research guidance of 30 candidates. He used to conduct management development programs to government, private sector and corporate naming a few : Parle-G, JK cement.

He is currently member of NEP implementation, expert of inspection committees of AICTE.



Dr. Seema Mehra Parihar is Professor, Teacher-in-Charge Department of Geography at Kirori Mal College, University of Delhi with 33 years of experience, her specialization includes GIS, Remote Sensing; Natural Resource Management, Gender, and Field-based Research. Dr. Parihar was a Visiting Scholar at Le HarveUniversite, 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. 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 'BHOO SAMMAN' 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. Priyamvada 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.



Ranjani K Murthy has around 25 years of experience in evaluation, e-teaching, training/toolkit development, mainstreaming and research on gender development. Her sectoral focus has been of issues of economic empowerment, health/SRHR, disaster-risk-reduction, adolescent girls' empowerment, masculinities and international commitments like SDGs, CEDAW, Beijing Platform for Action. Her primary clients include UN organization, national governments, INGOs and NGOs. She was a guest tutor for the short course "Men, Women and Development" as the Institute of Development Studies, Sussex for a year. She combines global and regional reviews with field research, evaluations and training in India and Sri Lanka, Bangladesh, Afghanistan, Nepal, Moldova, Sudan, Mozambique, Cambodia, Indonesia and Vietnam. She headed and made evaluations on several programmes in different countries.

As a trainer she delivered Gender Mainstreaming/Training/Tool kit for UN Women Training Center, New York, UGC Sri Lanka, UN Country Team India, Curriculum development of IGNOU, Gender Analysis for RGNIYD. The geographical scope of training spans across international, Asian, South Asian, India and Nepal.

Her research topics include Women economic empowerment, Gender & social transformative parenting, After school care services, Gender masculinities and development, Poor women's economic leadership, micro finance, poverty reduction, Sexual and reproductive health and rights in disasters, etc., .She carried out research for UNDP, WHO, University of Witwatersrand, Karolinska University, ARROW, Oxfam-GB, ICCO and UN Women. She presented research papers in Geneva, Leeds, Amsterdam, Vienna, Rome, Berlin, Stockholm, Washington, Cape Ton and different parts of India.

Her interest includes Yoga, Buddhism, Birding and field visits to villages and slums of developing countries.

More details can be accessed from

<http://www.amazon.com/Ranjani-K.-Murthy/e/B001HPO02Q>
https://www.researchgate.net/profile/Ranjani_K_Murthy



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. Poovammalis 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 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 was also 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 *Pudhuvaiku 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.



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

On

Capacity Building of Women in Higher Education

(12 July 2021 – 16 July 2021)

Sponsored by
AICTE, NEW Delhi

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

Guest of Honour
Dr. BharathiHarishankar
Prof. & Head, Dept. of Women Studies,
University of Madras

Felicitation
Prof. G. AugustineManirajPandian
Dean IQAC, SRM IST

Date:16July 2021

Time:2.00 pm

Platform: ZoomLink:

<https://zoom.us/j/97103996722?pwd=akwzZzVZUlcyc25WeIz1SWZkd1RQUT09>

Programme Schedule

2.00 pm	Welcome address Prof. H. Srimathi , Associate Director Directorate of Admissions
2.05 pm	Feedback from participants
2.20 pm	Presidential Address Dr. K. Ramaswamy , Director, Research & Faculty, SRM IST
2.30 pm	Chief Guest Address Dr. Bharathi Harishankar Prof. & Head, Dept. of Women Studies, University of Madras
3.00 pm	Felicitation Prof. G. Augustine Maniraj Pandian Dean IQAC, SRM IST
3.30 pm	Vote of Thanks Dr. S. Ramya Assistant Professor Dept of EFL

National Anthem

Platform: Zoom Link:

<https://zoom.us/j/97103996722?pwd=akwzZzVZUlcyc25WeIZ1SWZkd1RQUT09>

Meeting ID :971 0399 6722

Pass code :485234



Day 1 Session 1, Presidential Address, Dr. C. Muthamizchelvan, Vice Chancellor, SRMIST

Vice Chancellor, SRMIST highlighted about the constant increase of women participation in higher education and workforce as the knowledge economy of twenty first century is women friendly. While many women make it to mid-ranking posts, he rightly pointed out there is underrepresentation of women in first level position. He encouraged to develop skills to assume leadership roles. He highlighted the strength of women faculties, which is above the national average at SRM IST. He cited that women as leaders do head key directorates and academic departments in SRMIST. He stated that this is not a programme but a 'movement' for the qualitative development of the higher education system by involving women who have the capability for spearheading leadership roles in management.

Day 1 Session 1, Felicitation , Dr. T.V. Gopal, Dean, Engineering & Technology, SRMIST

Dr. TVG suggested that gender disparity and gender stereotype should be eliminated. He insisted that women must be proactive in achieving and bringing in a systematic change. He also stated that higher education and research should be useful to the society wherein more employability is offered.

Day 1 Session 1, Women Leadership by Ms. Santha Sheela Nair, IAS (Retd)

Inspiring speech, where Madam insisted on the inclusive development of society, rural women with digital literacy. Women educators to motivate the students to find solutions of developing women friendly apps using Artificial Intelligence. Her success journey from first women collector with lots of criticism and denial of cooperation to reach a Vice chairperson of Tamil Nadu State Planning commission motivated the participants to take up the challenges.

Day 1 Session 2, Leadership Assessment Dr. TulseeGiri Goswami

An activity based session with exploring leadership styles, SWOT analysis and self-assessment questionnaires to identify each one potential and the improvements needed.

Day 1 session 3, Women Entrepreneurship, Ms. Uma Meiyappan, Director Commercials,

Elaborations are made on the MSME projects which are available for the benefit of women, who are willing to initiate and venture into business. The need of motivation from women faculty on developing entrepreneurship skills to young graduates is emphasized.

Day 2 , Session 1, SDG and Women Equity, Dr.Kantha Devi, Dean CENR, SRM IST

The Sustainable Development Goals are familiarized by segregation on social, environmental, economic, fostering peace and partnership. The Women equity, Green Metrics, Alternate energy, Socio-economic development are highlighted with metrics. She recommended the participants to get engage with policy makers for the sustainable development.

Day 2, Session 2, Women Health, Dr. Vijayalkashmi Venkatesan, Scientist, G, HoD, Stem Cell Research Division, National Institute of Nutrition, ICMR

The need of physical well being, diet plan, nutrition intake of women which will give a balanced and health life for women is presented.

Day 2, session 3, Dr. NappinnaiSeran, Consultant Psychologist and Marital Therapist,

A retreat to psychological well being, the need of 'it is ok to be not ok' since 100 % perfection is not possible in all 100 % activities, balancing life with prioritize works and handling young generation with effective mentoring are covered.

Day 3, session 1, Women in Research Dr. Sheela Sasikumar, Director Clinical Research SS Health care,

Madam instilled the participants with vast opportunities which are open for women researchers especially in the field of science. The STEM with STEMM with inclusive Medical field is explained with its relevancy.

Day 3 session 2, Internationalization and Benefits of Networking, Ms. Kavitha, Consultant International relations

The methods and procedures involved in Internationalization of Higher Education is elaborated with UGC guidelines and the amendments detailed in NEP 2020.

Day 3 session 3, Work Life Balance and Stress Management, MS. Lakshmi, Psychologist, Corporate Trainer,

The SWOT analysist to balance work and life, reducing anxiety level by saying 'no' for impossible activities and to cope up the mind.

Day 4, Session 1, Emotional Intelligence, Dr. Karunesh Saxena, Director IQAC, Direct CDC, ML Sukhadia University,

The mind training of emotional intelligence is explained with coffee bean analogy and the need of inner change, negotiations and development rather than external motivation is highlighted.

Day 4 session 2 Gender Equality : Status in India 2021 Dr. Seema Mehra Parihar Professor, Dept of Geology, Kirori Mal College

The Gender Atlas, UN development goals on Gender equality, UGC Guidelines of CAS and PAS, to concentrate on research activities, career growth are explained.

Day 4, Session 3, Participant Panel,

The participants are given opportunity to present their ideas for the given case studies, project and survey topics. Around 12 participants made their presentation on case study, two participants made project presentation and four of them conducted surveys on topics like General perception of women career advancement, Prevention of Sexual harassment and Work life balance.

Day 5, session 1, Prevention of Sexual Harassment, Dr. Priyamvada Mohan Singh, Professor, Dept of Criminology, University of Madras

The POSH laws, which act as a shield against women in terms of sexual or verbal abuse is discussed. The need of ICC cell, composition of members and how to deal the complaints are highlighted with case studies.

Day 5, session 2, Gender Mainstreaming, Ms. Rajani K. Murthy, Independent Researcher Development Studies.

This hour session defined gender mainstreaming and elaborated the equality, efficiency and effectiveness rationale for GM in higher education in India. Progress and challenges in GM in higher education in India and solutions were explored through group discussions.

Day 5, Session 3, Women on Multirole, Dr. Bharathi Harishankar, Head, Dept of Women Studies, University of Madras

It is asserted that women empowerment does not lie in being 'given', rather it lies in how it is 'taken'. Women can call themselves as empowered only when they take up the responsibility from what the rights are to expose. Women should articulate their thoughts and expression by breaking the glass ceiling which is within them.

Day 5, Session 3, Valedictory, Presidential Address, Dr. K. Ramasamy, Director Faculty & Research, SRMIST

Women who excelled during freedom fighting are quoted. It is stated that each one of us should empower ourselves and excel in our own way. It is also insisted that women should be good mothers at the workplace too, by taking care of the students as their children, as this will create a healthy environment.

Day 5, Session 3, Valedictory, Felicitation, Prof. Augustine Maniraj Pandian, Dean IQAC, , SRMIST

The active participants were appreciated and stated that women should excel in their own way by utilizing the god given potentials rather than feeling liberated in the path laid by men. It is also mentioned that women should have the freedom of choice for this will make them empowered.

Feedback from Participants

There are overwhelming responses from the participants and recorded their appreciation. Few of them are highlighted here.

Ms. Kavya Krishna : It was a very well organised FDP. Usually FDPs in HSS are on management or psychology. I joined this FDP especially because it was on Capacity Building of Women in HE. Congrats on the selection of the topic. And it was very well organised by an all women team. Almost all the sections were good.

Dr.R.Kumuthaveni: Congratulations Organizing Team. You have done a great job in inspiring each and every one who participated in the FDP by inviting very good speakers. Continue the same. Thank you all.

Dr.L.Malathi : Well Said mam, This FDP made us to realize our self and know our surroundings. Organization of FDP is Very well done, Thank you organizers and the resource person. Thank you all

List of Active & Enthusiastic Participants

Active Participants during the sessions

Mrs. RUMA DEY , Delhi Public School Dhaligaon, Chirang

Mrs. B.UMA MAHESHWARE ,St.Joseph's college of Arts and science, Krishnagiri

Mrs. SHALINI MAURYA ,Bharatiya Vidya Bhavan Vidyashram -Pratap Nagar, Jaipur

Dr.R.KUMUTHAVENI , Kongunadu Arts and Science College, Coimbatore

Dr. JYOTI VERMA , Guru Ghasidas Vishwavidyalaya, Bilaspur, Chattisgarh

Dr. SABERA BIJANI ,Marwadi University, Rajkot, Gujarat

Dr.LALITA MANORBHAI SOLANKI , Samarpan Arts and Commerce College, Gujarat

Ms. P. POOMATHI, SRM Institute of Science and Technology, Chennai

Participants who presented learning activities

Dr. MEGHA V.JONNALAGEDDA, SGGSI&T, Maharashtra

Dr.M.GILBERT RANI , Arul Anandar College, Madurai

Ms. DHARSHANA SATISH , Sri Krishna College of technology, Kerala

Mrs. SHALINI MAURYA ,Bharatiya Vidya Bhavan Vidyashram , Jaipur

Dr. S. ANANDHI, SRM Institute of science and technology , Chennai

Dr. JYOTHI VERMA , Guru Ghasidas Vishwavidyalaya, Bilaspur Chhattisgarh

Dr.M.BHUVANESWARI ,HindusthanCollegeofEngineering&Technology, Coimbatore

Dr.R.KUMUTHAVENI , Kongunadu Arts and Science College, Coimbatore

Ms. EKTA DIXIT , Delhi Public School, Jaipur

Dr ANUSHREE DESHPANDE , KLE College of Pharmacy,KARNATAKA

Mrs. RUMA DEY , Delhi Public School Dhaligaon, Chirang -783385

Mrs. B.UMA MAHESHWARE ,St.Joseph's college of Arts and science, Krishnagiri

Ms. P.L. VALLIKANNU , Maharishi vidya mandir,TamilNadu

Dr.R.MARY METILDA , Sri Ramakrishna Engineering College, Coimbatore

Dr.M.K JAYANTHI KANNAN , JAIN Deemed To Be UNIVERSITY, Bangalore

Dr. W. GRACE SHANTHI , Kakatiya Institute of Technology and Science, Warangal

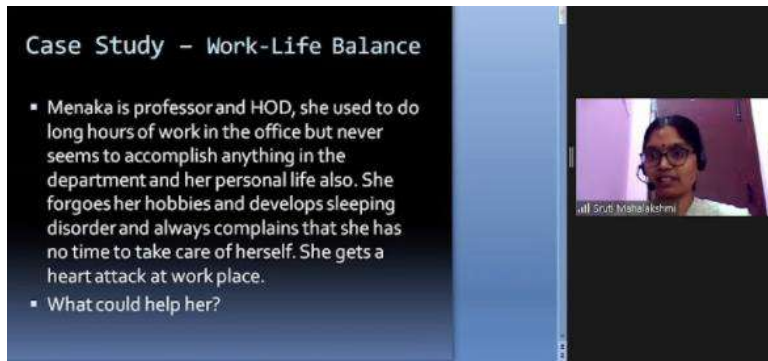
Ms. ALAKANANDA PANDA , DAV PUBLIC SCHOOL,Odisha

Dr MEGHNA BASU THAKUR , R .D.&S.H National College , Mumbai

Select Screen shots of Participants Presentation

Case Study – Work-Life Balance

- Menaka is professor and HOD, she used to do long hours of work in the office but never seems to accomplish anything in the department and her personal life also. She forgoes her hobbies and develops sleeping disorder and always complains that she has no time to take care of herself. She gets a heart attack at work place.
- What could help her?



