Kaoushikk Mukherjee, Ph. D.

Registrar, Indian Institute of Information Technology, Kalyani, India

Former Research Fellow, School of Education● University at Albany ●Albany, NY,12222, USA and Hubert H. Humphrey Fulbright Fellow, Pennsylvania State University, USA

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Innovative and detail-oriented professional with a proven expertise in effective administrative leadership, academic advancements, and higher education at the international level. Talented at collaborating with top industry leaders, fostering and managing relationships with key stakeholders, spearheading educational programs and policies, creating strategic plans, and driving the development, coordination, and implementation of educational initiatives within global academic environments.

SELECTED ACHIEVEMENTS

- As a Hubert H. Humphrey Fulbright Fellow, developed expertise in strategic management, higher education administration and organization development, higher education finances, international management, negotiation, proposal writing, and leadership development.

- Oversaw and successfully executed a subsidized project, that was sanctioned by the Government of India (Department of Science and Technology) with a fund of $1.268418M (USD).

- Promoted effective engagement, created strategies, coordinated academic policies, programs, and activities, and developed global partnerships with various federal and state governmental agencies, foundations, corporations, and academic institutions.

EDUCATION AND CREDENTIALS

Master of Science, Higher Education, State University of New York at Albany, Albany, NY,USA

Graduate Certificate, International Education Management and Leadership, State University of New York at Albany, Albany, NY,USA

Doctor of Philosophy (PhD), Environmental Science, University of Kalyani, Kalyani, INDIA

Master of Science, Life Science, University of North Bengal, INDIA

HONORS AND RECOGNITIONS

Hubert H. Humphrey Fulbright Fellow   **2016 – 2017**
U.S. Department of State, Fulbright Commission and Institute of International Education sponsored top tier Exchange Program. Program completed in Pennsylvania State University

Visiting Scholar   **2017 – 2017**
Invited by the American Council on Education (ACE), Washington DC to work as a visiting scholar to analyze the state of Indian higher education, its developmental needs, and to make recommendations for ACE's engagement in India

School of Education Scholarship   **2019**
Awarded by the School of Education, University at Albany in recognition of academic promise and commitment to education

Arvid J. Burke Scholarship   **2020**
Awarded by the School of Education, University at Albany for demonstrating outstanding academic potential/talent in Educational Policy & Leadership

ACADEMIC AND LEADERSHIP POSITIONS –PROFESSIONAL EXPERIENCE

Current Position

Registrar
Indian Institute of Information Technology, Kalyani, India

Other Leadership Positions in Higher Education
Research Fellow, School of Education (Education Policy and Leadership) *University at Albany, State University of New York, USA*   *2018-2023*

Hubert H. Humphrey Fellow at the Pennsylvania State University, USA   **2016-2017**

Registrar
Indian Institute of Information Technology, India   *2014-2016*

Development Officer
University of Kalyani, India   *2003 – 2014*

Assistant Registrar
University of Kalyani, India   *1994-2003*

SELECT ACADEMIC AND LEADERSHIP ACTIVIES, ACCOMPLISHMENTS & EXPERIENCE

Hubert H. Humphrey Fellow at the Pennsylvania State University
- Selected jointly by the US Department of State, Fulbright Commission and Institute of International Education (IIE) as a Hubert H. Humphrey Fellow through global competitive processes and through a U. S. Presidentially appointed 12- member Fulbright Foreign Scholarship Board (FFSB) in 2016-2017.
- Was selected amongst 168 distinguished candidates who were selected across the Globe and placed in 14 U.S. University campuses to enhance their academic and professional experiences.
- Through this coveted program, I was placed at the Pennsylvania State University and was provided with a unique opportunity to enhance my leadership and professional skills.
- Being placed at a top ranked public university in the USA it was possible for me to develop skills in the areas of Higher Education Administration, Higher Education Finances, Strategic Management, International Management, and leadership development.
- Completed 6 (six) 4 hours class programs in Electronic Research Administration System, Research Protections, Non-federal Contracting and Negotiation, Personnel and Labor Rules and Purchasing, Travel, & Equipment Policies as part of Penn State University's ACOR Certification and Education Series (ACES), an education and certification program sponsored by the Office for Research Protection at Penn State.
- While establishing deep professional networking with the U. S. counterparts, it was possible for me to identify and develop my niche in the area of international higher education.

