INTERNATIONAL CONFERENCE ON T-SHAPING HIGHER EDUCATION

Reshaping Education For the New Economy

PSG CARE
CENTER FOR ACADEMIC RESEARCH & EXCELLENCE

PSG Institute of Management
PSG College of Technology

CONFERENCE PREVIEW BOOKLET

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INTRODUCTION

Greetings.

A brief background to the Conference would be appropriate here.

The ideation for this theme transpired 5 years ago when we came across a paper by Rogers & Freuler (2015) - "T-Shaped Engineer".

There was a boom in engineering and management programs and there was almost a doubling of seats , especially in South India, with Tamil Nadu and Karnataka taking the lead . Then came the expansions of IITs and IIMs.

They say that the "way to hell is paved with good intentions". This collective hubris has come home to roost. Business World(June 2019) reports: India has a total of 6,214 Engineering and Technology Institutions in which around 2.9 million students are enrolled. Every year on an average 1.5 million students get their degree in engineering, but due to lack of skill required to perform technical jobs , less than 20 percent get employment in their core domain. India Skills Report 2019-20 notes "the most employable candidates as per the courses were MBA Students at 54 per cent as against 40 per cent in the last two years. B Pharm, Polytechnic, B Com and BA courses, on the other hand, saw an improvement in employability which is increased by more than 15 per cent." However , a decline in employability was seen in B.Tech, Engineering. MCA graduates, Technical & Computer-related courses.

The writing was always on the wall, it just became headline news.

Headshaking is what we do best. It will not work anymore. The day of accountability is not far off. "It is better to light a candle than curse the darkness" is a Chinese proverb but relevant. Just like Industry 4.0 and 5.0, Education 4.0 and 5.0 is now overdue. The future generations may hold us liable if we do not respond proactively.

Hopefully, this conference will create some impetus by providing insights and perspectives for the stakeholders involved in education.

Best wishes and seasons greetings.

The two-day program is designed for academic leaders, teaching professionals and education administrators and provides for academic-industry interface and showcasing the best of research and practice.

- The Government of India has now issued the New Education policy to address education quality and curriculum.
- Employability figures hardly nudge past the 50% for all graduate and many postgraduate programs.
- The changing paradigm at work by way of technology, business models and the need to constantly upgrade skills to stay professionally relevant becomes critical. Hence the focus on developing the "T-shaped professional".
- Professional Education has to transform to remain relevant to stakeholders, especially students who are now labelled as Generation Z . In a short time to be followed by the Generation Alpha.
- This Conference attempts to understand the conundrum and deliver strategies to prepare for the new education paradigm.

The sessions will be chaired by specially invited education leaders and industry experts.
The conference is thematic with each module directed at delivering insights, sharing experience with experts, demonstrating best practices and selected paper presentations.
Thanks to our sponsors, we are able to offer this free . However registration is mandatory at https://forms.gle/hZK6ejByVpeDLhCa8
For additional information please contact: secretary@psgcare.org . WhatsApp: 76396 44312

WHICH DOMAINS HAVE MORE EMPLOYABLE TALENT?

YEARS

SKILLS	2014	2015	2016	2017	2018	2019
B.E/B.Tech	51.74%	54.00%	52.58%	50.69%	51.52%	57.09%
MBA	41.02%	43.99%	44.56%	42.28%	39.4%	36.44%
B.Arts	19.10%	29.82%	27.11%	35.66%	37.39%	29.3%
B.Com	26.99%	26.45%	20.58%	37.98%	33.93%	30.06%
B.Sc	41.66%	38.41%	35.24%	31.76%	33.62%	47.37%
MCA	43.62%	45.00%	39.81%	31.36%	43.85%	43.19%
ITI	46.92%	44.00%	40.90%	42.22%	29.46%	NA
Polytechnic	11.53%	10.14%	15.89%	25.77%	32.67%	18.05%
B.Pharma	54.65%	56.00%	40.62%	42.30%	47.78%	36.29%

9 INDIA SKILLS REPORT 2019

CONFERENCE PATRONS

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Dr. T.G. Vijaya, Director-in-charge, PSG Institute of Management.