Illegal Victims Request
Sexual Harassment
Inappropriate Promise

PREVENTION OF SEXUAL HARRASMENT

MS. EKTA DIXIT
 FACULTY
 DPS, JAIPUR
 BCCI LEVEL A NIS/SAI CRICKET COACH
 FORMER RANI PLAYER
 ektadixitdps@gmail.com
 9413489883




RESEARCH CHALLENGE IN ACADEMIC CAREER

PRESENTED BY
 DR. GILBERT RANI
 DR. W. GRACE SHANTHI



Project – 3 Interdisciplinary Curriculum Approach

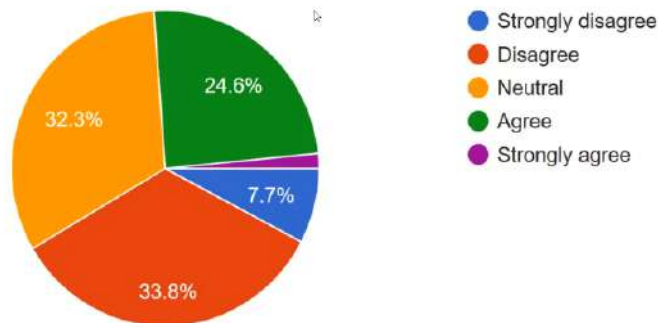
Presentation by – Dr. Megha V. Jonnalagedda

Vision

- Developing interdisciplinary program curricula which must meet the following two criteria:
 - They must have carefully conceived design features: a scope and sequence, a cognitive taxonomy to encourage thinking skills, behavioral indicators of attitudinal change, and a solid evaluation scheme.
 - They must use both discipline-field-based and interdisciplinary experiences for students in the curriculum.



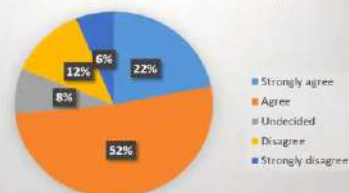
Women are **supportive** of other women in the profession



I am supposed to do time control on watching TV and using social networks.



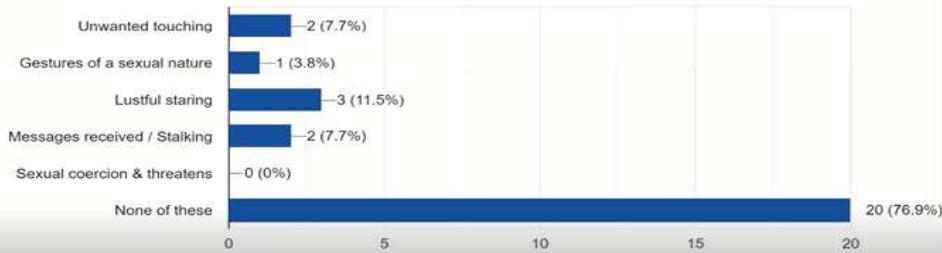
My personal life gives me the energy to do my job.



Regarding experience of Sexual Harassment at workplace by Participants: 80% reported the experience where as 20% not experience any time of sexual harassment at their workplace.

Have you ever notice/experienced any of the following types of unwanted sexual behaviour from a work colleague or customer ?

26 responses



A Five Day ATAL Online Faculty Development Programme on
CAPACITY BUILDING OF
WOMEN IN HIGHER EDUCATION
 12 July 2021 – 16 July 2021

Participants activity: A Survey within group

Survey Topic: Prevention of Sexual Harassment at Workplace

Presentation By: Dr. Jyoti Verma, Assistant Professor, Department of Education, Guru Ghasidas Vishwavidyalaya, Bilaspur, Chhattisgarh



Title of the Study: A online survey on Prevention of Sexual Harassment at Workplace by Faculty Members of Higher Education Institutions.

Sample:26

About Survey Items:

A Total 13 items were selected for the survey, among them 6 items related to myths about sexual harassment at work place and remaining items were related to awareness, prevention strategies and environmental factors related to sexual Harassment at workplace.

Objective of the study:

- To identify opinion of Higher Education Faculty toward Prevention of Sexual Harassment at Workplace.**
- To identify common myths related to Sexual Harassment at Workplace.**

Responded Gender: 84.6 % Female and 15.4% were Male (Total 26 faculty member has been responded the survey)

Age group 30 to 50 and 67% above 45 year remaining 33% were below 45 year

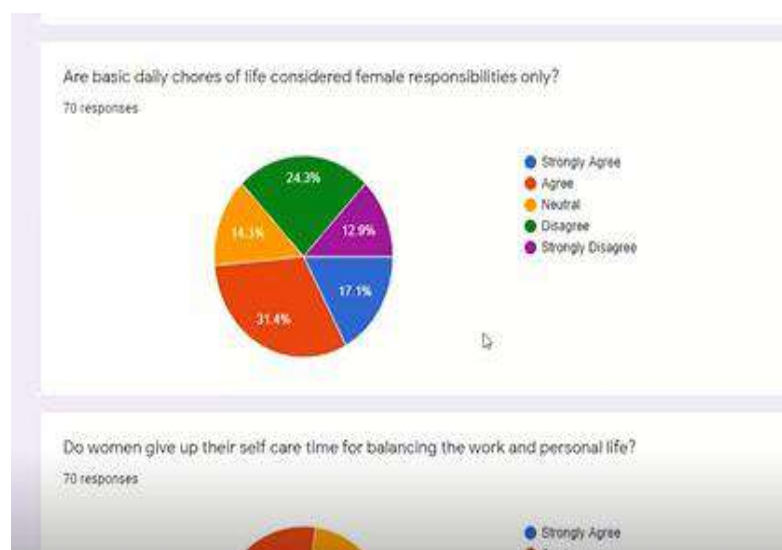
Faculty Development Programme

Capacity Building of Women in Higher Education

Survey on



Presented by:
Dr. S. Anandhi
Ms. Shalini Maurya



Roadmap to PhD



Research Roadmap an Systematic Approach Objectives

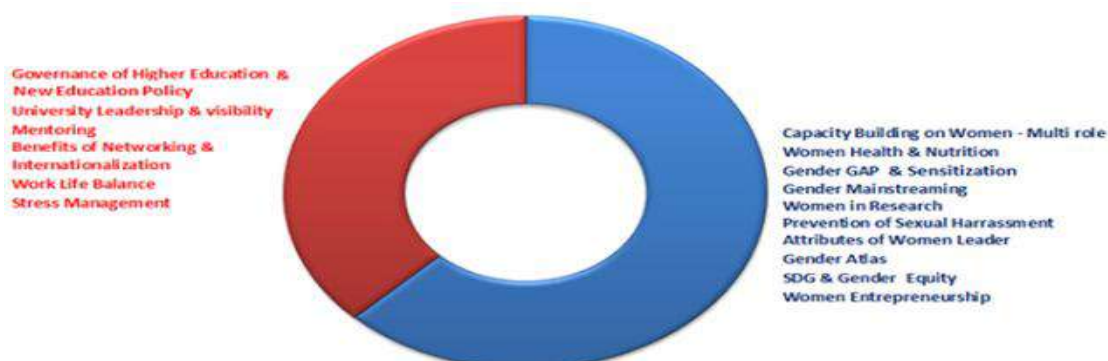
- ✓ Analyze the current Gaps and Research Needs,
- ✓ Understand the scientific capabilities,
- ✓ Identify collaboration needs and opportunities,
- ✓ Propose a Research Roadmap,
- ✓ Motivation towards Research,
- ✓ Objectives of Research,
- ✓ Ethics in Research,
- ✓ Data Collection Methods,
- ✓ Data Analysis,
- ✓ Publishing,

Report on ATAL sponsored FDP on Capacity Building of Women in Higher Education, organized by SRM IST, 12th to 16th July 2021

The AICTE ATAL Online Faculty development program on Capacity Building of Women in Higher Education was organized for the second consecutive term from 12 to 16 July 2021 by the Internal Complaints Committee (ICC) & Internal Quality Assurance Cell (IQAC) of SRM Institute of Science and Technology (SRMIST) with special focus on strategies for women to attain leadership positions.

The topics had been balanced with holistic development on women academicians covering both general (Leadership, Networking, Emotional Intelligence, Internationalization, Mentoring, Work life balance, SDG) and Gender specific topics (Gender Mainstreaming, Gender Atlas, Gender Equity, Women Entrepreneurship, POSH law) to be handled on academic administration. There are 15 resource persons, who have rich experience in their chosen fields from different verticals including academic, administration, research and industry.

Topics



Resource persons Diversity

The participants were from more than 130 institutions, 88 specializations including Primary teachers, PG Teachers of schools and faculty of engineering, medical, science, commerce, arts, cricket / Physical departments, Vice Principals of higher education institutions from 21 states. The program was attended by 10 male participants.



The programme had lively interactions with the participants through case studies, projects and surveys. Active participants of these lively interactions received special certificates of appreciation.

The programme was well-organized by a four-member team convened by Prof. E. Poovammal, Presiding Officer, ICC & Associate Director Campus Life. The members of organizing team include Prof. H. Srimathi, Dr. S.Ramya, and Dr. Thanga Revathi.

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

Report Prepared by

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Associate Director,
Directorate of Admissions,
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Special thanks to



SRMIST Management

AICTE ATAL Training Academy

Resource Persons

Enthusiastic Participants

Coordinators and

All who helped in successful completion





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



**A FIVE DAYS ATAL ONLINE FACULTY DEVELOPEMENT PROGRAMME ON
CAPACITY BULDING OF WOMEN IN HIGHER EDUCATION**

12- JULY -2021 to 16 -JULY -2021



Figure 1 Welcome Address by Dr.E.Poovammal, Department of CSE, SRMIST



Figure 2 Welcome Banner



Figure 3 Dr.C.Muthamizchelvan , Former Vice Chairperson, Inaugural speech



Figure 4 : Souvenir Release by dignitaries

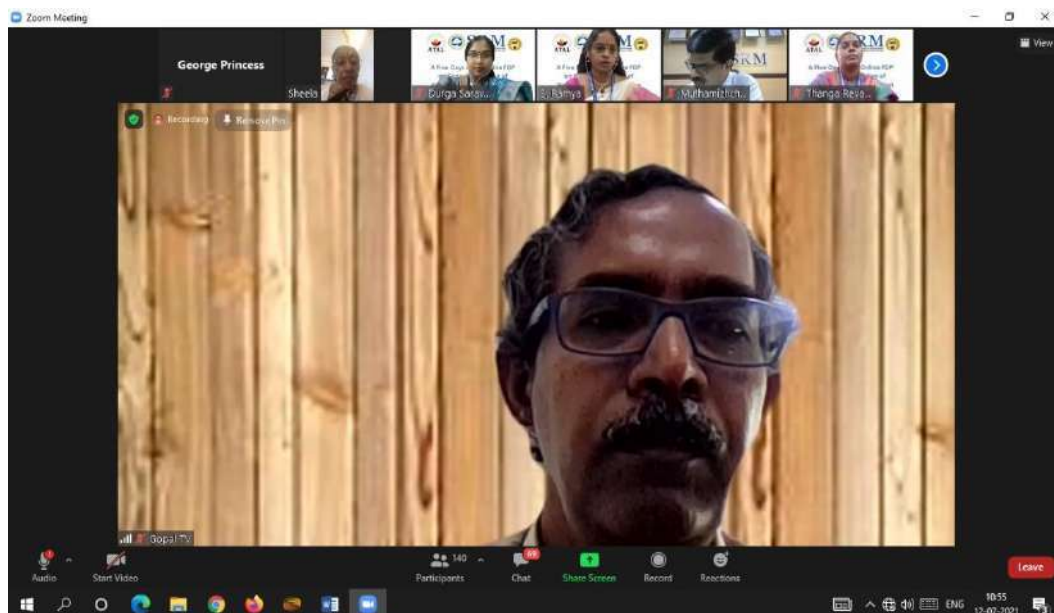


Figure 5 Vote of Thanks by Dr.T.V.Gopal,Dean (CET), SRMIST



Figure 6: DAY 1: Session 1: MS. Santha Sheela Nair IAS (Retd.)