Visiting Scholar at the American Council on Education (ACE)
- As a part of the professional development, was invited by the American Council on Education (ACE), Washington DC to work as a visiting scholar in 2017.

- Worked deeply with Center for Internationalization and Global Engagement (CIGE) of American Council on Education(ACE).
- Formulated the India engagement strategy of CIGE to explore the dynamics of institutional collaboration when CIGE considered a number of possible program and research activities to facilitate networking between Indian higher education institutions and their leaders.
- A complex multi-stakeholder strategy was developed involving stakeholders like India-US Higher Education Mission, United States India Education Foundation, Federation of Indian Chambers of Commerce and Industry.
- An informed institutional strategy for bilateral engagement was also proposed to elevate the global standard and competitiveness of the Indian higher education institutions to the desired level.

Research Fellow, School of Education (Education Policy and Leadership) in SUNY at Albany

The School of Education is one of 9 academic schools and colleges at the University at Albany, a comprehensive, public, research university that is part of the State University of New York (SUNY). The school has achieved a top 10 ranking (US News) for online graduate education programs, and are considered among the most productive of their disciplines.

As a Research Fellow and a doctoral student, with decades long practitioner's background, international understanding, and global network:

- Contributed as a member of the Cross-Border Education and Research Team (C-BERT), which is the source of information regarding college and universities with a multi-national presence. Other members are acclaimed higher education professionals and researchers from the State University of New York at Albany and Pennsylvania State University.
- Has drawn research plans through incremental short-term studies towards mapping internationalization in the higher education institutions in India and eventually to come up with an inventory of Indian higher education institutions in their internationalization processes in place.
- Developed a blend of expertise between the core of higher education internationalization and strategic organization planning/behavior/development.
- Acted as a member to develop the *Institute for Leadership & Governance in Indian Higher Education* (ILG-IHE) program, designed to cross-train leaders and teams such that they can better support institutional initiatives and general operations - as well as to ensure ongoing leadership continuity. Taking initiative to market the concept through government bodies in India and in other countries. The ILG-IHE will enable participants to strengthen their leadership ability by:

    o Gaining new understanding of their personal leadership style;
    o Knowing when to use different leadership approaches based on the situation;
    o Being able to articulate a vision and move the vision to implementation;
    o Learning how to build and lead a team;
    o Developing new collaboration skills; and
    o Advancing understanding of key issues confronting higher education globally.

- Developed expertise in the domain of Higher Education Administration, Higher Education Finance, Education Policy & Leadership, Education Entrepreneurship, Organization Behaviour & Managerial Skills, Leadership & Managerial Skills, Human Resource Management through specialized courses in the School of Education as well as in the School of Business.

Registrar, Indian Institute of Information Technology (IIIT) P3 model in India

Served as the founder Registrar between 2014 and 2016, of one of the 20 IIITs established by an Act of Indian Parliament in a P3 (Public-Private-Partnership) model. Unique of its kind in India, each IIIT shall have partnership between the federal, state and the industry partners. Registrar in the Indian higher education institutions generally serve the function of the provosts, and are custodian of records and common seal of the institute. When the Vice Chancellor/Director acts as the President.

- Led the preparation of the permanent campus master plan over an area of 50 acres. Initiated,

negotiated and finalized the PPP model for execution of the construction of the campus with a built-up area of 350,000 sq. ft within 6 months of taking over the position of the Registrar.

