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A NEW PARADIGM OF LEADERSHIP & MANAGEMENT, TEACHING AND LEARNING
IN HIGHER EDUCATION: GLOBAL AND LOCAL PERSPECTIVES AND PRACTICES

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Competencies required by Leaders of Management Schools affiliated to universities in India

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This paper is an **OPINION Survey** of Directors of B-schools under Savitribai Phule Pune University (Formerly University of Pune)

The questionnaire shared on Google Form was completed by **46** members out of **101** members of the Group of **Directors** forum

Qualification required for being the Director of B-School in India

- 1. Ph D degree and First Class** or equivalent at either Bachelor's or **Masters'** level in the relevant branch.
- 2. Two successful Ph.D. guided** (at least) as Supervisor/ Co-supervisor and minimum **8 research publications** in SCI journals/ UGC/ AICTE approved list of journals.
- 3. 15 years of experience** (minimum) in teaching/ research/ industry out of which at least **3 years** shall be at a post equivalent to that of **Professor**

Competencies required for the Director of B-Schools in India

5

[**TEACHING** (after becoming Director)]

[**ADMISSIONS** (Filling vacant seats, if any)]

[Assistance in **FINAL PLACEMENT**]

[Assistance in **SUMMER PLACEMENT**]

[**MARKETING** of the Institute]

Competencies required for the Director of B-Schools in India

10

[**BUDGETING** of the Institute & Looking for
Financial Stability of the Institute]

[Managing **DAY-TO-DAY** Administrative Activities]

[Formulating Institutional **POLICIES**]

[**DELIVERING** apt **SPEECHES** during conferences,
seminars, meets etc]

[Conducting Formal **Meetings with MANAGEMENT**]

Competencies required for the Director of B-Schools in India

15

[Conducting Formal **Meetings with FACULTY**]

[Conducting Formal Meetings **with STUDENTS**]

[Conducting Formal Meetings **with ALUMNI**]

[Conducting Formal Meetings **with**
SUPPLIERS/ VENDORS]

[**Dealing with TEACHING FACULTY**]

Competencies required for the Director of B-Schools in India

20

[Dealing with NON-TEACHING STAFF]

[Dealing with HOUSEKEEPING STAFF]

[Emotional Intelligence (EI)]

[Balancing WORK-LIFE]

[**DEMONSTRATING** Teaching Faculty members
on **Effective TEACHING**]

Competencies required for the Director of B-Schools in India

25

[Mentoring & Counseling Teaching **FACULTY**]

[Mentoring & Counseling Non-Teaching
STAFF]

[Mentoring & Counseling **STUDENTS**]

[Fulfillment of **ACCREDITATION** Criteria]

[**COMPLIANCE**-Affiliating University]

Competencies required for the Director of B-Schools in India

30

[COMPLIANCE-AICTE]

[COMPLIANCE-DTE]

[COMPLIANCE-ARA]

[COMPLIANCE-FRA]

[TECHNICAL understanding of **Online websites**
of controlling bodies]

Competencies required for the Director of B-Schools in India

35

[Guiding Ph.D. Research Students]

[Guiding Internship Students (**SIP**)]

[Guiding Research **PAPER** Writing]

[**WRITING** Research **PAPER**]

[Getting Research **FUNDING**]

Competencies required for the Director of B-Schools in India

40

[Maintaining **ACADEMIC CULTURE** in the Institute]

[Maintaining **RESEARCH CULTURE** in the
Institute]

[**TIE-UPS** (MoUs) with **INDUSTRIES/** Corporate]

[TIE-UPS (MoUs) with **International**
UNIVERSITIES]

[TIE-UPS (MoUs) with **START-UPS**]

Competencies required for the Director of B-Schools in India

45

[**ACTIVITIES** under Tie-ups]

[Being on **PANELS** of Universities/ Similar Bodies]

[**MEMBERSHIP** of Professional Forums]

[Implementation of **FACULTY APPRAISAL**]

[**HOUSEKEEPING** & Maintenance of Infrastructure]

Competencies required for the Director of B-Schools in India

50

[Managing **FORMAL EVENTS**]

[Managing Semi-formal/ **CULTURAL SPORTS**
Events]

[Designing & Implementation of **STRATEGIES**
(**Strategic Plan**) for the Institute]

[Designing **New PROGRAMS or COURSES**]

[Managing **PUBLIC RELATIONS** for the Institute]

Observations & Findings

BUDGETING of the Institute & Looking for Financial Stability of the Institute

Dealing with TEACHING FACULTY

Maintaining RESEARCH CULTURE in the Institute

Conducting Formal Meetings with FACULTY

Conducting Formal Meetings with ALUMNI

Balancing WORK-LIFE

Formulating Institutional POLICIES

Conducting Formal Meetings with MANAGEMENT

DELIVERING apt SPEECHES during conferences, seminars, meets etc

Emotional Intelligence (EI)

**Competencies
with
more than
70%
weightage**

Observations & Findings

Designing & Implementation of STRATEGIES (Strategic Plan) for the Institute	<p>Competencies with weightage between 60% & 70%</p>
Conducting Formal Meetings with STUDENTS	
Mentoring & Counseling Teaching FACULTY	
DEMONSTRATING Teaching Faculty members on Effective TEACHING	
Guiding Ph.D. Research Students	
Managing PUBLIC RELATIONS for the Institute	
Dealing with NON-TEACHING STAFF	
Mentoring & Counseling Non-Teaching STAFF	
Fulfillment of ACCREDITATION Criteria	
Getting Research FUNDING	

Observations & Findings

**TECHNICAL understanding of Online websites of
controlling bodies**

Assistance in SUMMER PLACEMENT

ACTIVITIES under Tie-ups

Managing FORMAL EVENTS

Managing Semi-formal/ CULTURAL SPORTS Events

Conducting Formal Meetings with SUPPLIERS/ VENDORS

Dealing with HOUSEKEEPING STAFF

Guiding Internship Students (SIP)

HOUSEKEEPING & Maintenance of Infrastructure

Competencies
with
weightage
**less than
40%**

Conclusion

The **topmost skills & competencies** required for the leader of a B-schools are:

1. Maintaining Academic Culture in the Institute
2. Budgeting of the Institute & Looking for Financial Stability of the Institute
3. Dealing with Teaching Faculty
4. Maintaining Research Culture in the Institute
5. Conducting Formal Meetings with Faculty

Conclusion

The **lowermost skills & competencies** required for the leader of a B-schools are:

1. Assistance in Summer Placement
2. Guiding Internship Students (SIP)
3. Conducting Formal Meetings with Suppliers/ Vendors
4. Housekeeping & Maintenance of Infrastructure
5. Dealing with Housekeeping Staff

Future Scope of Research

The Research Paper identifies the skills & competencies required for the Head (Director) of B-schools.

This topic has further scope:

- To check the impact of these skills on brand and image of the institute
- To check the impact on individual development as a director
- To check these in other geographical and sectoral and cultural backgrounds

Thank you

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