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News Letter

Higher Education Skill Development and Research Center

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Editorial:

Jan. 2020 issue is special in itself because of the columns written by the faculty and students of University of Findlay, Ohio, USA.

The issue highlights about the digital tools/technology in educational reformation by Dr. Chandra Sekar, Professor, University of Findlay, Ohio, USA. Dr. Sekar explains how technology is used day-in day-out extensively by the students and the faculty. "Canvas" education management system and "Kahoot" for tailored questions to each student and results can be checked on a real-time by the faculty.

Jacob Hill's a Pharm D student at the UOF and Ms. Kirnmayi & Neenu, Indian students in UOF-Study abroad program, reflected on Dr. Nagavi's Presentation on "Leadership skills for Pharm D graduates" at the University of Findlay.

Dr. B.G. Nagavi, Founder CEO and Senior Consultant, HESDAR Centre visited USA from 13 to 20 Sept. 2019. Dr. Nagavi & Dr. Sekar made poster & oral presentation in the Academic Pharmacy section at FIP conference in Abu Dhabi, UAE from 22 to 25 Sept. 2019.

Dr. Rachel Hartman, another student of Pharm D at UOF appreciated the "Leadership" workshop conducted by Dr. Nagavi at the UOF, in which he highlighted about character, honesty & integrity as important traits for a successful leader.

Dr. Jinesh B Nagavi

Invited Column

Technology Used in Classroom

Dr. Chandra Sekar, Professor, University of Findlay, Ohio, USA



During my recent visit to the University of Findlay (UF), I attended some class room presentations and became aware of how much technology is in used in the UF classroom. I requested Dr. Sekar to provide a quick overview that readers of this newsletter will find useful. - B.G. Nagavi

We all are aware of incorporation of technology in many walks of our lives, but **visiting various colleges in India during the past decade, I realized how little impact 21st century has had on the Indian classroom.** Yes, all students are carrying smart phones to communicate on 'WhatsApp' and browsing for their non-school related activities but rarely use technology for school related activities. In the next few paragraphs, I will describe how technology has inserted itself into every walk of student life at the University of Findlay.

Course Registration: When the student comes for registration, I directly enter their course choices into a computer, where it simultaneously checks for any class time conflicts and shows the availability of open seats in that section. As our curriculum requires students to take electives, and students can also opt for dual degree enrollment, electronic real-time registration becomes a very useful tool.

In Class: Following registration, when student starts their classes, each student is required to have a personal computer. The single computer in his back pack carries all his notes and textbooks required for his course work. Every day student checks his "Canvas" education management system for notes and assignments posted. Depending upon their reading preferences, while some students may print their class notes, others download their notes onto their computer or tablets and make notes on their computer. I understand supreme court in India has ruled on the maximum weight of children's back pack!

Technological tools for teaching: Each UF classroom has available technology not only to project slides from the powerpoint on instructor's computer, one can show any video or documents available on the net. Some of my colleagues also record their presentations, while delivering, and post it on Canvas for students to review any portion of the material they did not understand in the class.

I use Kahoot in my class. Kahoot allows me to pose specifically tailored questions to students that will be answered by pressing a number on their smartphone. Kahoot is free for students and the basic version of the app is even free for the instructor. Do you ask questions in your class? And if you do, is there a silence that appears to last an eternity – because no student responds! Kahoot solves that problem for you. Within 20

second of my question, 100% of my students have responded and I get a real-time feedback on their understanding, which helps me to tailor my presentation going forward.

While University policy has no minimum attendance requirements - as college students are considered mature adults who should be able to make decisions that is in their best interest, 'kahoot' does offer an indirect way of tracking student presence and participation. Student performing poorly and not also attending the class gets little sympathy as each pharmacy course in the syllabus clearly states that students are expected to attend each and every class as well as other course related activities.

Exam Soft: Since last five year, all pharmacy exams are given on 'Exam Soft'. Questions are mainly multiple choice and short answers. When student are logged onto take exams on their computer, they cannot access any other websites and the screen protectors which is mandatory for each student to have protects from cheating. Randomization in student seating also discourages cheating.

Exam soft offers a powerful analytical tool and at the conclusion of the exam, with few keystrokes, instructors can view several metrics that determine reproducibility of overall exams, difficulty and discrimination level of each of the questions. This provides instructor an ability to review the exam questions and provide appropriate correction when needed as well as make appropriate choice in reusing those questions in future exams.

Except the registration process, that was electronic in 2007, all other technology has been incorporated during the last decade. **Just like you won't conduct your personal lives without a mobile phone in this century, you should not continue to teach your students in 20th century way, while charging them 21st century fees!**

Student having computer in UF classes has one big problem – you can see some students surfing and doing shopping, while you are teaching. I do tell them, that '50% off' purchase they just made and thought was a good deal, is really not that great a deal as they will be repeating this course and paying thousands of dollars for not paying attention in the first place.



