

COMPETENCIES REQUIRED BY LEADERS OF MANAGEMENT SCHOOLS AFFILIATED TO UNIVERSITIES IN INDIA

Author: Dr. Ashutosh Narayan Misal
Designation: Director
Affiliation: Indra College of Management Studies, Pune, India

Co-author: Dr. Avinash Pawar
Designation: Associate Professor
Affiliation: Dr D Y Patil Institute of Management Studies, Pune, India

Co-author: Dr. Kirti Dang Longani
Designation: Professor & GE Head
Affiliation: Ajinkya D Y Patil University, Pune, India

Abstract

Leader of a Management School' refers to the Director of a management institute affiliated to universities in India. The Director is expected to possess, undoubtedly, certain eligibility criteria: 10 research papers published in reputed journals & 2 Ph. D. students guided up to award of Ph. D. (as per 7th pay commission norms for Director). In addition to the eligibility, Director is expected to possess certain skills and competencies to deal with the controlling authorities of the institutes in a formal structure. Every management school affiliated to a certain university in India is controlled by authorities such as All India Council for Technical Education (AICTE), Directorate of Technical Education (DTE), University Grants Commission (UGC), Affiliating University & its various departments, Fees Regulating Authority, Admission Regulating Authority, Social Welfare Department of State Government, Local Managing Committee & Governing Body of the Institute, Alumni Association and so on.

Few competencies, for the Director to mention, are ability to fulfil the compliances, managing day-to-day schedule, delivering meaningful and apt speeches when required, managing meetings, budgeting, institutional marketing, managing people, emotional intelligence, balancing work & life, teaching, innovating, reaching to the students and creating a bond between them and the Institute, managing time and stress, demonstrating teaching faculty members and non-teaching staff, guiding them at crucial stages, technical understanding & know hows, guiding research, writing & publishing research writings, mentoring colleagues and students as and when required, supervision and fulfillment of accreditation requirements, compliances of controlling bodies, helping in getting research bursaries, working on different committees of affiliating university and other controlling authorities, maintaining academic & research culture in the institute, establishing tie-ups with industries, academia, international bodies, entrepreneurial ventures and execution of activities under these MoUs, evaluating and discussing annual appraisal, looking after infrastructure & amenities, guiding and helping in managing formal and informal events engaging sessions on regular basis & as and when required and so on.

The purpose of the research paper is to identify the opinions of directors about skills, competencies must be, should be and could be possessed by the designation. The research aims to survey directors of MBA institutes under the University. Paper shall use a close ended questionnaire and interviews with selected directors of management institutes under Savitribai Phule Pune University (formerly University of Pune);

outcome of which shall be presented in the paper.

Keywords: Director, Management Institutes, Universities in India, Academic Competencies, Academic Leadership

Biography



Dr. Ashutosh Narayan Misal. 5 years and 25 years of Academic Experience. Published 45+ research papers in reputed journals. Invited as Keynote speaker for International and National Conferences. Attended such sessions in more than 10 countries. 12 researchers awarded PhD till date and 6 are pursuing PhD. Authored the unique book no one across the globe has authored titled "Management in Bhagavad Gita" available on amazon. Delivered more than 100 speeches on his book. Conducted more than 200 FDPs and MDPs. Working as Director of B-school in Pune, India since 2011. Simultaneously consulting to corporate on HR strategies.

Dr. Avinash Pawar is a multifaceted management teacher and researcher with academic experience across multiple disciplines of management. He has completed PostDoc (Management), PhD (Management), MBA(Marketing), MBA(HRM), MBA(IT), MBA(Operations), and BE(Computer) from Savitribai Phule Pune University. Dr. Avinash has a wide range of scholarly interests with an interdisciplinary approach toward management teaching-learning. He has published many research papers in international conferences and journals in India and abroad. He serves on the editorial and reviewer board of esteemed academic journals. He was awarded with Best Teacher Award, Outstanding Management Teacher Award and Global Management Teacher Award by prestigious organizations. Dr. Avinash is a lifelong learner and enthusiastic educator with an interdisciplinary approach to teaching and research.



Dr. Kirti Dang Longani, Professor and Head for General Education Courses in Ajeenkya DY Patil University, Pune. She has 18 years of teaching experience in different Institutes & Universities and 3 years of experience in Industry.

She has been invited on Radio to give sessions on Wellness & Nutrition and Personality Development & Communication etiquettes. She is a speaker for Patanjali Lecture series on Nutrition for all.

She has presented and published more than 25 Research Papers in different National and International Conferences in, UGC care, Scopus and 1 patent in her name. She has authored 8 books. She has been Resource person & Keynote Speaker in many Universities in India and abroad.