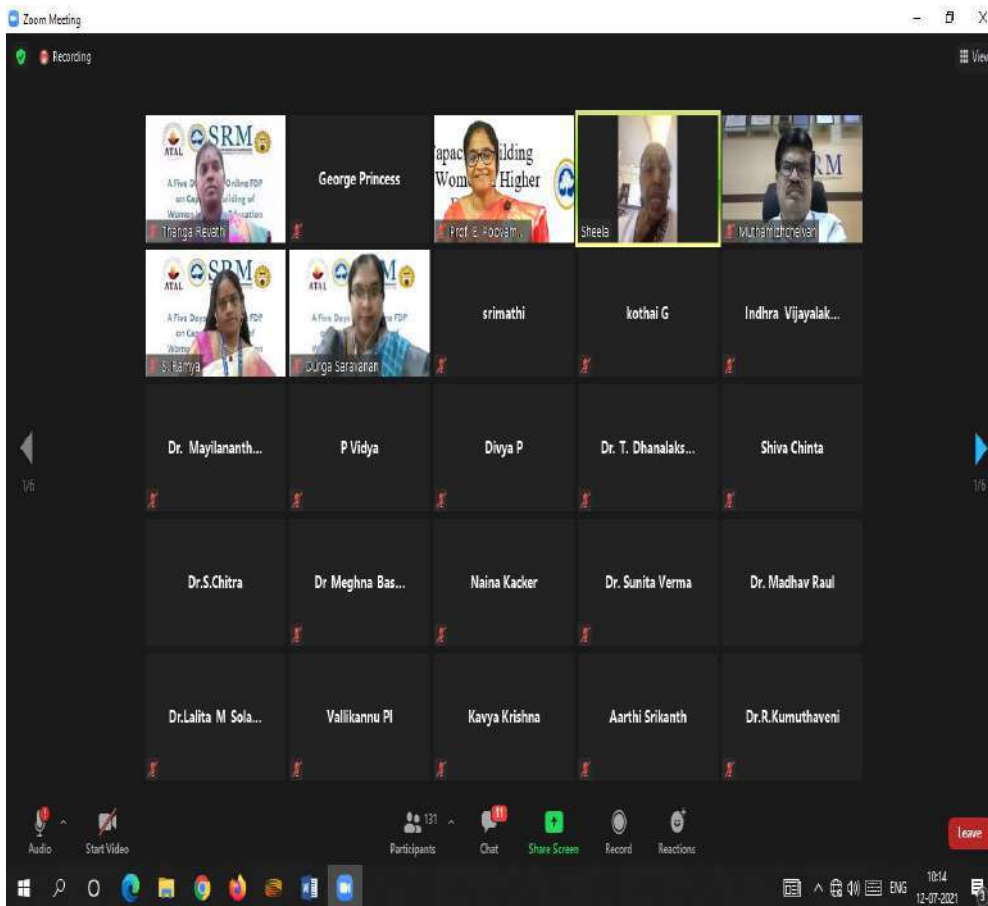


Figure 7: DAY 1: Session 1: Women Leadership



Figure 8 : Day 1:Session 2: Tulsee Giri Goswami



Figure 9 : Day 1: Session 2: Leadership Style and Assessment



Figure 10: Day 1: Session 3: Ms. Uma Meiappan, Director Commercial, Iyappan Engineering Industries, Chennai

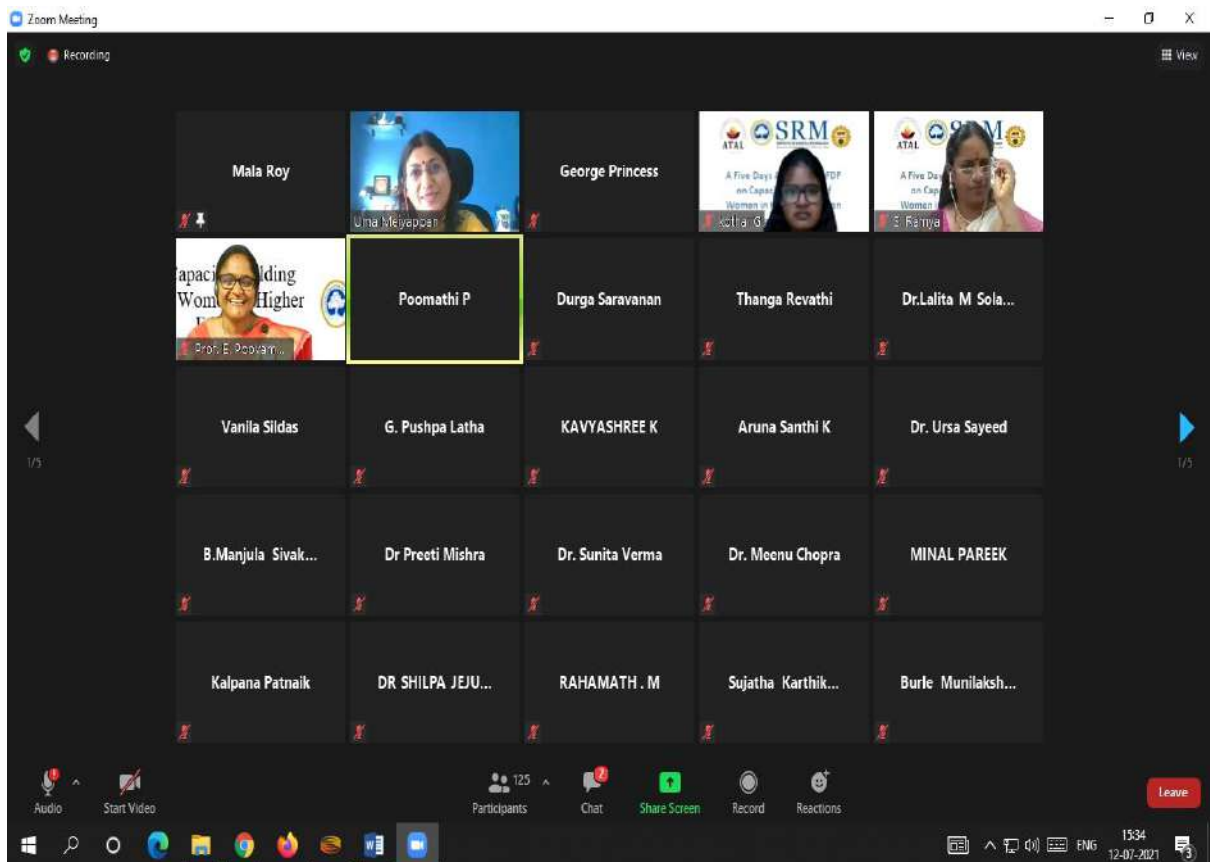


Figure 11: Day 1: Session 3: Ms. Uma Meiappan : Women Entrepreneurship

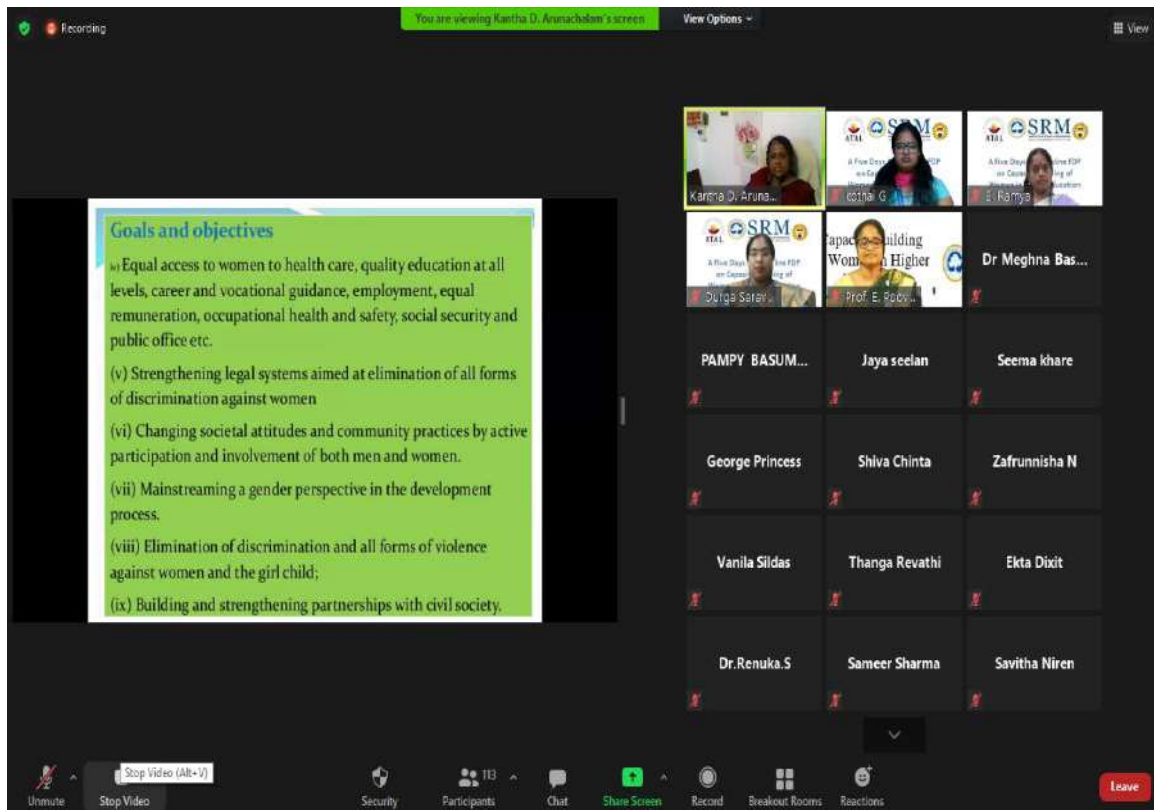


Figure 12: Day 2: Session 1: Prof. Kantha Devi Arunachalam, Centre for Environmental Nuclear Research, SRMIST

