Higher Education with Continuous Innovation and well interwoven Ethical principles – A well worded Treatise To ensure high quality of all Education with Good values

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The Root Premise –

Ethics, values in parallel to Innovation - Mandatory components of Higher and all Education

"Try not to become a person of success but rather try to become a person of value"

Albert Einstein

-Basic objective – To emphasize and ensure prevention of negative or false means in any way to seep into the Education system

-An important & commendable study highlighting the importance of good values in Education, thus motivating all to follow in these steps, by a responsible & respectable senior researcher-

-Mission and Vision for a strong foundation for the modern society by keeping focus on important guidelines -

Abstract

Ethics is a branch of moral philosophy which involves defending and recommending concepts linked to right and wrong conduct. (Based on Truth – Satyamev jayte; There is also the French Trinity - Liberty, Equality, Fraternity) It is to know well the difference between what is right to do and what is not thus being honest and having good moral principles and integrity. The higher education system in today's scenario is faced with many tough compelling challenges most because of Hyper-dynamics of the equations and situation. These are very high and exponentially rising competitiveness, management & organization challenges, financing (both from the providers' and students' angles) etc. Further there is need for continuous reorientation of programs by laying equal and balanced emphasis on quality of higher education,

and the underlying ethics and values (which are important virtues - G) together with the unbiased assessment of educational institutions and their accreditation.

In this age of Digital Revolution & the NET (B) (with the all pervasive IOT, Cloud computing, Big data) Indian higher education system can address itself well to all the global challenges by maintaining the optimum and needed subtle balance between the needs and the demands as well as commensurate supply or availability of opportunities (This all includes ever changing demands for various study programs and also the ease of getting well employed at the successful end).

The stalwarts of Higher education need to be well aware of the fact that the fastest growing entity today is information - & so they should attempt to be abreast of latest research figures & data for all concerned categories – Which is growing at stupendous, astonishing rates daily (A). So higher education bodies need to continuously move ahead in future with good command on new intelligence and data being churned up almost every instant in real time, by the untiring & whirring IT machines with their human masters. Apart from this the Higher education providers should also control and try to keep in check the monetary weight angle of the programs for all especially the students. Also the systems need to keep scaling up – based on some good awareness of trends well in advance into the future - which is very important to use the finances available in efficient manner. To this end the institutes may initiate ongoing researches and surveys. Also the attained predictive intelligence of their IT systems can aid in conjuring up & extrapolating dependable visions and to anticipate logically the changes in immediate future & also in long-term.

Imagine for a moment a complex field like genetics using which humans even now hope to try to become immortal in this millennium. (D, E, F) This kind of advances in the Sciences complemented by IT (as a thrilling extension of human intelligence) grant immense power to humans to think & imagine with an open mind and hope for the Impossible almost - When new discoveries and inventions happen lot of old theories and practices go out of existence to be replaced by new ones - the inherent IT intelligence linked with the associated technologies – like in the industry markets there even exists cannibalism (C) - as old obsolete technologies as well as knowledge have to make way for more modern and more effective / faster ways to do things.

There are numerous examples of these both in the soft as well as hard – We have desktops with Windows only since 1990s following Mainframes (and now even the hand held mobiles compete with these & even excel beyond) & even all this has been beaten by the open OS - Android of Google & mobile Apps – Then we had audio cassettes & video cassettes which got completely replaced by CDs and now even these are anytime inferior to Youtube etc. (Google is a very strong AI helping everyone as a search engine basically and at the root of a great number of Apps) These trends will always be there as humans have many good traits as well as God gifted Mind to progress through innovation. Earlier we can never forget that TV after Radio is not such an old invention. As the scenario is hyper-dynamic in view of the population explosions here, the need for continuous innovation & lot of caution reigns. (This is evident when one takes into account that the future of big number of students is at stake, & ultimately even whole posterity / progeny – mankind finally) The higher education system finally turns out to be an intricate or a big complex, well designed and oiled machine churning out the Current dynamic education technologies with the PGs and Post PGs etc as needed and this further needs to channelize Teaching (proactively and preemptively) including methods, fields & courses, Research and other extension activities to enable a good balance between demand & supply.