Pharm D Students in the digitally enabled class

Jacob Hill's (Pharm D student) reflection on Nagavi's Presentation



I attended a leadership presentation by Dr. BG Nagavi of the HESDAR center. This presentation was an optional presentation that I attended during my typical school day. Due to scheduling issues, Dr. Nagavi was forced to abbreviate the presentation to a few hours and split it up into two separate sessions. That being said, I do not feel the unconventional method in which Dr. Nagavi presented detracted at all in the delivery of his message.

The presentation started off with the definition of what defines a leader and leadership as a whole. This was accomplished through group discussion on the necessary attributes and characteristics a leader must possess to be successful. **We realized this success all came down to the soft skills leaders utilize (i.e. communication skills, organization, integrity, creativity, etc.) as opposed to their hard skills (i.e. knowledge).** I felt this to be a very interesting realization because I always thought you had to have all the answers to everything before you were an effective leader. This turned out not to be the case however, since part of being a good leader is not overlooking your shortcomings, but rather embracing them and allowing the strengths of others fill in the gaps to allow for a better functioning team as a whole.

Dr. Nagavi also used several traditional Indian stories to help illustrate his points and allow us students to visualize the ideas he was conveying. I found this very helpful since they were stories most of us were unfamiliar with and allowed for a true development of new ideas to us and kept our attention throughout the entirety of the story. Dr. Nagavi did not stop at just the story telling when talking about Indian leadership. **He also used these stories as transitions to discuss the differences of what leadership looks like throughout the eastern, western, and Indian cultures.** Being able to compare and contrast these types of leadership styles also brought into perspective why some cultures may be more advanced or efficient than others. This was, again, an idea I was unfamiliar with but highly receptive of since it made me think more globally about leadership.

Another key aspect Dr. Nagavi pushed the entire presentation was the idea a character as a whole. In his opinion, character is the most important attribute of a good leader. Character is the set of values a person holds and the behavior they demonstrate in day to day life. **Without good character, one cannot be an effective leader. This was a good message I took to heart from the presentation.** Dr. Nagavi used a quote by Stephen R Covey at this point in the presentation as well: "It is character that communicates most eloquently than anything we say or do". I found this to be quite inspiring and made me truly consider how I can develop myself to be a better leader.

The overarching message I received from the presentation, was that you don't need to have all the answers to be a good and efficient leader. Instead, you need to have a proficient set of soft skills and conduct yourself in a positive manner to be looked at as a role model and inspire others to do better. I feel this presentation was very beneficial to me and I would highly recommend this presentation to anyone who is currently in, or considering, a leadership position.

Rachel Hartman
- Dr. Nagavi's
Leadership Workshop ,
Reflection



Dr. B G Nagavi's presentation on leadership was an interactive and informative learning opportunity that I personally gained a lot from. We started off the discussion by brainstorming various qualities a leader should possess. The commonly agreed upon characteristics included: strong initiative, being positive, strong communication skills, demonstration, organizing and problem-solving skills. From my own leadership experiences, I can say that each one of these are vital for success. As a leader, the initiative you demonstrate sets the tone for the rest of the organization to follow. As president of the Student National Pharmaceutical Association, setting key initiatives at the beginning of the semester has set a productive tone throughout the year thus far.

We have accomplished a lot this semester, due to utilization of strong initiative, organization and communication skills employed by our club leaders. One point that I took away from the presentation and subsequently instilled in my own practice as a leader is the concept of "honesty versus integrity". Prior to the presentation, I was

not aware of the key differences between the two characteristics. I learned that honesty is telling the truth to others, while integrity is telling the truth to yourself. For me, this related to the ability to reflect and self-critique on my own progress as a leader. I feel that having this ability is vital to successful leadership, as well as a future pharmacist. Regarding honesty, it is important to be clear to others about your goals and expectations for the organization. Setting the tone of honesty is a key way to establish mutual respect with others; while setting the tone of integrity with yourself is vital for your own successful leadership. Overall, I learned a lot about leadership from Dr. Nagavi, and I successfully instilled his key points in my own leadership endeavors.



UAE & Indian Team at FIP Abu Dhabi, UAE, Sept. 2019
- Nagavi, Padma, Rao, Narayana & Ramesh



UAE & Indian Team at FIP, Abu Dhabi

DESERVE BEFORE YOU DESIRE!!!

Ms Kirnmayi & Neenu, Indian students in
Univ.Findlay, Study abroad program, Sept. 2019

Besides teaching us our core profession, values, morals; this Internship in the University of Findlay provided us an opportunity to listen to Dr.B.G.Nagavi – who is a former Dean of RAKMHS University, UAE and current Head of HESDAR center, Mysore, a workshop titled – **"Leadership skills for PharmD graduates"**. This session opened our eyes on what may be essential for our professional & personal growth. Since Employers look for talented, enthusiastic & interested graduates with leadership skills & potential, graduates need to be innovators, risk takers & out of the box thinkers apart from having sound knowledge & skills of their chosen fields.