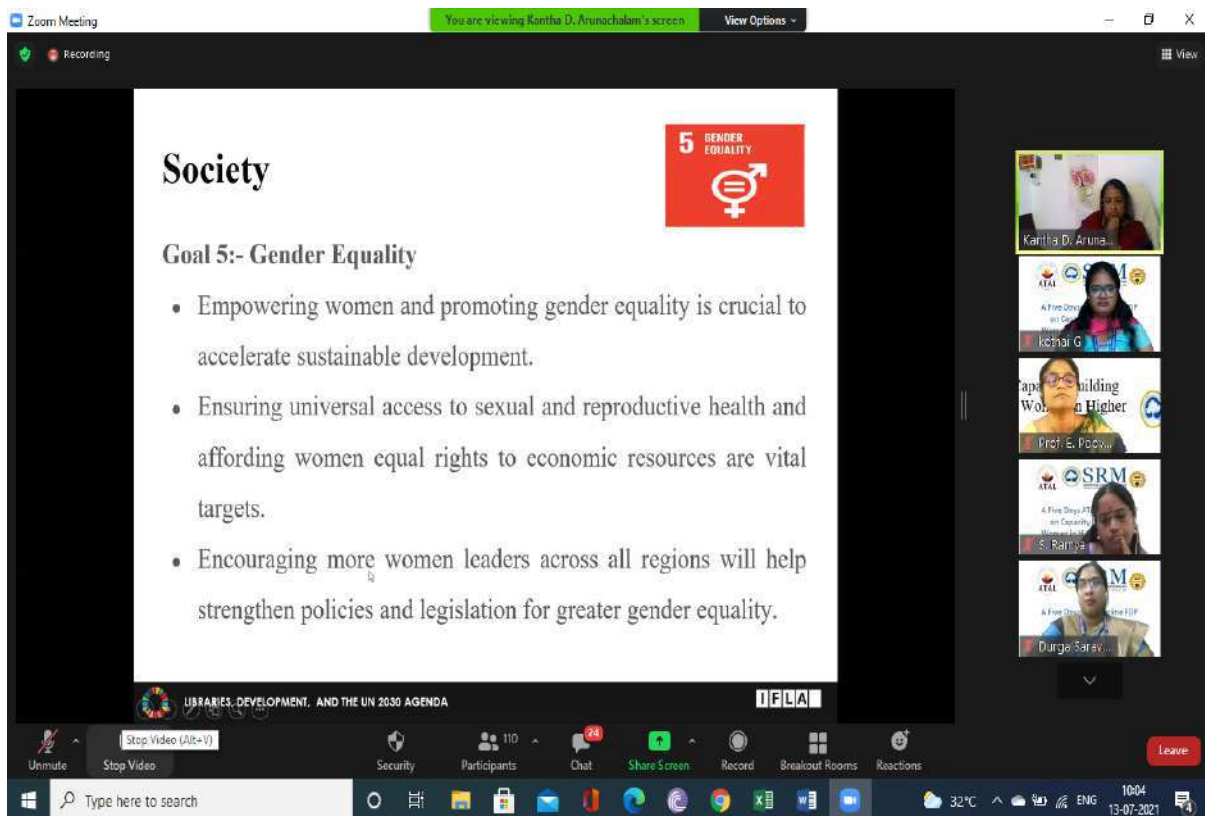


Figure 13: Day 2: Session 1: Prof. Kantha Devi Arunachalam SDGs & Gender Equity

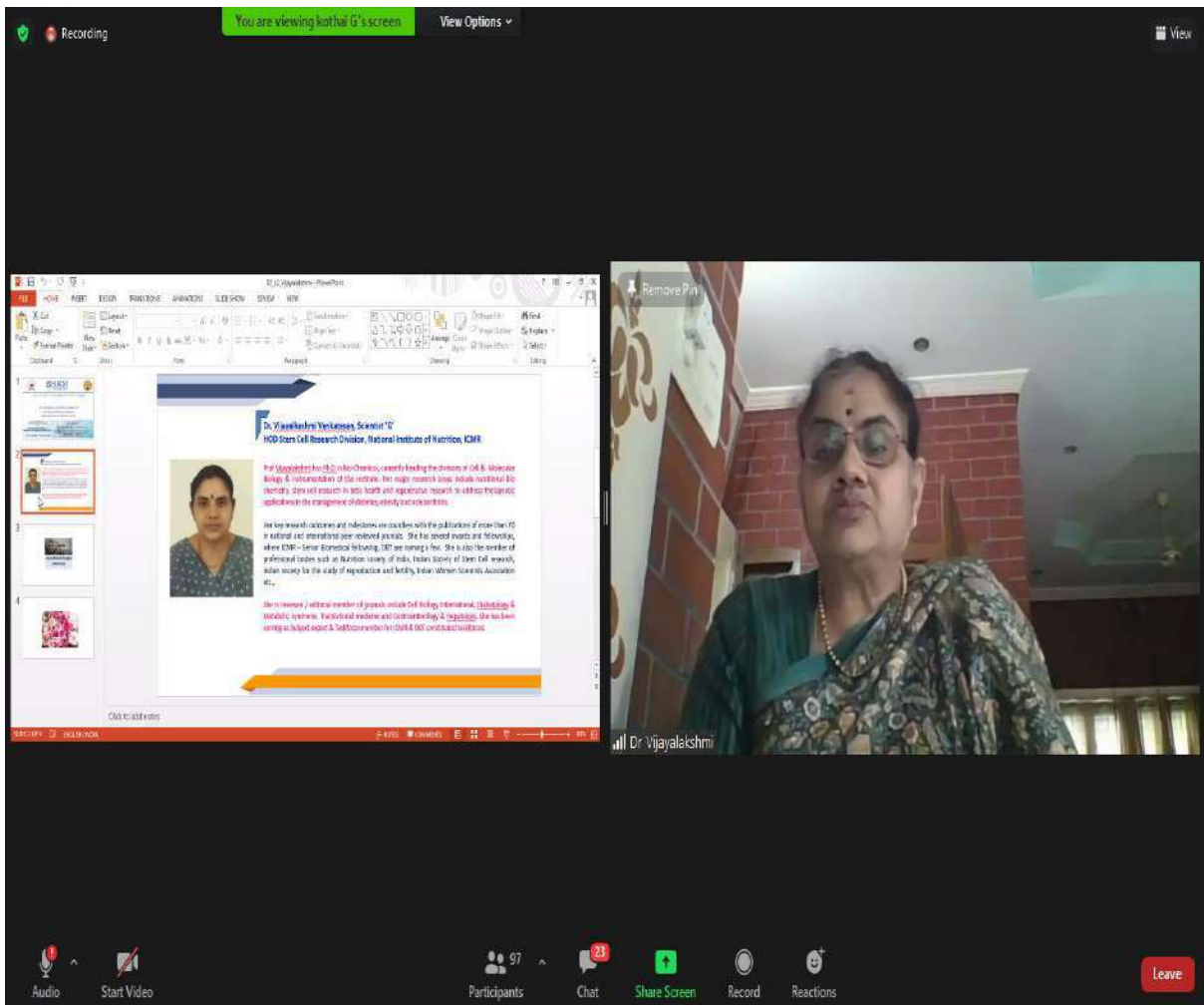


Figure 14: Day 2: Session 2: Dr. Vijayalakshmi Venkatesan, Scientist 'G', HOD Stem Cell Research Division, National Institute of Nutrition, ICMR

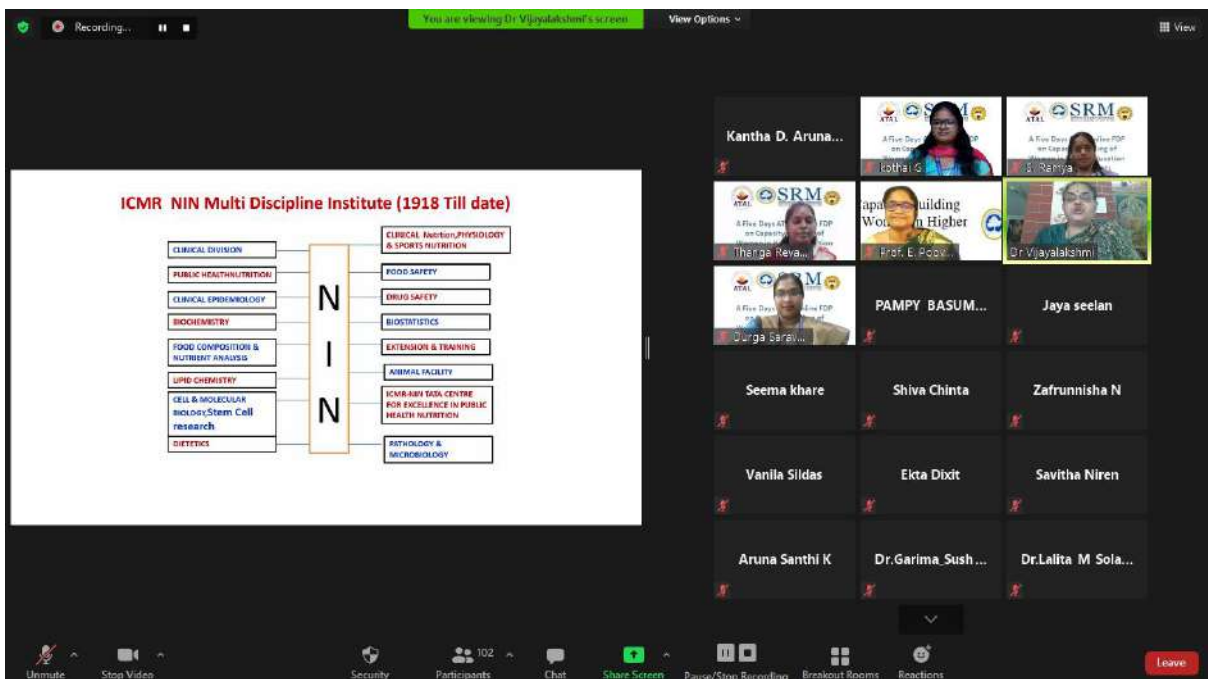


Figure 15 : Day 2 : Session 2: Dr. Vijayalakshmi Venkatesan- Working Women's Health & Nutrition

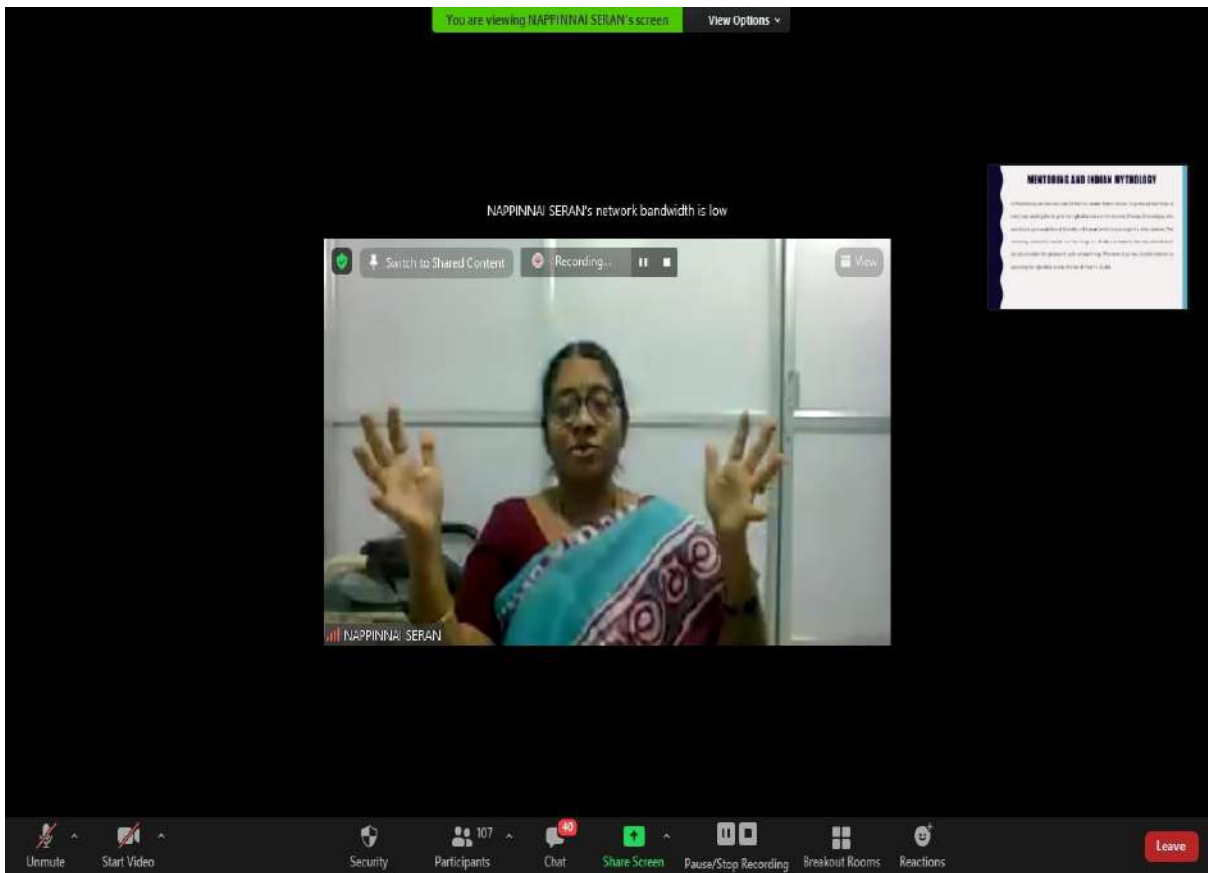


Figure 16_ Day 2 : Session 3 : Dr. Nappinnai Seran, Counseling Psychologist, Founder of PsyHub Brain and Behavior clinic

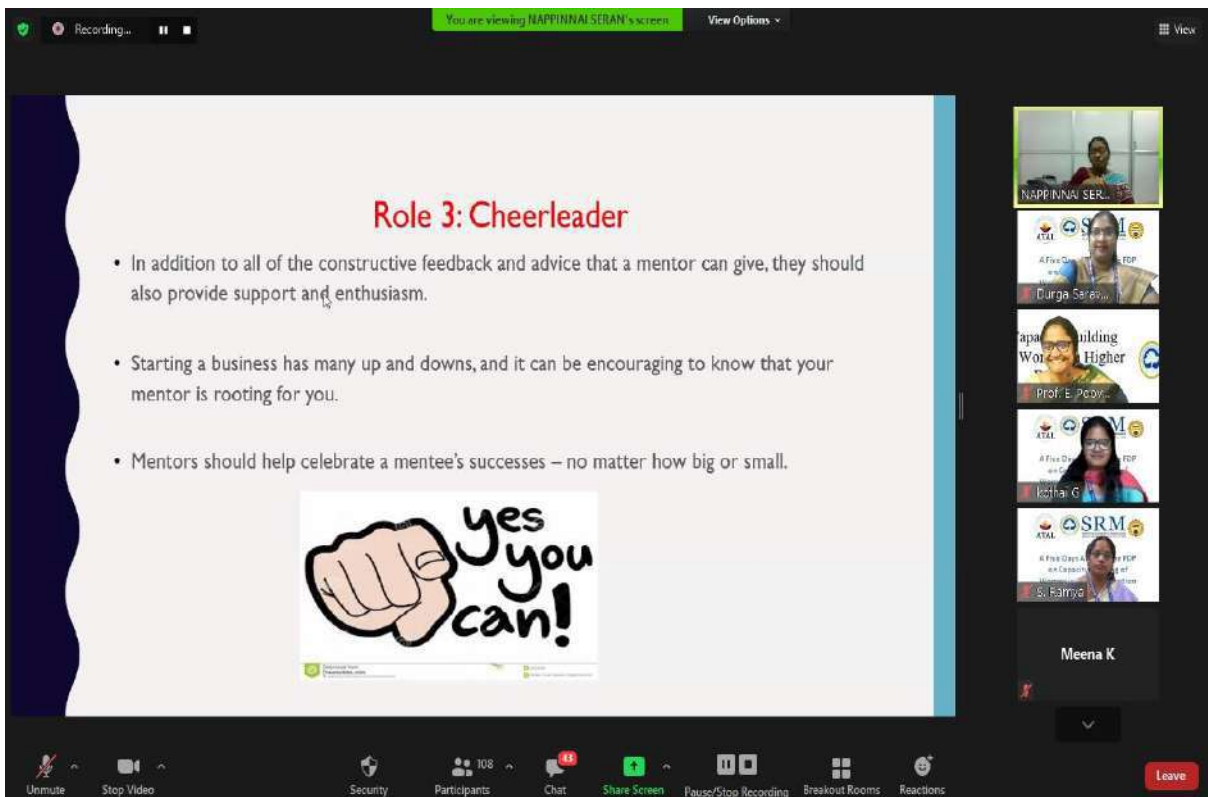


Figure 17 : Day 2: Session 3 : Dr. Nappinnai Seran- Mentoring



Figure 18 : Day 3 : Session 1: Dr. C. Sheela Sasikumar, Director – Clinical Research, SS Health care, Head – Clinical Research Hycare Super Speciality Hospital