Refreshment, distraction, leadership skills

Introduction

We often quote the father of our nation Mahatma Gandhi when we discuss issues related to education in India. The result of extending our thoughts further reminds us also about his almost single handed crusades for worthy and noble cause as against untouchability and violence of any kind. The works and dreams of such unselfish minds culminate into the existence of integral systems of education for all based on wisdom and compassion in service. Education is like a bridge to make all the human know how or knowledge exist and develop forever. All the modern education system at present is based on good pioneering work by the Greeks like Aristotle who also was a teacher to the legendary emperor Alexander in young age. This all was following the great Greek philosopher Socrates and then plato too. The word ethics is based on 'ethos' in Greek meaning character. The stamp of ethics on all education is very important to make sure that it is worth being part of living. (strong for skills as well as well as reliable or trust worthy) (I)

Morals (also termed moral science) or 'kaide' (with rhymes incidentally) are introduced to tiny toddlers as elementary education in nursery / KG etc. So this basic necessary education linked with the Ethics is imparted early on. This simply involves fighting and supporting of simple values based on righteous conduct. Also this enables to prevent wrong actions to avoid harm to anyone. Finally all this makes us learn well to distinguish values and resulting conduct which may be right or wrong based on simple human logic aligned with learned ethics during education in the past. As education starts as the first step out of home and is extended till higher education, ethical behaviour based on basic ethical rules is expected from all during education. It is to be able to act righteously and avoid the wrong paths. Each individual has learned personal values through education and experiences. So based on these the person decides to do something or not. The action maybe right / wrong and / or good / bad. What governs, guides & directs the final choice is learned ethics, values (codes or rules of conduct), in education and real life, and also the degree of importance & priority of the actions in the doers mind.

One needs to be sure that by some thought or action nobody including self is getting abused mentally or physically in any way.

The higher education system in today's scenario obviously is faced with many gigantic challenges like ensuring impeccable quality despite high confusion due to number of students to serve as well as high number of fields, programs & courses to be dealt with, which is so globally now as Earth is like a small village thanks to hyper fast communications (Digital) and Transports too. Further the facets like management, finances, focus and orientation, priorities, towering competitiveness render the whole process highly complex. Good control over good ethics and values of programs need to be maintained to conserve quality. Finally the efficient assessment of educational institutions and their accreditation in alignment with ethics is a big must or all can go awry.

In the 21st century with AI and IT…, the higher education is a powerful tool and mechanism to build knowledge based society and to make civilization progress ahead steadily. (But without compromising Ethics and Values again) Knowledge is considered even beyond matter as it is not governed by mortality like most matter. As they also say 'Mind over matter' – so the Will too can even move mountains or in daily life one can just say nothing is impossible for a strong will!

Higher education ought to be viewed as a long-term social investment for progress of technologies and infrastructures, safety of mankind and other life and even our home the earth, even the whole creation in the very long run. It can also

help the promotion of social cohesion, cultural development, economic growth, equity and justice. Indian higher education system can address itself to the global challenges by learning from more developed nations through exchange programs. It is highly important to maintain good equilibrium between Supply and Demand to avoid any wastage of rich resources. The teaching standards need to evolve with new subjects and the professors should work to emphasize channelization of teaching. Research and extension activities are very important as these help the institutions to be ready and anticipate evolutions in different fields. All this is thus great to weave into the educational edifice quality of highest standards. Every sphere of work should be influenced by this quality and the alumni of the institutional organizations. By including all such factors in the higher education systems they will also automatically ensure that the passing out alumni find good opportunities for getting placed. At the same time the alumni are awarded good money packages for good & valuable (Add value) contribution to the employers and the mother nation.

The developments and evolutions in the disciplines and sciences are changing more and more dynamically. The digital media is making all information viral fast. So this is accordingly making the needs and expectations of the society change at a fast pace. This has a direct bearing on need of making the quality of higher education go up as many levels as possible or steeply at an increasing rate. This complex Higher education equation has many parameters as already indicated. Further there are multiple stakeholders like students, faculty, a big mix of various staff apart from lot of infrastructure as Assets. Effective Quality would depend or vary as a function of the quality of all these parameters and stakeholders. For attaining high resultant quality in these regards, all the underlying processes, systems and policies have to be clearly directed towards making optimum improvements in all the relevant related dimensions in a sustained manner.