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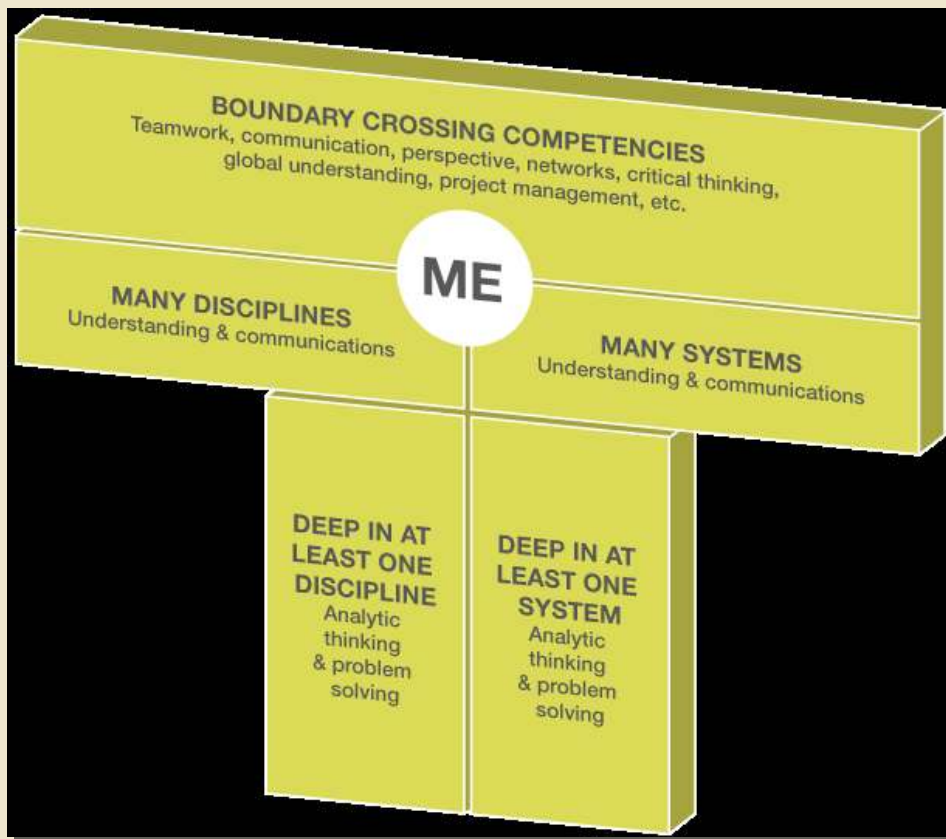INTI International University,
Malaysia

Program architect : Dr. Umesh Chandrasekhar, Professor, PSG Institute of Management

Program organizer: Dr. R Deepa, Associate Professor, PSG Institute of Management

WHAT IS A T-PROFESSIONAL AND WHY IS IT IMPORTANT?

"If we teach today's students as we taught yesterday's, we rob them of tomorrow."   John Dewey:1915

T-shaped skills   are in demand. New skill vocabulary has emotional intelligence, intrapreneurship, cross-domain specialization, proactive and future-proofing learning. The position in India is quite worrying.

T-shaped skills – or a T-shaped person – is a reference to qualities that make an employee valuable; they possess excellent knowledge of and skills in specific areas and are good at working with others in a collaborative way. The term was first used in-house at McKinsey & Company; it was popularized by David Guest and IDEO CEO Tim Brown. Along with T-shaped skills, there are X-shaped skills (meaning an individual is a good managerial candidate) and I-shaped skills (which means the individual is knowledgeable/skilled in a certain area but hasn't mastered the ability to collaborate). Ref:https://corporatefinanceinstitute.com/resources/careers/soft-skills/t-shaped-skills/.