Leadership plays an important role in every aspect of our life. We students go through many stages in our life for career development where we need leadership skills. In the modern world, we are facing many career challenges, employment problems, and conflicts between idealism and beneficial. That's why we need leadership skills to accept challenges, solve -problems and analyze our career direction.

Using leadership skills we can optimize our habits, learning, execution, entertainment, and use of time. By doing this we become focused and more productive to achieve specific goals. Many things are determined about we students by our communication ability with teachers, parents, neighbors, friends, and relatives. Social skills highlight our ability to connect with people. The better we students are able to connect with other good people and society the better it will help us in our careers.



Kiranmayi, Nagavi, Sekar & Neenu

that - Inculcation of these qualities before we enter into real world scenario just before our graduation pays more. Which is truly possible by getting involved in Internships and attending such worthwhile leadership skills workshops. "A good teacher can inspire hope, ignite the imagination, and instill a love of learning"

Knowledge can't be poured into a college student's head; it has to be acquired. That's the belief of Sekar sir and he always says, "I am no longer teaching skills. I am trying to get students to understand and embrace knowledge. We explore topics together, and they learn something. What I'm looking for here is lifelong learning,". "Part of what I'm trying to do is teach my students how to learn."

Dr.Nagavi insists that the best part of his job is interacting with the students and says. **“It’s not just teaching them facts, but giving them tools they can apply beyond the immediate classroom experience.”**

4. USA visit 13 to 20 Sept. 2019, FIP conference in Abu Dhabi 22 to 25 Sept. 2019 – a Report

I was in UF, USA for a week as visiting faculty to deliver lecture for Pharm D students, attend meetings with Dean, Assoc. Dean & others to strengthen HESDARC's activities in India & USA. Dr Nagavi made a presentation on 'Leadership' to the select group of students. Reflections & feed –backs of attendees about the workshop are given separately in this Newsletter. I had the good opportunity of attending FIP's international conference in Abu Dhabi, UAE from 21 to 23 September 2019.

Met lots of friends & professional colleagues from USA, UAE & India and revived my contacts. I also met Indian friend, Chitra Sarkar residing in Switzerland after almost 2 decades.

Me & Sekar, made a poster & oral presentation in Academic Pharmacy section of FIP, on research done in India in the area of faculty Re-skilling & Up-Skilling. About 100 delegates attended the oral presentation and received good response. Met IPA, CPA & leaders from academia in India & abroad. It was also an occasion to meet & stay with our 2nd son Ajith who works & lives in Abudhabi, UAE since 2013.



Sandy Earl – Assoc. Dean of Assessments UF



Damon Osborne – Assoc VP – Academic Affairs UF



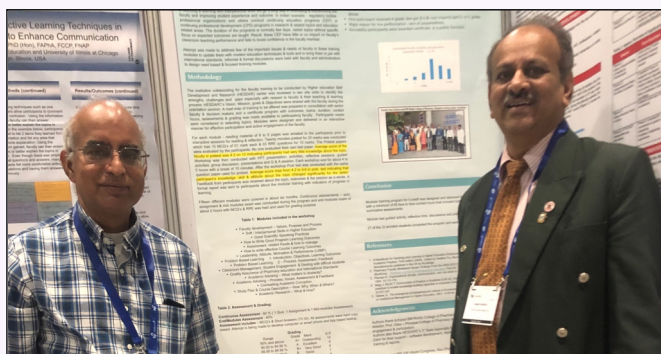
Nagavi with Ola Ahdab – MOH, UAE & Chitra Sarkar, Switzerland



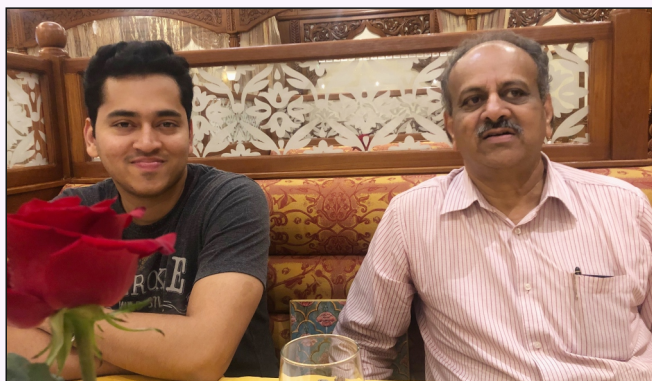
Patrick Mellone – Assoc. Dean, Debra Parker - Dean, BG Nagavi and Sekar



Pharm D students in work shop & discussion on “Leadership skills for Pharm D graduates”



Sekar & Nagavi at their Education Research poster in FIP, Abu Dhabi



Ajith Nagavi – Commercial Pilot, Etihad, Abu Dhabi, UAE Sept. 2019

**HESDARC's Co-Founders - Dr. BG Nagavi & Mr. Kalpesh V Mehta
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