The case of a great land like India struggling hard to sustain the good standards in all fields of life:

In the Indian context - Following are a few ordered systematic challenges facing the Indian education system:

(i)Innovations required dynamically – The curriculum of many of the colleges / universities is more or less obsolete and does not impart latest knowledge to the students or do not equip them with the necessary skills. Due to this alarming fact, the employability of the passed out students comes in question This is a very big challenge for the poor student as it is akin to some very valuable resources like time and money being wasted. This is also a poor show and shameful result from the college too tarnishing it's public image.

In this case there is utmost need to act immediately and scale up the educational efforts. Also in this case it is the responsibility of the management to carefully comb itself for bad elements and get rid of these as soon as possible. These staff members with bad characters, not exercising good ethics and morals in their work are like termites making the whole system hollow. Further they cause so much loss for their employers and the poor students – so they should be identified fast, punished and ejected. To regain their image the college needs to work very hard – this would be possible when the students become successful, create value in the society and contribute back to their alma-mater or start new institutes of global standards themselves, all this with good work ethics and morals. The schools / colleges / universities should regularly revise their curriculum, based on new progresses in industries and technologies, by involving experts from different fields in order to focus on the knowledge development. They can also employ use of research and surveys to dig out such information. There is a need to motivate teachers with good initiative and enthusiasm to delve into

interesting angles of hot subjects and participate by presenting research papers in workshops / seminars / conferences and receive periodic trainings for the regular updating of their skills / knowledge. A feedback mechanism from the students should also be introduced & be in place routinely in all the colleges / universities so as to assess and evaluate the teacher's role, apart from integrity, in the institutional developmental process.

(ii)Investment angle - If we measure the expenses on education as a percentage to Gross Domestic Product (GDP), India lags behind some of the developing / developed nations of the world. This is a serious oversight. This gap in the investments in all education in India can be filled by help and enrollment of the private sector including the corporates too to play a vital role. For this they need to be motivated by providing some good encouraging factors as advantages to them. This can be fulfilled by the promise of well trained and highly skilled alumnus who is happy with the indigenous opportunities and does not have tendency to add to brain drain. So this is two way reciprocal process – as the alumnus passing out is not likely to add to brain drain if the opportunities in the country are both financially attractive and also attractive in terms of job satisfaction. The negative vicious circles need to be carefully dealt with the help of honesty and ethics to be overcome. Further instilling of basic ethics with values in students & challenging opportunities will make them more likely to put patriotism over money and comforts to some extent.

(iii)Student-faculty ratio – In India, the student-faculty ratio is unbalanced and is very high as compared to the other countries in the world. For example, in the developed countries this ratio stands at 11.4. In Western Asia it is 15.3 and in Latin America it is 16.6. In case of India, it is as high as 22.0 which is quite alarming. Therefore, the focus should be given to nurture and recruit quality teachers and later on developing their skills / knowledge on a regular basis through research and extensions. To attract them to stay on long with the same employers the conditions should be molded well to become win-win for both sides or rather all the stakeholders. It's all an intricate dynamic network of students at the center, the institutions, the teachers and the industry.

(iv) Infrastructure facilities – Primarily this is linked with the funds availability and then also the visions and ethics of the colleges' management groups. The inability to provide the necessary physical infrastructure to run upcoming colleges / institutions / universities (both in private and public sectors) is one of the main factors of low capacity utilization. It is needed to encourage and enroll private sector participation in the establishment of institutes for providing ease of availability of funds which will help to have quality physical infrastructure. These infrastructure facilities include real estate, state of the art class / lecture rooms with quality furniture, laboratories, modern digital libraries with good facilities like Book-bank, hostels, transport, sport facilities, commercial buildings etc.

 (v) Competing with the world – We need to be aware, study and evaluate as well as make efforts to evolve with times, thoroughly the models of education being implemented in other parts of the world and work out strategies to adopt the best components in the models of our education system. If we wish to compete globally in the 21st century, our education system should improve its instruction models and administrative procedures by adopting certain intelligent benchmarking techniques based on the actual situations. As there is lot of competition in growth of knowledge and technologies in all regions of the world we also need to participate in it with a positive open outlook so that the citizens of India also have access to all that is the latest and maybe more that is to be in lead globally as many often expect to be possible. A good perspective for all can make a good difference.

