

Higher Education Leadership Academy



Re-imagining Futures...

The Context

Higher education in India has undergone rapid expansion in the last six decades with a tremendous increase in the number of institutions in both public and private spheres. This increase in the number of institutions is in keeping with the stated objectives of improving access and equal opportunities to a large young population. Higher education institutions are complex enterprises given their scale, size and complexities. Management of these institutions is a challenging task and one that requires deep understanding, knowledge, skills and experience in managing institutions.

The Ministry of Human Resources Development, Government of India, under the Rashtriya Uchchatar Shiksha Abhiyan (RUSA), has requested the Tata Institute of Social Sciences to do a needs assessment of leadership gap in Higher Education and develop a framework to train existing and potential leaders, and also create trained academic administrators for Higher Education.

Subsequently, a detailed nationwide hearing was organised and various forms of engagements were undertaken for over nine months, including consultations, workshops, pilot training programmes, focus group discussions, individual reflections of administrators and scholars, etc.

Based on this, a broad content framework has been developed to address the gaps across multiple levels of leadership by building capacities of existing higher education administrators and by drawing fresh talent in the management of higher education systems.

The training programme will be offered by a Leadership Academy with the goal of developing good leaders and administrators to effectively manage institutions of higher learning.



Aims and Objectives

1. Adapt leadership and management practices to the changing nature of work.
2. Identify positive and negative examples of leadership and management practices.
3. Address common leadership and management challenges.
4. Develop critical leadership competencies and skills for effective organisational efficiency.
5. Develop interpersonal competencies, improve organisational effectiveness and develop personal capacities for leaders and administrators.
6. To lead and support the diverse workforce, promote team work and create positive working relationship throughout the institution, improve staff performance and efficiency, improve work processes to enhance efficiency and effectiveness of the organisation, use creativity and innovation to meet current and future leadership challenges.
7. Develop critical thinking, judgement and problem solving abilities.

Overview

The proposed academy will focus on following training areas:

1. Highlight customisation of content to different leadership levels/groups of leaders
2. Central and state systems of higher education in India
3. Law and ethics of higher education in India
4. Leadership, administration and governance
5. Finance of higher education
6. Curriculum and curricular development
7. Students and student development
8. History of higher education in India
9. Higher education – a comparative study



Outcomes

1. Improve the quality and the morale of the staff.
2. Create an expanded pool of high thinking leaders and administrators.
3. Facilitate implementation of the strategic plans of the institution and create a better informed leadership to better anticipate and capitalise on opportunities and challenges that may emerge.
4. State benefits to the individual trainee (certificate, possibility of career progress, exposure etc.)

Resource Persons

The Leadership Academy will draw leading academics, scholars, academic administrators and leaders, and management experts both from India and abroad. These experts will bring to the training strong knowledge base on conceptual issues and practitioners' perspective.

Delivery Mechanism

The programme will be delivered through an integrated teaching and learning method involving case studies, group activities, field visits and online virtual sessions. In addition, immersion programmes and exposure visits will also form a part of the training. Additionally, a Professional Experience Plan, developed by the participant and his/her mentor, is to be carried out in their homes or conveniently located campus. Besides this, periodic seminars and conferences will also provide an opportunity for participants to enhance their learning, highlight/emphasise experience sharing, interactive approach, practical focus, etc.

Duration

The programme duration could range from 2 days to 4 weeks depending on the level and length of the course.



Source Image: University of Lucknow

Participants

A maximum of 30 participants from publicly funded colleges and universities will be selected to participate in the programme, which is intended for individuals who either occupy/most likely to occupy leadership positions in academic affairs, student affairs, finance and administration and who would like to make an impact on responsibilities in college/university administration.

A participant's current position may be Vice-Principal, Principal, Department Chair, Dean, Finance Officer, Registrar, Controller of Examination, Director, Pro Vice-Chancellor and Vice-Chancellor, etc.

Nomination Process

Individuals willing to participate should ask their institutional heads to recommend their candidature by an email to rusahela@tiss.edu along with the nominee's curriculum vitae and a commitment that the nominee is already holding/will assume an important leadership position in the institution.

The candidate should also explain his/her interest in and potential for a senior administrative position in higher education. The statement should address the candidate's strengths, accomplishments, and career plans. It should address:

- What the candidate has learned thus far about leadership?
- His/her suitability for a leadership position.
- What are the "gaps" that exist in an individual's preparation for a leadership position?
- What are the talents and skills needed further development?



Tata Institute of Social Sciences

V.N. Purav Marg, Deonar, Mumbai 400088

Phone: (91) 22-2552 5000; (91) 22-2552 5848

www.tiss.edu