OVERVIEW OF THE CONFERENCE THEME & RATIONALE

- THEME 1: OUTCOME-BASED EDUCATION: THE CHANGING PARADIGM:

The first building block is to understand what education has to really deliver. The new paradigm for higher education is clearly beyond the traditional academic objectives. There is talk of skills, learning-on-the job, practical training and higher education also is connected to employability : Therefore there has to be a paradigm shift in terms of what we understand , deploy and deliver outcomes to our programs: from the students' perspectives, from the industry's perspective and in addition attempt to future-proof these if possible. The country is viewing a massive change in education by way of the National Education Policy. It signals a major change and focuses on delivering outcomes across the spectrum from nursery to doctoral programs. So the session logically begins with the NEP: Is it a boon or a bane?

- THEME 2: REINVENTING THE CURRICULUM: BEYOND ACADEMICS:

If there has to be a review of what outcomes are desired from an education program, then the first step is to look into curriculum design. It should address holistic development, create skills and address the emerging "new normal" in terms of industry 4.0 and 5.0 and the market led changes and alternative and emerging education model. Hence a focus on Outcome Based Education: The changing paradigm .

- THEME 3: INNOVATING AND RE-DESIGNING TEACHING AND LEARNING STRATEGIES:
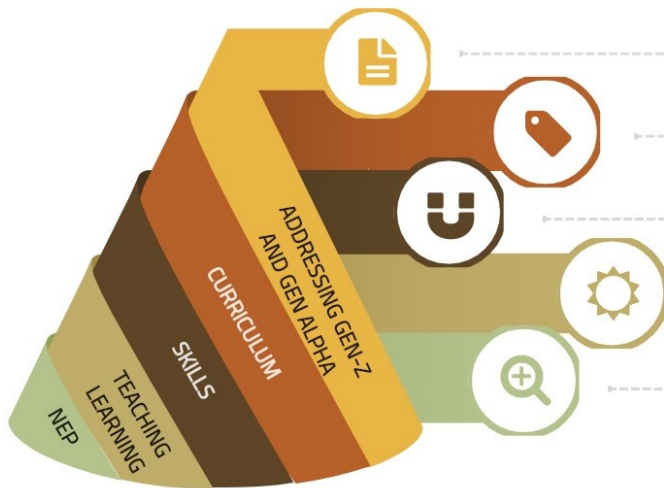
If education outcomes have to be recast, and a new approach to curriculum is required, the next logical step is to understand how to effectively achieve this through teaching and learning strategies development and effective engagement of the Gen Z and Gen Alpha student stakeholders who present unique challenges and insights to education in general. The panel discussion is :Addressing the Gen Z needs in education: A rethink needed?

- THEME 4: EMERGING TRENDS AND CHALLENGES IN MODERN EDUCATION

As a capstone to the program, we conclude with broad overview as to modern education in the Indian context and our preparedness for the next decade and beyond that. The panel discussion focuses on Re-skilling Higher Education for the next decade.

CONFERENCE CAPSULE

T-shaping higher education is not a new concept. The realization is probably new in the Indian context. The proposed change in the education policy of India has wide implications. The core concepts of T-shape has been emphasised. Academics are now aligning what they do in classrooms to ensure that graduates are ready to face the changing world. To effect this sea-change, multiple stakeholder engagement is a sin-qua-non.

However, more than often, the adherence is at best to the "letter of law" and the spirit of it is forgotten. Engagements and subsequently results become mere statistics. The conference attempts to understand this new paradigm and seeks to engage stakeholders and gain insights

The Changing Paradigm of Outcome Based Education
DISCUSSION TOPIC: NATIONAL EDUCATION POLICY-BOON OR BANE

Reinventing the Curriculum: Beyond Academics
DISCUSSION TOPIC: OUTCOME BASED EDUCATION: THE CHANGING PARADIGM

Innovating and re-designing teaching and learning strategies
DISCUSSION TOPIC: ADDRESSING THE GEN Z & ALPHA NEEDS IN EDUCATION : A RETHINK NEEDED?