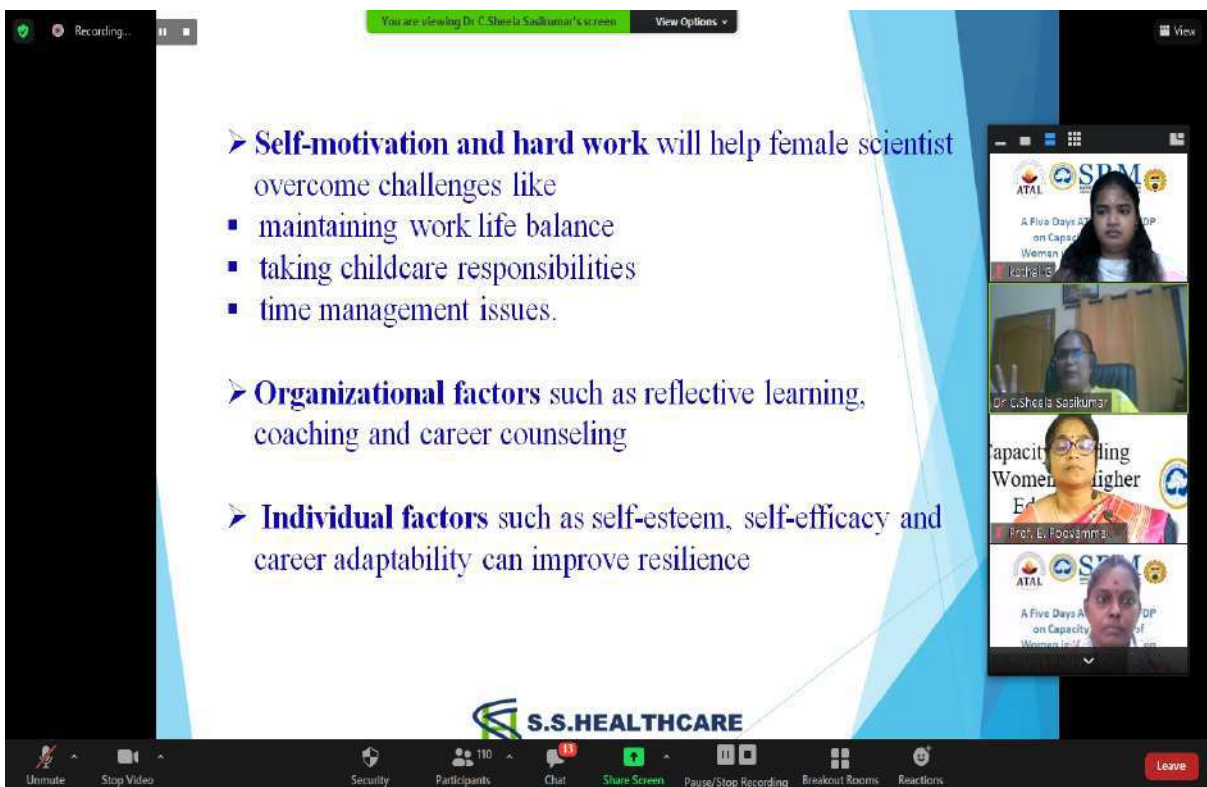


Figure 19: Day 3 : Session 1 :Dr. C. Sheela Sasikumar , Women in Research

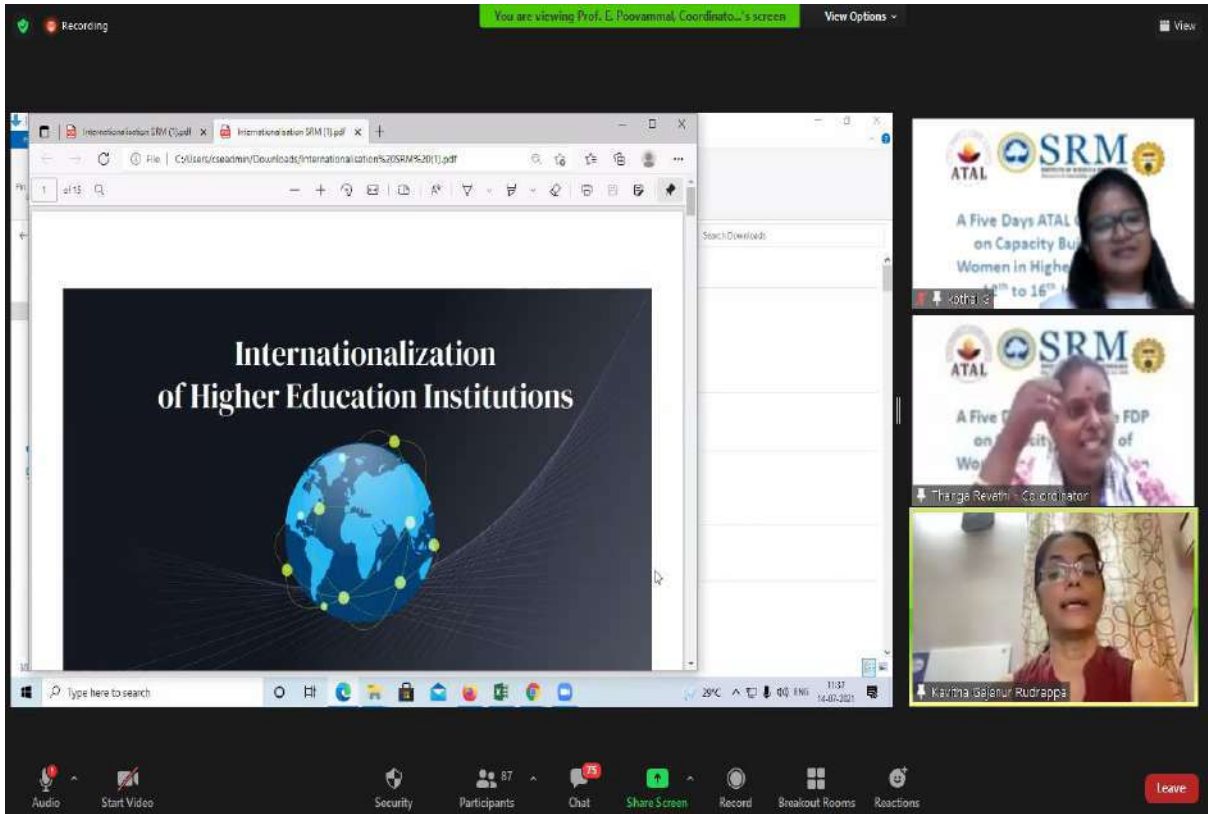


Figure 20 : Day 3: Session 2: Ms. Kavitha G. R, Consultant International Relations



Figure 21 : Day 3 : Session 2 - Internationalization & Benefits of Networking

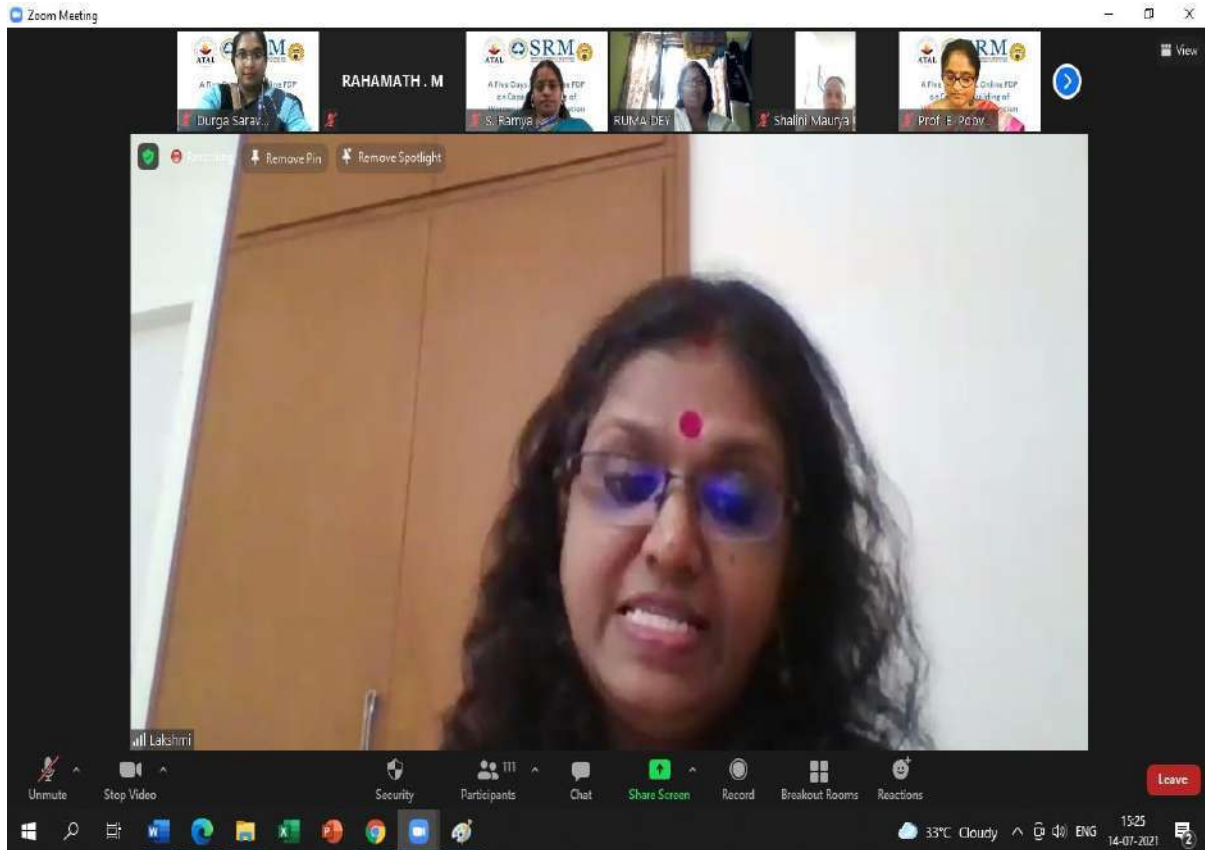


Figure 22: Day 3: Session 3: Ms Lakshmi R, Psychologist and Corporate Trainer

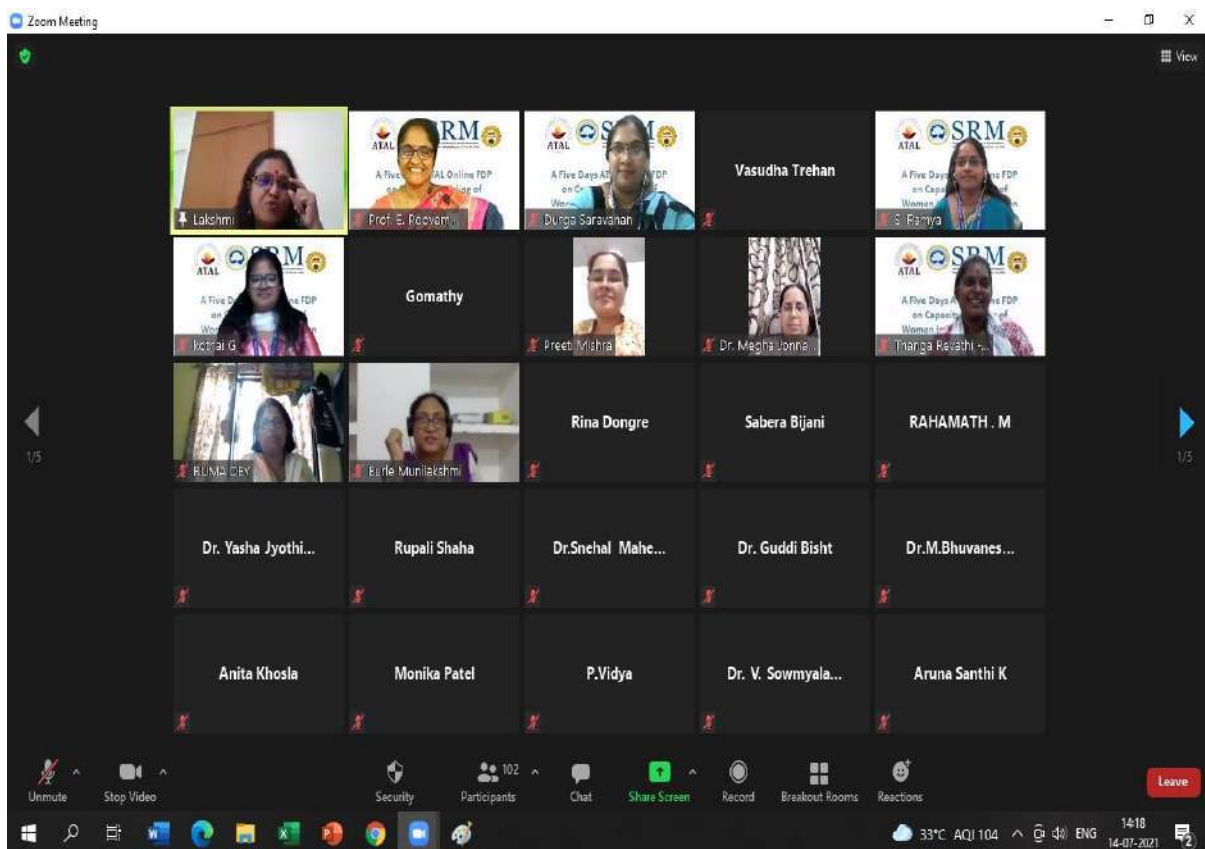


Figure 23 : Day 3: Session 3 : Ms Lakshmi R - Stress Management



Figure 24 : Day 4 : Session 1:Prof. Karunesh Saxena,Director NAAC, Director CDC, ML Sukhadia University, Rajasthan