(vi)Public Private Partnership model – It would be useful to explore the possibility of Public Private Partnership (PPP) model in education sector so as to reduce the burden of the government in incurring high costs of

providing basic infrastructure facilities apart from other costly factors at the base of sustenance of good quality educational institutes. Collaborations between the colleges / universities and corporates should also be initiated & maintained. This would help the students in getting first hand exposure to industrial activities through internships & on-the-job trainings, organizing joint research and development programs, corporate training during vacations etc. Thus all this will help to make the students more job-worthy and also facilitate image building and good branding of the institutions.

(vii)Making education affordable – If we want education to reach all deserving students, it has to be made affordable. The fee structure in government sponsored / owned institutions are inexpensive in India. However, this is not the case in some of the private sector institutions due to which the fees are beyond the capacity of poor and deserving students. To solve this issue, the educators have to keep in mind that education should not become prohibitively expensive and ensure that no deserving candidate is denied admission due to the lack of financial resources. For this the education bodies should also try to provide genuine financial help as scholarships and educational loans after carefully testing and selecting deserving students.

(viii)Ethics in education – Equipping the students with ethical values besides imparting skills and knowledge is the most important objective of an educational institution. A disturbing trend in respect of repayment of loans by students has been observed in some cases. It may be noted that if the students do not repay the educational loans after they fall due, the non-performing assets of the banks will increase and in the process, banks would be skeptical in sanctioning further educational loans. To reduce default of education loans, the School Alumni Association of students has to become active in inculcating ethics and values among students. It also need to understand in some really stuck cases the basic reasons and try to provide practical solutions to overcome these.

(ix)Upgrading the quality of education – Instead of mere lecture methods, we should use many varying exercises, dynamic methods to induce and influence development of leadership skills, case studies, group discussions, paper presentations - colloquium, assignments, seminars, preparation of reports, curriculum related quiz – written & viva voce etc. So as to make the academics - teaching & learning process more interesting, enjoyable like fun almost, effective, student-centered, and activity oriented. We should also attempt to add many extra-curricular activities too like sports - indoor & outdoor, dramatics and even maybe very creative stuff / games like Dumb charades etc. This all will refresh the students and their minds, and relieve them of the not very uncommon pressures and tensions of studies. Also such physical and mental activities will help them with the naturally and regularly needed distractions to maintain good balance of the mind. We should focus on improving the pedagogy in all dimensions. The teaching-learning process has to be planned based on the science of active learning to help motivate the students to develop/p a spirit of enquiry & healthy curiosity encouraging creative thinking. This would result in more reasoning linked to logic, self confidence and learning. Due emphasis should also be given to improve the student assessment system. The existing student assessment system is inadequate to gauge the different degrees of excellence achieved by the students and to increase the competence level among the students.

(x)Reviewing teachers' performances – The performance of the teachers should also be reviewed regularly in terms of their subject knowledge up gradation, their ability to work effectively in a team and to act as mentors for the students. Teachers should actively participate in the departmental activities so as to assist their heads and the institution

in the College improvement plans. There should be a provision for scientific theoretical & practical assessment of the teachers. In order to promote sharing of mutual experiences and help in creating a congenial atmosphere - Bonhomie, there should be intra-college and inter-college teacher experience sharing sessions or activities like there are for the students too to help all to broaden their visions and perspectives. This will provide a good learning experience to all the participating teachers. Continuous development of training modules on various aspects like use of computers (To be more & more savvy with the latest trends in IT linked more and more to Mobile phones too) and audio / video aids in teaching, effective communication and teaching skills, academic up gradation and personality development should be done. Measurement of the performance quality after training by monitoring and suitable quantification techniques is also required at each stage.

The sensitive relation between students and teachers where teacher's marked responsibility should be clear to him/her self

The society needs and expects teaching profession to be a role model for real life and thus want them all to adhere to professional ethics. According to the great philosopher Vivekananda's perception "Education should aim at a balanced growth of the individual and insist on both knowledge and wisdom, it should train not only the intellect but bring grace and love into the heart of man and wisdom is gained by constant assimilation of knowledge." Learning is a life-long phenomenon tanglibly & maybe even beyond. All citizens are students initially and finally are integral building blocks of the society. It must not be forgotten that our students are exposed to an environment in which dimension of ambiguity and relativity in knowledge and its social meaning are intentionally explored. In such a context student is expected to test & apply his or her ethical assumptions. In this exciting journey of exploration, knowledge and truth it's the teacher who is the constant guide and companion. If the conduct of the teacher is not compatible or not well aligned with his professional responsibilities towards students it must be judged as unethical.