Emerging Trends and Challenges in Modern Education
DISCUSSION TOPIC: RESKILLING HIGHER EDUCATION FOR THE NEXT DECADE

Review of Proceedings
POST-EVENT RELEASE OF PROCEEDINGS AND NOTES

Labels on the diagram: ADDRESSING GEN-Z AND GEN ALPHA · CURRICULUM · SKILLS · TEACHING LEARNING · NEP

NATIONAL EDUCATION POLICY-BOON OR BANE

* Is the operating logic relevant to India ?
* Can it be effectively implemented and monitored?
* What are the stumbling blocks?
* Is it an attempt to copy western models ?
* Is it too ambitious?

ADDRESSING THE GEN Z & ALPHA NEEDS IN EDUCTION : A RETHINK NEEDED?

* What are the learning characteristics of the generation ?
* What are their learning strategies ?
* How should teaching strategies change ?
* Is hybrid teaching the better way post-pandemic?
* What skill deficits we need to address ?

DISCUSSION-FRAME/S

The Changing Paradigm of Outcome Based Education

Reinventing the Curriculum: Beyond Academics

Innovating and re-designing teaching and learning strategies

Emerging Trends and Challenges in Modern Education

OUTCOME BASED EDUCATION: THE CHANGING PARADIGM

* Is OBE needed in the context of education ?
* Is there the right awareness amongst stakeholders ?
* Is its implementation effective or mere statistics ?
* What are good OBE practices ?
* What are the pros and cons?

RESKILLING HIGHER EDUCATION FOR THE NEXT DECADE

* What are the core skills needed for the next decade and beyond ?
* How will technology work both as a facilitator and an impediment to these skills ?
* What transformation is needed in higher education institutions to keep them relevant ?
* Will NEP deliver this ?

NATIONAL EDUCATION POLICY-BOON OR BANE

* KEYNOTE: Mr. Suresh Mhatre, Former VP, TCS, Member, Academic Advisory Council, NBA.

* Distinguished Panelists

* Dr. Latha Pillai, Advisor NAAC, Former VC, IGNOU

* Dr. Thangam Meganathan, Chairperson, Rajalakshmi Group of Colleges, Chennai

* Dr. S. Ramalingam, Dean, PSGIMS&R

* Mr. A. R. Swami, Co-Founder and CEO, CAMU Digital Campus

ADDRESSING THE GEN Z & ALPHA NEEDS IN EDUCTION : A RETHINK NEEDED?

* KEYNOTE: Dr. Sheela Ramachandran, Pro-Chancellor, Atmiya University, Rajkot

* Distinguished Panelists

* Dr. Anne Balazs, Dean, C.O.B.I, University of Toledo, Ohio, USA

* Mr. R Varadarajan, Whole Time Director, Rajshree Sugars

* Mr. Arup Majumdar, CEO, Trariti Consulting

* Mr. Kartic Vaidyanathan, Founder, Let's Play to Learn

DISTINGUISHED SPEAKERS

- The Changing Paradigm of Outcome Based Education
- Reinventing the Curriculum: Beyond Academics
- Innovating and re-designing teaching and learning strategies
- Emerging Trends and Challenges in Modern Education

OUTCOME BASED EDUCATION: THE CHANGING PARADIGM

* KEYNOTE: Dr. M. P. Poonia, Vice Chairman AICTE

* Distinguished Panelists

* Sridhar (Sri) Sundaram, Dean, Kate Tiedemann School of Business and Finance. Muma College of Business, University of South Florida.

* Dr. Sangeeth Ibrahim, Vice President- Head of Learning and Development at First Abu Dhabi Bank (FAB), UAE.

* Mr. Surya Prakash Mohapatra,Global Head- Talent Transformation & Global Practice Head- Learning Services, Wipro Digital Operations and Platform.

* Dr. Edamana Prasad,Core Member, Teaching Learning Center, IIT Madras.

RESKILLING HIGHER EDUCATION FOR THE NEXT DECADE

PANEL DISCUSSION

* Distinguished Panelists

* Professor. George Lodorfos, Dean, Leads Business School, Leeds Beckett University, U.K.

* Dr Anastasia Konstantopoulou, Associate Dean, Learning & Teaching, Edge Hill University, U.K.