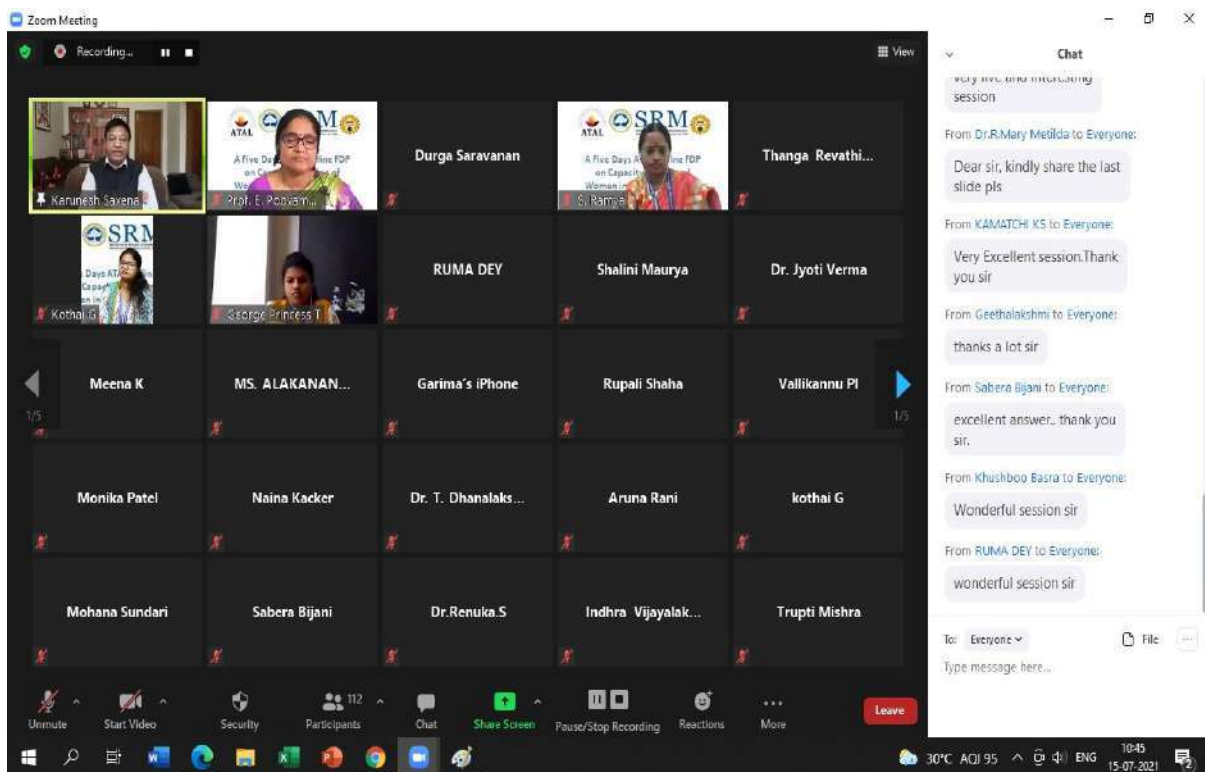


Figure 25 : Day 4: Session 1: Emotional Intelligence



Figure 26 : Day 4 : Session 2 :Dr. Seema Mehra Parihar, Associate Professor, Dept of Geology, Kirori Mal College, University of Delhi

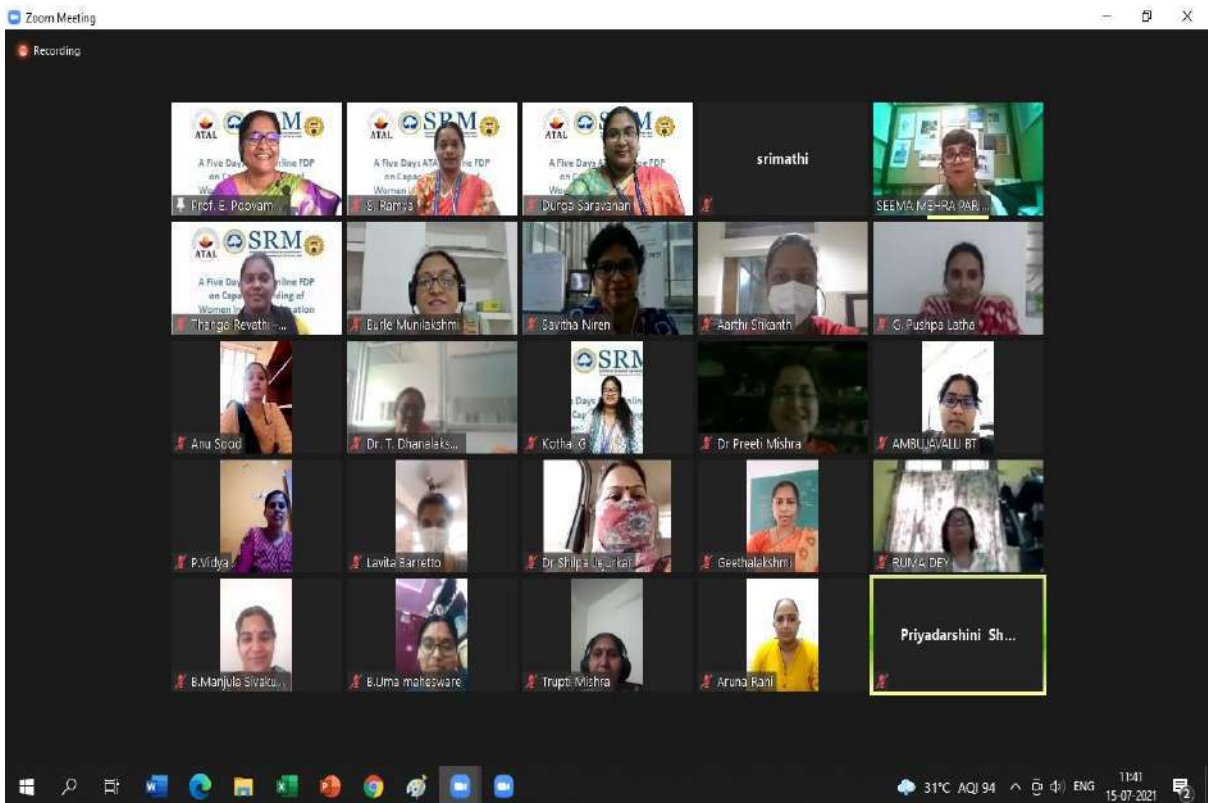


Figure 27 : Day 4: Session 2 :Dr. Seema Mehra Parihar- Gender Atlas

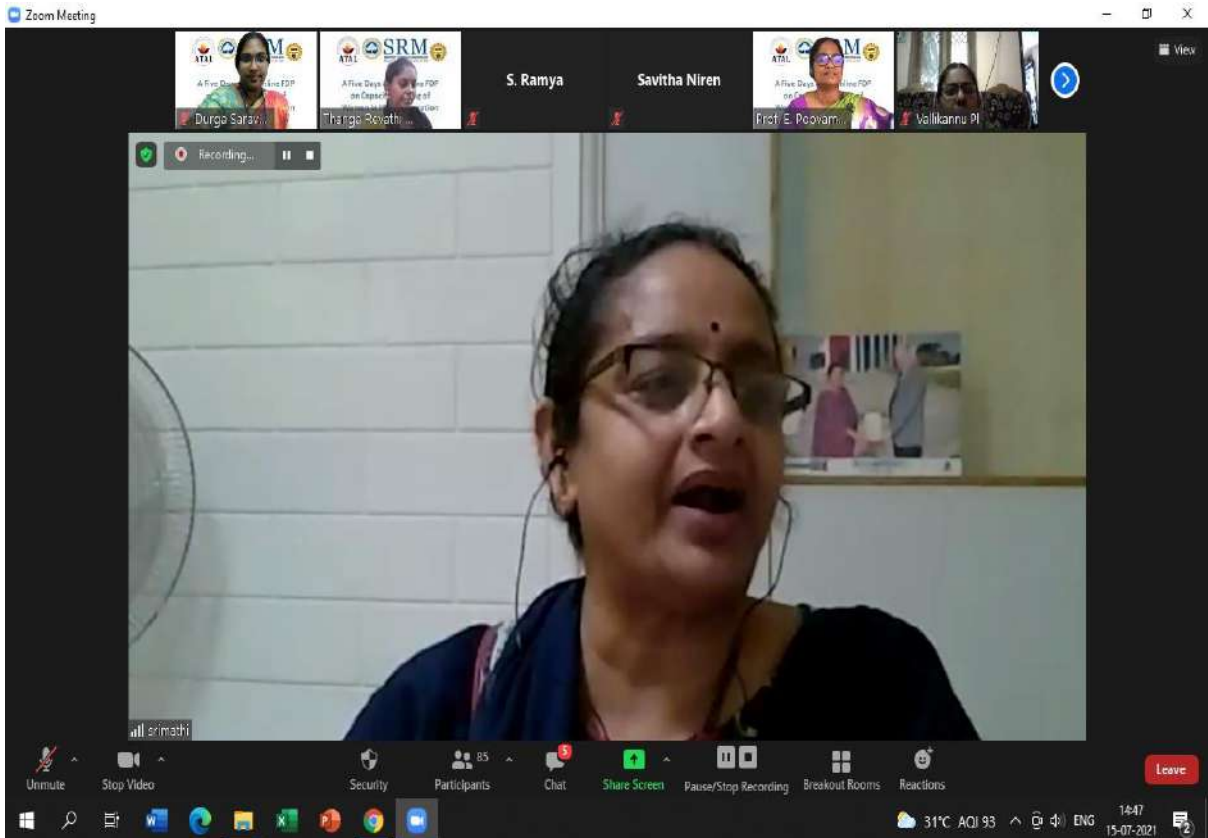


Figure 28 : Day 4 : Session 3 : Dr.H.Srimathi, SRMIST

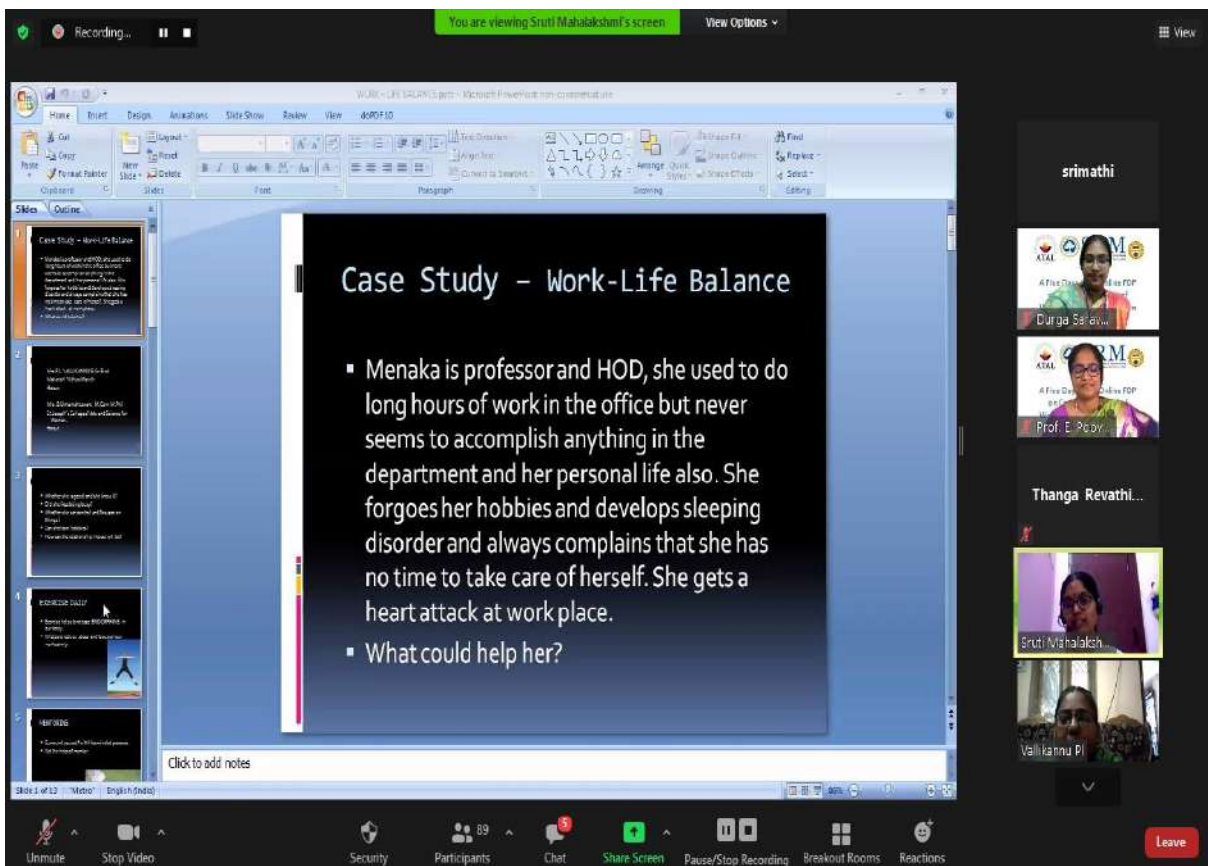


Figure 29 : Day 4 : Session 3 : Dr.H.Srimathi - workshop on case study and projects

