

**KURUKSHETRA UNIVERSITY KURUKSHETRA**  
(Established by the State Legislature Act XII of 1956)  
(‘A’ Grade, NAAC Accredited)

**NOTIFICATION**

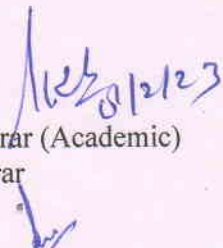
The Haryana State Higher Education Council, Panchkula has designed Guiding Principles with regard to Academic Leadership-Division of Work and Responsibility Consciousness for the academic leaders of the Universities. A copy of the office letter No.14/26-2022 Adv./HSHEC dated 28.12.2022 issued by the Advisor, Haryana State Higher Education Council alongwith a copy of the Guiding Principles is enclosed herewith for kind information (copies enclosed).

REGISTRAR

Endst.No.ACR-I/23/ 2394-2473 Dated : 09/02/2023

A copy of the above is forwarded to the following for kind information: -

1. Dean Academic Affairs, KUK
2. Proctor/Deputy Proctor, KUK
3. Dean Students' Welfare, KUK
4. All Deans/Chairpersons/Directors of the Faculties/UTDs/Institutes, KUK
5. Director, IT Cell with the request to upload on the University Website.
6. Controllers of Examinations- I&II, KUK
7. Director, Directorate of Distance Education, KUK
8. Chief Wardens/ Wardens of all the Hostels, KUK
9. Director Public Relations, KUK
10. Principals, IIHS & ITTR & USSMS, KUK
11. Joint Director (Audit), KUK
12. Finance Officer, KUK
13. All the Heads of Non-Teaching Depts./Offices/Branches, KUK
14. O.S.D. to the Vice-Chancellor, KUK
15. P.A. to the Vice-Chancellor, KUK
16. Assistant Registrar O/o the Registrar, KUK

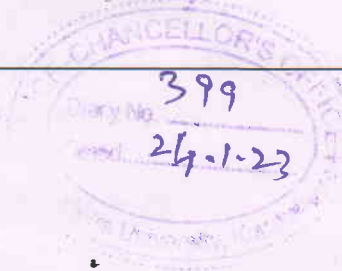
  
Deputy Registrar (Academic)  
for Registrar

# HARYANA STATE HIGHER EDUCATION COUNCIL

Takniki Shiksha Sadan, Sector 4, Panchkula-134109  
0172-2570743, chairpersonhshec@gmail.com



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Azadi Ka  
Amrit Mahotsav



Acad Ba.  
262  
27-1-23

Shri K.K. Agnihotri  
Advisor

No. 14/26-2022 Adv./HSHEC  
Dated: 28.12.2022

**Subject: Academic Leadership- Division of Work and Responsibility Consciousness: Guiding Principles for the Academic Leaders of the Universities**

Respected Prof. Somnath ji,  
Namaskar  
Greetings from Haryana State Higher Education Council!

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*Pl circulate among all concerned as at 4' on attached page.*

*R*

*ACR*  
*27.1.23*  
*Sachdev*  
*24/01/23*  
*DR (Acad)*  
*S.P.S*  
*11/1/23*  
*25/1/23*

As a follow-up of the above workshop, Council has designed guiding principles for the academic leaders of the Universities and is happy to share it with the University. Developing guiding principles is crucial for creating a high-performance University. These drive decision-making and as a consequence shape the University's work culture. These are only suggestive guidelines that you may share with your present team members and also with those who join your team in future. Your considered opinion and views are also welcome.

Regards  
K Agnihotri  
(Shri K.K Agnihotri)

Prof. Somnath Sachdeva  
Vice Chancellor  
Kurukshetra University,  
Kurukshetra.

**ACADEMIC LEADERSHIP – DIVISION OF WORK AND RESPONSIBILITY CONSCIOUSNESS – A  
DIALOGUE**

**Date:** 26<sup>th</sup> and 27<sup>th</sup> November, 2022

**Organizer:** Haryana State Higher Education Council

**Place:** Red Bishop, Panchkula

**GUIDING PRINCIPLES**

- 41 } 1. Vice Chancellors, Registrars, Dean Academic Affairs, Deans, Directors, Controller of Examinations, Finance Officers and other higher officials of the State Universities are leaders of higher education in the State who influence the academic frameworks, environment, and progress of higher education institutions.
2. All of them should have clarity about their role in the University. Being a part of the University's team, he/she should constantly adapt according to what circumstances demand.
3. An academic leader should not have an individualistic thought process. He/she should possess spirit of working collectively as a team. It is a proven fact that team work enhances excellence.
4. There needs to be clarity about the tasks which one has to perform and which one is not entitled to perform when working individually and in team.
5. Collective consciousness should be transformed into a common vision.
6. After a thorough discussion, decisions taken through consensus or through majority while working in a team, a team member should avoid opposing the collective decision afterwards. All decisions should be in tune with the student-centric approach.
7. There should be continuous interaction and flow of ideas within and across Universities. Sharing of best practices amongst the Universities need to be encouraged.
8. Realization and clarity of role in the University need to be stressed upon.
9. An efficient division of work is a characteristic of a good academic leader.
10. The decisions of a University should be in tune with the vision of the University, State and Nation.
11. Periodic orientation and re-orientation of the academic leaders is necessary.