* Mr. Raghav Krishnan, Director, Liveconnections, India and Singapore

* Vishnu B. G. Site Lead and Senior Lead Research, DRAUP

NOVEMBER 20 : A.M.
The Changing Paradigm of Outcome Based Education

ALICE : Would you tell me, please, which way I ought to go from here?"
THE CHESHIRE CAT :"That depends a good deal on where you want to get to,"
ALICE: "I don't much care where--"
THE CHESHIRE CAT. "Then it doesn't matter which way you go,"
ALICE: - " So long as I get SOMEWHERE,"
THE CHESHIRE CA T: "Oh, you're sure to do that," said the Cat, "if you only walk long enough."

-Lewis Carroll's Alice 's Adventures in Wonderland

| 08:30-09:15 | REGISTRATION |
| 09:30-09:40 | WELCOME |

09:45-10:15
KEYNOTE ADDRESS

10:20 - 11: 20
PANEL DISCUSSION
NATIONAL EDUCATION POLICY-BOON OR BANE

| 11:30-11:45 | SPONSOR SHOWCASE |
| 11:50 -12: 40 | PAPER PRESENTATIONS 3 PAPERS EACH 15 MINUTES |

NOVEMBER 20: P.M.
Reinventing the Curriculum: Beyond Academics

Albert Einstein:
It is, in fact, nothing short of a miracle that the modern methods of education have not yet entirely strangled the holy curiosity of inquiry; for this delicate plant, aside from stimulation, stands mainly in need of freedom; without this it goes to wrack and ruin without fail. It is a very grave mistake to think that the enjoyment of seeing and searching can be promoted by means of coercion and a sense of duty.

One had to cram all this stuff into one's mind, whether one liked it or not. This coercion had such a deterring effect that, after I had passed the final examination, I found the consideration of any scientific problems distasteful to me for an entire year.

14:00- WELCOME
14:30-14:45 SPONSOR SHOWCASE

15:00-15:30
KEYNOTE ADDRESS

15:30 - 16: 30
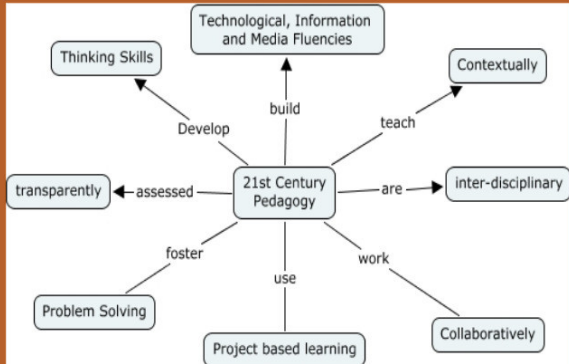PANEL DISCUSSION
OUTCOME BASED EDUCATION: THE CHANGING PARADIGM

16:40 -17:30 PAPER PRESENTATIONS 3 PAPERS EACH 15 MINUTES

NOVEMBER 21: A.M.
Innovating and re-designing teaching and learning strategies

If we teach today's students, as we taught yesterday's, we rob them of tomorrow - John Dewey

Technological, Information and Media Fluencies

Thinking Skills

Contextually

build

Develop

teach

transparently — assessed — 21st Century Pedagogy — are → inter-disciplinary

foster

use

work

Problem Solving

Project based learning

Collaboratively

https://edorigami.edublogs.org/2008/08/16/21st-century-pedagogy/

09:30–09:40 WELCOME

09:45–10:15 KEYNOTE ADDRESS

10:20 – 11: 20 PANEL DISCUSSION
ADDRESSING THE GEN Z & ALPHA NEEDS IN EDUCATION : A RETHINK NEEDED?