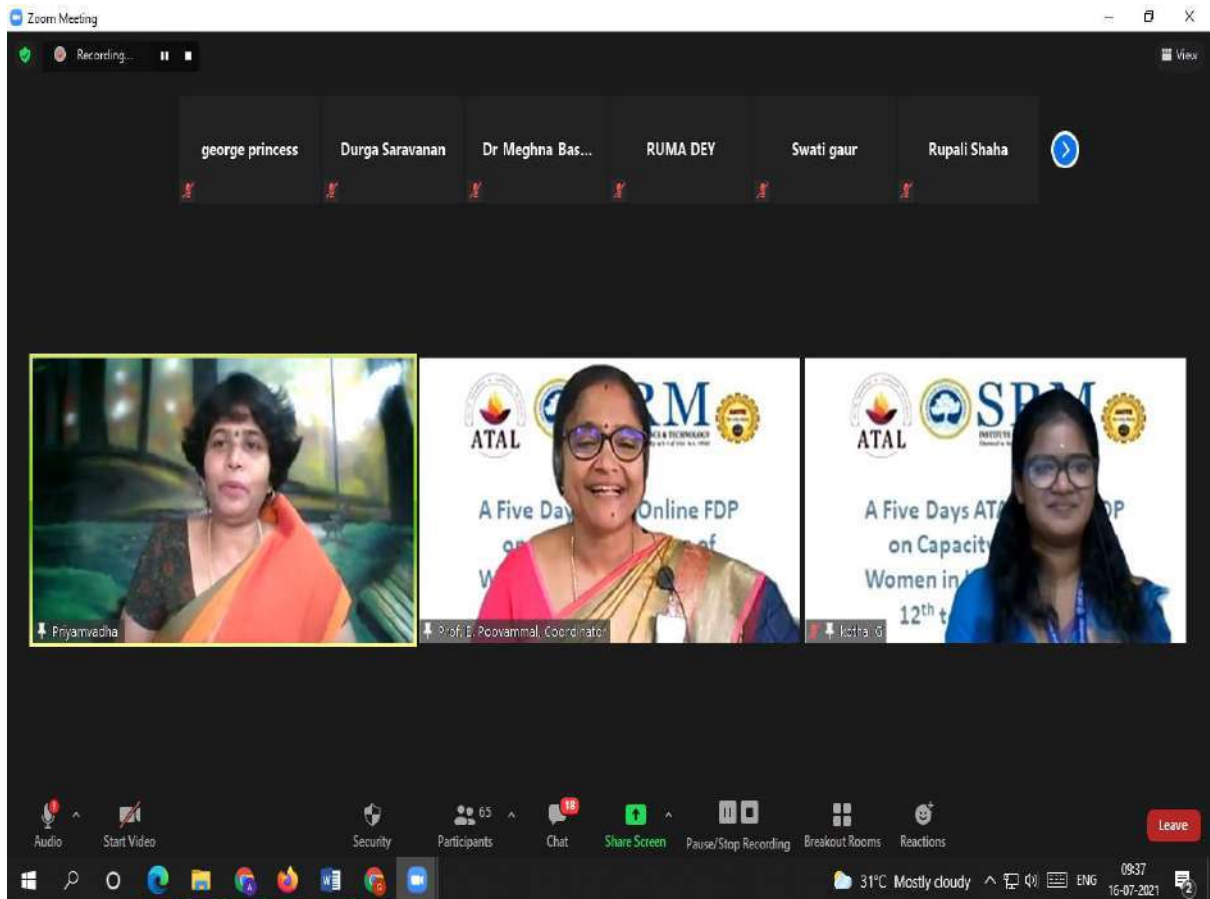


Figure 30 : Day 5 : Session 1 :Dr. Priyamvada MohanSingh, Professor, Dept of Criminology, University of Madras

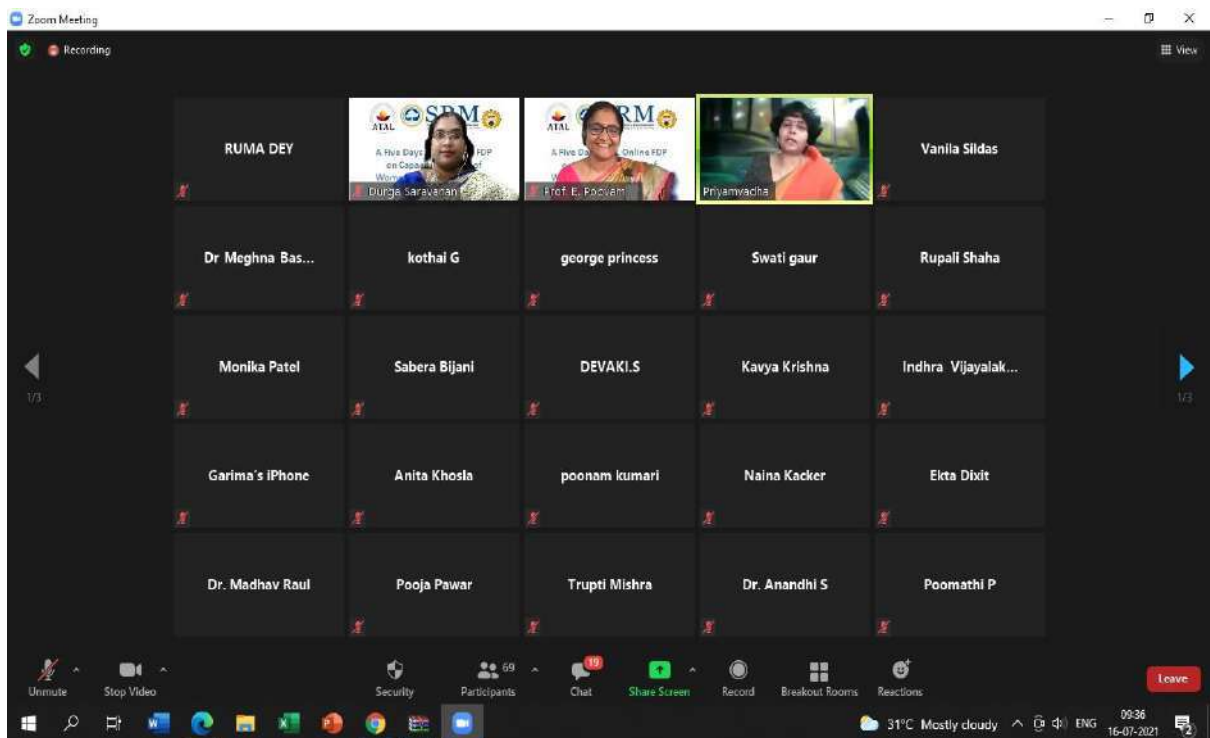


Figure 31: Day 5: Session 1: Dr. Priyamvada MohanSingh - Prevention of Sexual Harassment

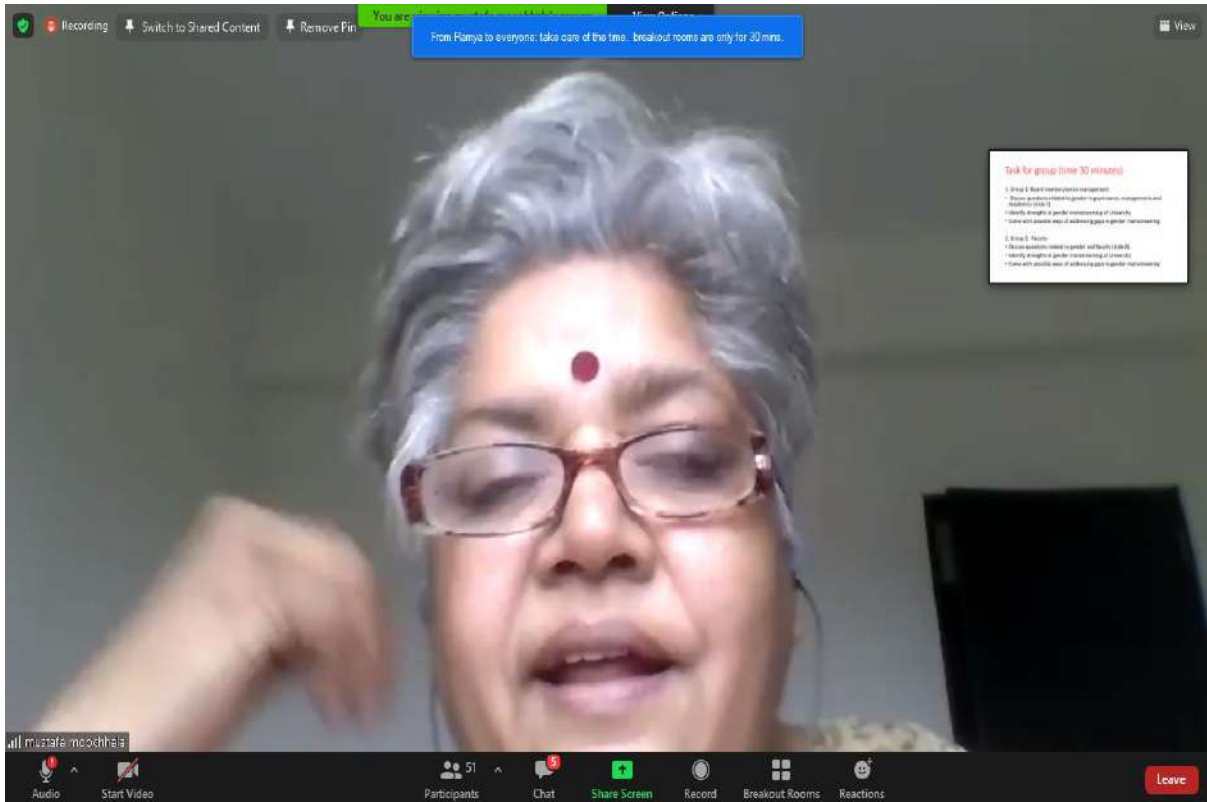


Figure 32 : Day 5 : Session 2 : Ms. Ranjani K Murthy, Gender Development Trainer & Researcher

You are viewing mustafa moochhale's screen View Options

Task for group (time 30 minutes)

1. Group 1: Board member/senior management-
 - Discuss questions related to gender in governance, management and Academics (slide 7)
 - Identify strengths in gender mainstreaming of University
 - Come with possible ways of addressing gaps in gender mainstreaming
2. Group 2: Faculty
 - Discuss questions related to gender and faculty (slide 8)
 - Identify strengths in gender mainstreaming of University
 - Come with possible ways of addressing gaps in gender mainstreaming

The bottom of the screen shows the Zoom control bar with icons for Audio, Start Video, Participants (52), Chat, Share Screen, Record, Breakout Rooms, Reactions, and a Leave button.