The statement by AIFUCTO was qualified by several important conditions (J)

1. A conducive educational environment - The government universities in college authorities have to create such congenial conditions that would enable the teachers to observe the code properly and do their best in discharging their professional responsibilities efficiently.

2. To ease it for all to maintain good conduct and if not then to be judged and be punished accordingly - The code should cover the relation of teachers with the components of the system and society with whom they come in contact while discharging their professional responsibilities. There needs to be an additional provision for initiating disciplinary action if the code is not adhered to by anyone.

Other important factors, facets and angles to ensure success of the attempt to keep all fair for all stakeholders -

The Other alternative is for the individual Institutions to set up their codes of conduct. The Institutions, several of them as of now have evolved codes of conduct but find it extremely difficult to enforce the same. The reasons maybe several and includes the organisation's lack of will to enforce the code. This needs to be rectified to maintain and sustain good quality of the education process built around indispensable virtues like ethics and morals.

The task re-emphasises that the involvement of teaching community and the Institutions of higher learning are essential for the introduction of a system of evaluation of teachers. Record of evaluation made by the teacher and verified by the institutions will be an open document which should be the basis of recognition of excellence in performance as well as for further improving the overall efficiency of the system. Academic Institutions stand out as temples of learning. Recognitions and Scholarships of excellence can provide encouragement to all to strive to attain exceptional performance in duties. Expectations from the citizens are high and to fulfil these well all the functionaries are expected strictly to conform to code of ethics. This holds true and is good exemplary lesson for students too while learning and later too when working.

The students and their parents are the most crucial group of individuals who can contribute towards better functioning of academic Institutions and turn them into centres of academic excellence and scholarships. So the scope of keeping all stakeholders in the win-win equations of the education systems extends beyond students to their parents too. Students fall easy prey to political ideologies, parties and public pressures. Institutions Of higher Learning should carefully reserve their opportunities for students who prove to have good aptitude for higher studies, based on clear performance in well designed competitions. Further grant of scholarships needs to be a very important decision system which should be fool-proof, without any loop-holes. So these highly important academic matters need carefully built net of logic and ethics woven into the functioning such that it's impossible to create a breach in it by anyone. The students as well as their parents who have an important stake in the functioning of academic institution should also be bound by code of ethics - particularly all parents should check, take some reasonable responsibility and be ready intervene and correct the behaviour and attitude of their wards if or when needed.

Human mind or any mind maybe is almost like Aladin's lamp or a diamond? In right – (suitably catalytic) conditions, and so nothing is impossible again like say all great minds and prove too by their exemplary lives and sublime achievements, often linked with novel sublime and intangible concepts – Think of someone from 1500 AD coming in present somehow and be bowled over by the sight of airplanes.

Mahatma Gandhi is a controversial figure because of mix of good and some bad – Yet, one does find that force and power of his brave non-violence campaigns (to face pains of violence and death) did help a lot to turn the table for the English leading to the seemingly impossible liberation of India. Is not this a bit like magic – all based on Gandhi's strong will (Mind over matter again) and then violence is another very big unethical act. So he acted so ethically that he won and with him his mother-land too with all Indians!

 The legendary figure of Rabindranath Tagore (a great thinker and philosopher) contributed a lot of good ideas and guidelines for educations systems. He stressed on learning by doing and also included heuristic methods with the other common methods like activity. This can help to find and bring to surface the inherent unique creative (which is a bit of a magic in a way – if we look at all the incredible discoveries and inventions of sciences in the past & even devote little thought - that perhaps people born after 2050 or so will never die! :) ; So this creative putty in hands of good mentors can really make magic…) potentials of each student. This brings in lot of creativity into the education process enabling advent of new ideas and knowledge. He also emphasized on building all social systems with ethics and morals as integral parts of foundations. (H)

Thus it is the right time for the education Institutions to intervene and uphold, truth and values gently and boldly to defeat any invasion of bad elements (like viruses) into the precious systems. The Institutions, teachers, students, parents & the industries worldwide have a crucial role in evolving ethical standards based on traditional values in parallel with the progressing technologies & knowledge of our common home (All thus part of a single family deep down) – the Mother Earth.

When they talk of Jesus aren't all on the planet at present more likely children of Rama and Krishna!

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