- Mobilized funding to the tune of US $ 17,10,000 within one year of taking over the charge to initiate developmental activities.
- Led the negotiation with the apex ministry in getting adequate number of teaching and staff positions sanctioned within the first six months of taking over the position of the Registrar.
- Initiated the formation of search/selection committees and completed the hiring processes of 5 (five) Assistant Professors, 4 (four) technical staff and 3 (three) support staff within one year of taking over the charge.
- Initiated formation and obtained approval from the federal ministry and the Board of Governors on the statutory committees such as Finance Committee and Building Committee
- Acted as the Secretary to the Board of Governors, Executive Committee, Senate and played the role of continuous and statutory advisor to the Board, the Executive Committee, the Director, in order to facilitate strategic planning.
- Led the negotiation with one of the industry partners in renting their building infrastructure of 100,000 sq. ft to meet the immediate space need of the institute within 15 months of taking over the charge.

Development Officer, University of Kalyani in India (State University system)

Served as the Development Officer between 2003 and 2014, in of one of the most research centric state universities of India. Development Officer in the Indian higher education institutions is the primary liaise between the institute and all the funding agencies. Officer in charge for the strategic planning and spearheading reaccreditation process, the Development Officer is responsible for successful implementation of all major research projects and centrally funded projects on the campus and monitoring regulatory compliance associated.

- Identified fundraising goals/targets, and aligned year-wise project priorities with fundraising initiatives.
- Led the university as the nodal officer for more than 10 years while coordinating all major federal funding agencies and the state government while realizing state and federal apportionment of year-wise fund allocation.
- Led the University's institutional reaccreditation effort twice (2001 and 2008) and acted as the coordinating officer during the mandatory reaccreditation processes initiated by the National Assessment and Accreditation Council (NAAC), India through its external review team.
- Acted as the nodal officer in drawing the university wide five-year development plan documents for the plan periods 2002-2007, 2007-2012 and 2012-2017 which could generate funding from Federal Govt. (University Grants Commission) more than US$3 million.
- Acted as nodal officer for 5 years, for the successful implementation of the Department of Science and Technology, Govt. of India's project entitled "Promotion of University Research and Scientific Excellence-PURSE" sanctioned to the university with a funding of US $ 12,68,418.
- Acted as the coordinating officer for screening and evaluation of research grant proposals of all academic departments of the university through individual expert screening committees.
- Acted as the controlling officer for recruitment of research scholars through a centrally monitored system, and liaise with the respective funding agencies to follow up and report successful utilization of the grant sanctioned and reporting of progress.
- Planned, monitored and executed series of big construction projects with a capital outlay of over US 2 million in PPP model involving and coordinating renowned real estate industry leaders and leading teams of architects and engineers. Notable amongst those are international guest house, 1000 seated auditorium, Center for Open and Distance Learning and thorough renovation of the university administrative building.
- Reinvigorated networking with local industries, other higher education institutions, and State council of Higher Education for the purpose of university development and promotion.
- Led the committee to decide on energy infrastructure on the university, augmentation

and efficacious usage for energy saving.
- Led the regulatory committee formed as per guideline of the University Grants Commission to decide on the extension of financial assistance to departments/teachers towards organization of Seminars/Symposia and towards participation in Conferences in the Country and in abroad.

Assistant Registrar, University of Kalyani in India (State University system)
- Provided executive oversight for recruitment/counselling of students (domestic and international) both in the undergraduate and post graduate courses, distribution of various scholarships & fellowships among the students and research scholars and management of research Projects.
- Led the installation of campus-wide LAN project with a team of industry expert from SIEMENS in 1995.
- Led the development of university's own software with a start-up software company for single window management of admission, registration of the students to all programs of studies in 1996.

PROFESSIONAL DEVELOPMENT

- **Strategic Planning**, Organized by American Management Association, New York, November 28-30,2016.

- **Strategic Negotiation Skills**, Organized by Institute of International Education (IIE), Washington, DC, USA, March 20-24,2017

- **Institute for Leading Internationalization,** Organized by American Council on Education (ACE), Bethesda, Maryland, USA, June 11-13,2017