Figure 33 : Day 5 : Session 2 : Ms. Ranjani K Murthy - Gender Mainstreaming & Sensitivity

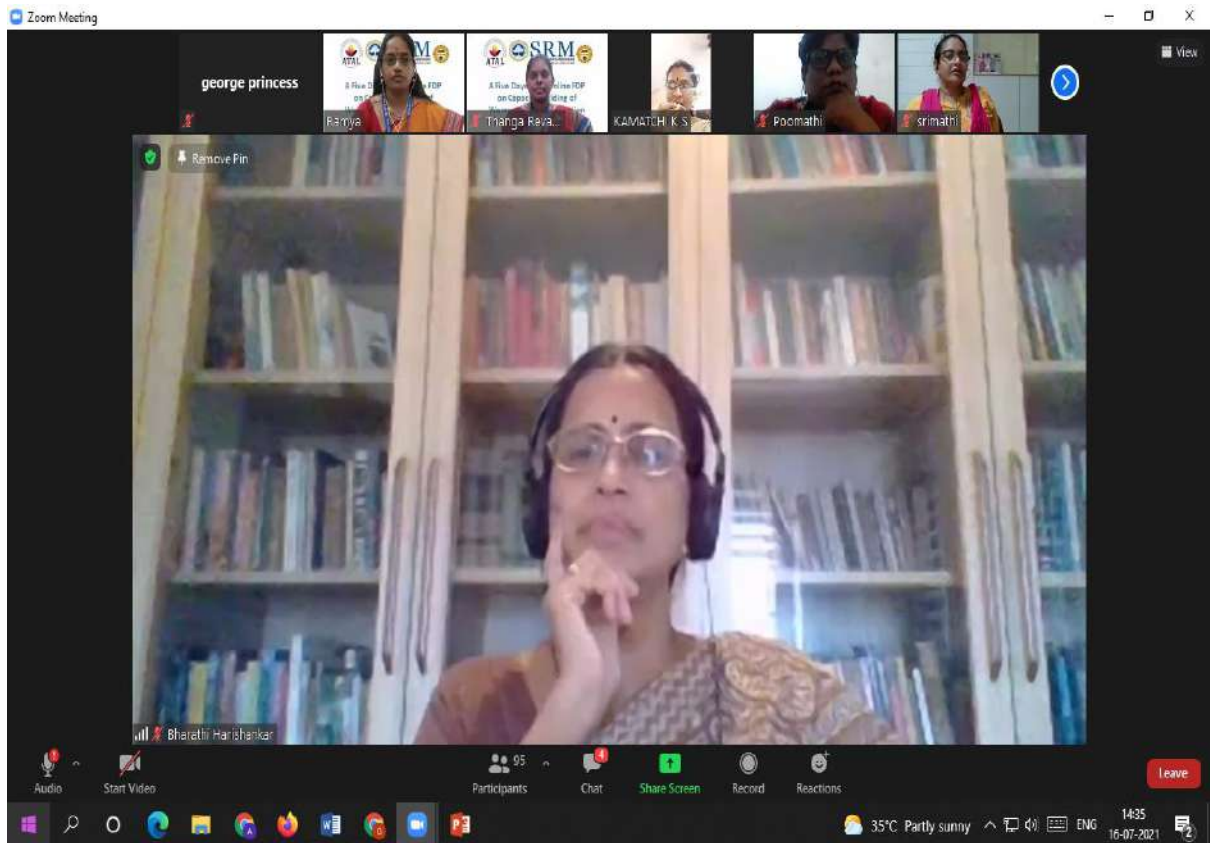


Figure 34 : Day 5 : Session 3 : Dr. V. Bharathi Harishankar, Professor, Director (IQAC), Chairperson School of Social Science, University of Madras

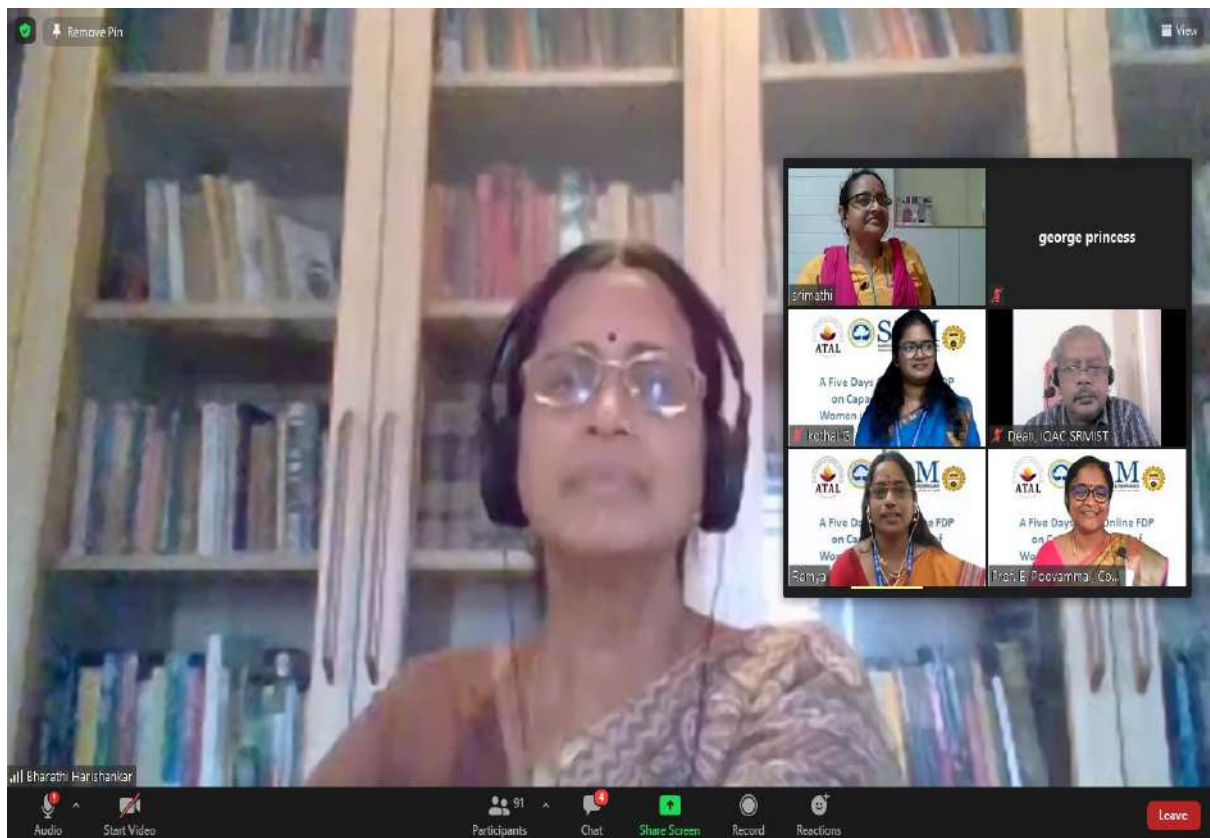


Figure 35 : Day 3 : Session 3 : Ms. Ranjani K Murthy, Gender Mainstreaming & Sensitivity

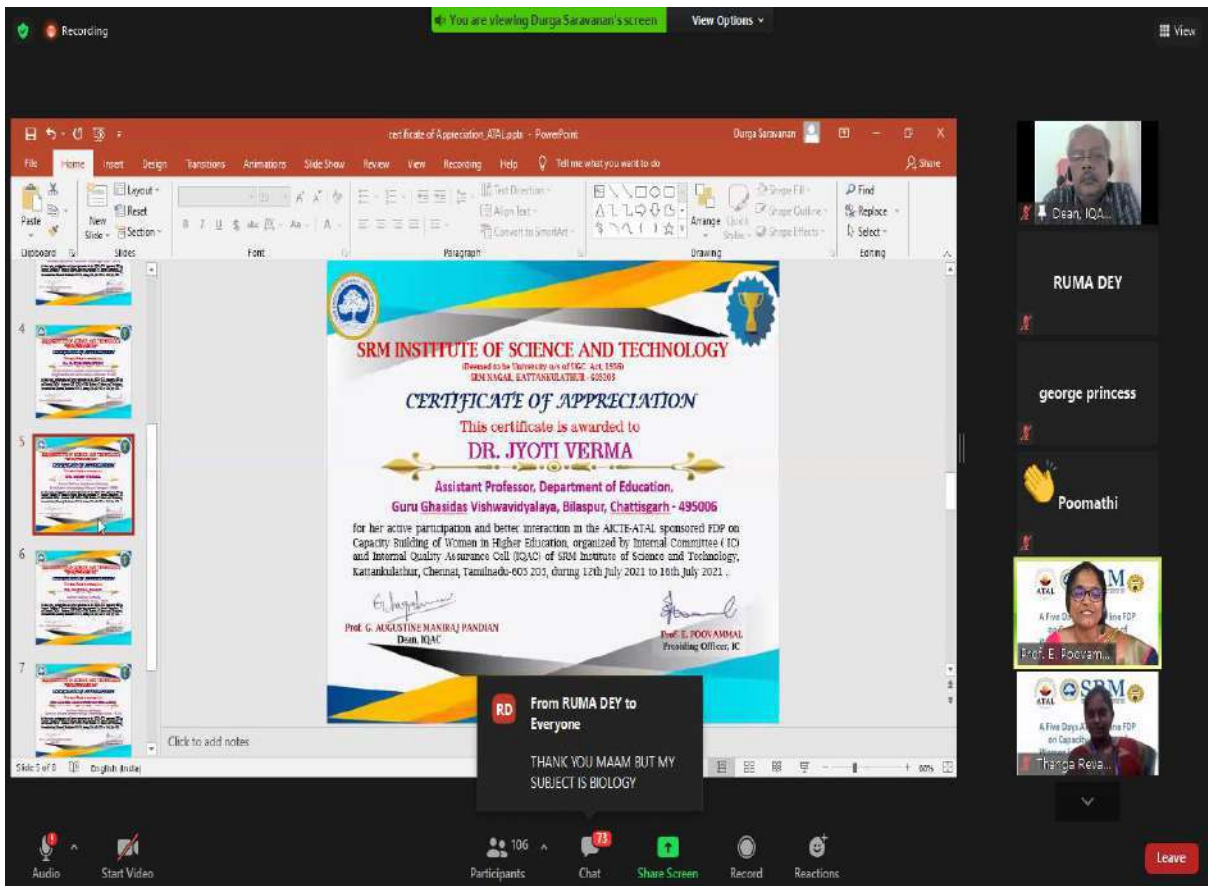


Figure 36 : Issuance of Certificate of Appreciation for the best participant

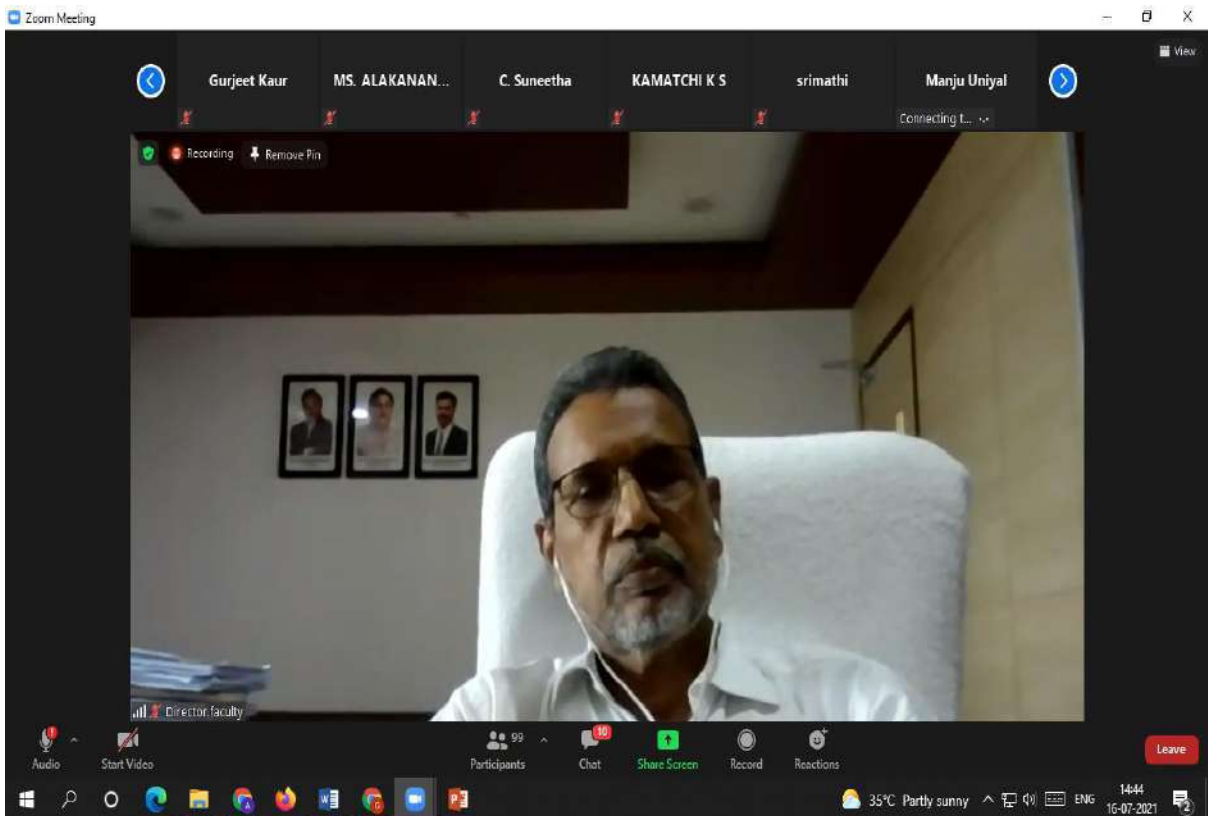


Figure 37 : Dr. Ramasamy, Director - Faculty



Figure 38 : Vote of Thanks by Prof. Augustine Maniraj Pandian , DEAN , IQAC