11:30–11:45 SPONSOR SHOWCASE
11:50 –12: 40 PAPER PRESENTATIONS 3 PAPERS EACH 15 MINUTES

NOVEMBER 21 P.M.
Emerging Trends and Challenges in Modern Education

World Economic Forum(2020) hashighlighted eight critical characteristics in learning content and experiences have been identified to define high-quality learning in the Fourth Industrial Revolution—"Education 4.0":
1. Global citizenship skills:
2. Innovation and creativity skills:
3. Technology skills:
4. Interpersonal skills:
5. Personalized and self-paced learning:
6. Accessible and inclusive learning:
7. Problem-based and collaborative learning.:
8. Lifelong and student-driven learning:
(http://www3.weforum.org/docs/WEF_Schools_of_the_Future_Report_2019.pdf)

14:15- 14:30 WELCOME

14:30–15:30 PANEL DISCUSSION
RESKILLING HIGHER EDUCATION FOR THE NEXT DECADE

15:30 - 15: 40 SPONSOR SHOWCASE

15:45–16:00 EVENT SUMMARY
16:05–17:00 AWARDS & THANK YOUS

LIST OF PAPERS SUBMITTED & UNDER REVIEW

Change is the only constant in life. The pandemic has accelerated deployment of automation and technology. Artificial intelligence and tools like VR and AR are now the new norm. Education technology is changing the game. India needs to create a least 90 million jobs by 2030

Perception Of Students On Evaluation And Assessment In Higher Education • Assessment Of The Effectiveness Of Student Centric Teaching Learning Methods In Multidisciplinary Science • Technology Enhanced Teaching Learning Of Multivariable Calculus • Impact Of Computer Assisted Intelligent Tutoring System In Classroom Education • Student-Centric Jigsaw Strategy For Expert Learning • "Train To Win" – Simulation-Based Clinical Education • Perception Of Students On Evaluation And Assessment In Higher Education • A Study On The Comparison Of Teaching-Learning And Performance Evaluation Methods Applied To Engineering Students • Teaching Dietetics Through Role Play – Innovation In Education • Predictive Modelling On Educational Data To Analyse Students Performance • Effect Of Virtual Laboratory For Physics Concept • Impact Of Technology-Driven Pedagogy In Teaching- Learning Processing. • Teaching Strategy Using Activity Based Learning • Fishbone-Based Advanced Computational Thinking (Fact) Pedagogy For Enhanced Teaching-Learning Process • Modern Teaching Methods- Boon Or Bane? • Engineering Graphics Education: Design Thinking As A Tool To Improve Weaker Students Motivation • Impact Of Flipped Classes Over Traditional Teaching Methodology Among Graduate And Post Graduate Biochemistry Students • Learner Cognition Assessment Through Creative Assignments • Crossover Teaching Method- Innovative Teaching Pedagogy: A Survey From College Teaching Faculty • Impact Of Fun And Learn : Edutain Learning Methodology • A Case Study On Estimation Of Program Outcome Through Course Outcome • An Empirical Study On Assessment And Attainment For A Diploma Program • Teaching 'Translation Studies' With Advanced Techniques • Futuristic Mode Of Teaching Mathematics - A Flipped Classroom Module • Effect Of Activity Based Learning Techniques Used In Fashion Technology • Adoption Of Artificial Intelligence Technology For Communication Research Teaching • Design Thinking As An Innovative Teaching Method For Media And Communication Courses • A Novel Methodology For The Assessment Of Programme Outcomes In Terms Of Attainment In Cognitive, Active And Psychomotor Domains So, What's Next ?
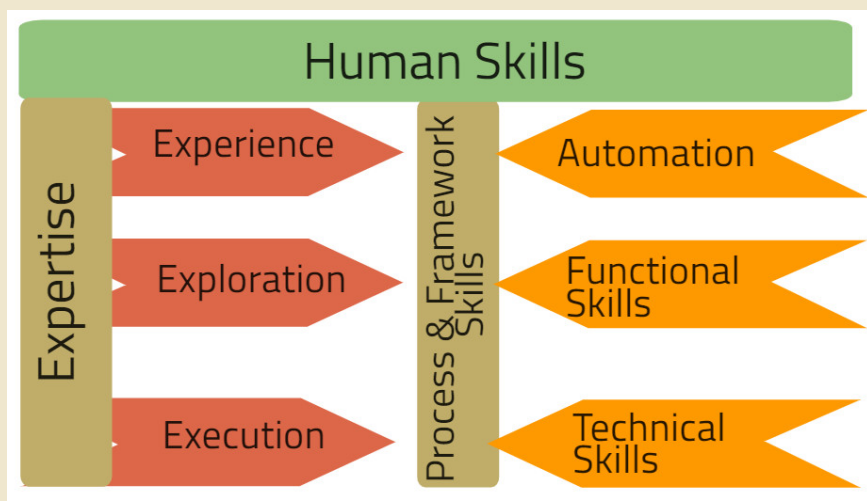
So, What's Next ?

NEP notes that:

"Some of the major problems currently faced by the higher education system in India include: (a) a severely fragmented higher educational ecosystem; (b) less emphasis on the development of cognitive skills and learning outcomes; (c) a rigid separation of disciplines, with early specialisation and streaming of students into narrow areas of study; (d) limited access particularly in socio-economically disadvantaged areas, with few HEIs that teach in local languages (e) limited teacher and institutional autonomy; (f) inadequate mechanisms for merit-based career management and progression of faculty and institutional leaders; (g) lesser emphasis on research at most universities and colleges, and lack of competitive peer-reviewed research funding across disciplines; (h) suboptimal governance and leadership of HEIs; (i) an ineffective regulatory system; and (j) large affiliating universities resulting in low standards of undergraduate education."

At the societal level, higher education must enable the development of an enlightened, socially conscious, knowledgeable, and skilled nation that can find and implement robust solutions to its own problems. Higher education must form the basis for knowledge creation and innovation thereby contributing to a growing national economy. The purpose of quality higher education is, therefore, more than the creation of greater opportunities for individual employment. It represents the key to more vibrant, socially engaged, cooperative communities and a happier, cohesive, cultured, productive, innovative, progressive, and prosperous nation. (NEP 2020).

Therefore this conference attempts to understand the current scenario, set a context as to what needs to be done at an institutional level and insights into how to prepare for the NEP over the next decade.

Finally, there is now talk of an E and X shaped professionals. As a sample we include E here.

PSG INSTITUTE OF MANAGEMENT:

Welcome to the PSG Family of institutions of which PSGIM is a valuable member! "Let there be charity, so that other people can share my family's prosperity" were the inspiring words from Shri P. S. Govindaswamy Naidu who laid the foundation for one of the most respected charitable trusts in the country. Nine years before an independent India emerged, this thought-seed was planted to further the cause of education and the first polytechnic was started under the aegis of the trust. That was the beginning and the acorn today is a magnificent oak tree of excellence in learning. Joy shared is joy doubled, but knowledge shared is knowledge trebled. This has been the PSG Group's enduring philosophy. Earlier known as department of management sciences under PSG College of Technology, started in 1971, was later rechristened as a PSG Institute of Management in 1994, spurred by the onset of liberalisation of the Indian Economy. The 50+ year pedigree makes it one of the pioneering management institutes in Southern India. Active collaborations with international universities including University of Toledo, Northern Kentucky University, Leeds Beckett University and University of Hull and a focus of quality management through international and national accreditations have meant that PSGIM has remained a leader in management education over the years.
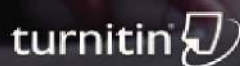
PSG CARE:

The PSG Centre for Academic Research and Excellence was founded in October, 2015 by the PSG & Sons' Charities Trust with a mission to promote teaching excellence in all the colleges under the Trust. Toward this end, CARE will encourage the use of learner-centric pedagogical practices that facilitate effective learning. The centre has already conducted over 200 programs and has created innovative modules for faculty development, mentoring, training and inculcating best practices in teaching and learning. The core team at PSG CARE is headed by Dr. R. Rudramoorthy, the director with enriched experience in higher education by way of teaching, research and leadership. The program co-ordinator is Dr. Deepa who is an associate professor at PSG Institute of Management and with over a decade of administrative and academic experience in the field of HR .

INTERNATIONAL CONFERENCE ON "T- SHAPING" HIGHER EDUCATION

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CENTER FOR ACADEMIC RESEARCH & EXCELLENCE

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