

CONFERENCE SCHEDULE

INTERNATIONAL CONFERENCE ON

ORGANISATIONAL CULTURE, WORK VALUES AND ORGANISATIONAL PERFORMANCE IN HIGHER EDUCATION INSTITUTIONS

6-8 AUGUST 2025

SPONSORS



WESTERN MICHIGAN UNIVERSITY
HAWORTH
College of Business

COLLABORATORS



WEDNESDAY, 6 AUGUST 2025

**THEME: ORGANISATIONAL CULTURE
DRIVERS OF HIGHER EDUCATION INSTITUTIONS – SOCIETAL
IMPERATIVES, INSTITUTIONAL VISION AND ORGANISATIONAL MISSION**

9:30 am – 10:45 am

Inaugural Session

Venue: Main Auditorium, Third Floor, Auditorium Block

Conference Keynote

Michael Rao

President

Virginia Commonwealth University, Virginia, USA

10:45 am – 11:15 am

Tea/Coffee

Venue: Foyer outside Main Auditorium, Third Floor
Auditorium Block

11:15 am – 11:45 am

Keynote 1

Venue: Main Auditorium, Third Floor, Auditorium Block

Mario Vaupel

Director, Institute of Executive Capabilities (IEC)

Steinbeis University, Berlin, Germany

11:45 am – 1:00 pm

Plenary 1

Venue: Main Auditorium, Third Floor, Auditorium Block

Focus: Drivers of Higher Education Institutions –
Societal Imperatives, Institutional Vision and
Organisational Mission

Anoop Bhogal Nair

Associate Professor

De Montfort University, Leicester, UK

Julia Cook

Head of School Leadership, Management & Marketing

De Montfort University, Leicester, UK

George Kandathil

Assistant Professor

Indian Institute of Management, Ahmedabad, India

DAY 1

1:00 pm – 2:00 pm

Lunch

Venue: BHM Restaurant, Ground Floor, Block 4

2:00 pm – 3:00 pm

Paper/Poster Presentations (Concurrent sessions)

Venue:

Session A: Seminar Hall, Ground Floor, Block 2

Session B: Room 004, Ground Floor, R&D Block

Session C: Room 628, Sixth Floor, R&D Block

3:10 pm – 3:45 pm

Case Presentation

Venue: KE Auditorium, Fifth Floor, Block 4

Rishikesh T Krishnan

Director

Indian Institute of Management, Bangalore, India

3:45 pm – 4:00 pm

Tea/Coffee

Venue: Corridor outside KE Auditorium, Fifth Floor, Block 4

4:00 pm – 5:00 pm

Plenary 2

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Drivers of Higher Education Institutions – Societal Imperatives, Institutional Vision and Organisational Mission

Chathapuram Ramanathan

Professor

Illinois State University, Illinois, USA

Bhuvaneswari Ramachandran

Professor

University of West Florida, Florida, USA

Kavita Kapur

Assistant Professor

Bowie State University, Maryland, USA

7.00 pm onwards

Dinner

Venue: BHM Restaurant, Ground Floor, Block 4

DAY 1

THURSDAY, 7 AUGUST 2025

THEME: WORK VALUES

EMERGING THEORIES, DEFINING, LIVING, AND LEADING WITH WORK VALUES

9:00 am – 9:30 am

Case Presentation

Venue: KE Auditorium, Fifth Floor, Block 4

Sunil Chandy

Former Director

Christian Medical College, Vellore, India

9:30 am – 10:00 am

Keynote 2

Venue: KE Auditorium, Fifth Floor, Block 4

S. Sadagopan

Former Director, International Institute of Information
Technology, Bangalore, India

10:00 am – 11:00 am

Plenary 3

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Work Values: Emerging theories, defining, living,
and leading with work values

L. Prasad

Former Professor

Indian Institute of Management, Bangalore, India

Don Ashley

Executive Director and Campus Dean

Wayland Baptist University, Alaska, USA

Anasuya Jegathevi

Dean

University of Cyberjaya, Selangor, Malaysia

11:00 am – 11:30 am

Tea/Coffee

Venue: Corridor outside KE Auditorium Fifth Floor, Block 4

DAY 2

11:30 am – 12 Noon

Keynote 3

Venue: KE Auditorium, Fifth Floor, Block 4

Ravi Kumar

Professor Emeritus

University of Southern California, Los Angeles, USA

12 Noon – 01:00 pm

Plenary 4

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Work Values: Emerging theories, defining,
living, and leading with work values

Ambassador Pradeep Kapur

Executive Director

WHEELS Global Foundation, Virginia, USA

Steven Butt

Dean, College of Engineering and Applied Sciences
Western Michigan University, Kalamazoo, USA

Satish Deshpande

Dean, Haworth College of Business

Western Michigan University, Kalamazoo, USA

01:00pm – 02:00 pm

Lunch

Venue: BHM Restaurant, Ground Floor, Block 4

02:00 pm – 03:00 pm

Paper/Poster Presentations (Concurrent sessions)

Venue:

Session A: Seminar Hall, Ground Floor, Block 2

Session B: Room 004, Ground Floor, R&D Block

Session C: Room 628, Sixth Floor, R&D Block

DAY 2

03:10pm – 03:45 pm

Case Presentation

Venue: KE Auditorium, Fifth Floor, Block 4

Santishree Dhulipudi Pandit

Vice Chancellor

Jawaharlal Nehru University, New Delhi, India

03:45 pm – 04:00 pm

Tea/Coffee

Venue: Corridor outside KE Auditorium

Fifth Floor, Block 4

04:00 pm – 05:30 pm

Plenary 5

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Work Values: Emerging theories, defining, living, and leading with work values

Jill Blondin

Associate Vice Provost for Global Initiatives

Virginia Commonwealth University, Virginia, USA

Paul Hong

Distinguished University Professor

The University of Toledo, Ohio, USA

Jeffrey Moore

Professor

Anderson University, South Carolina, USA

Maghboeba Mosavel

Professor

Virginia Commonwealth University, Virginia, USA

06:30 pm – 07:30 pm

Cultural events

Venue: KE Auditorium, Fifth Floor, Block 4

Gala Dinner

Venue: BHM Restaurant, Ground Floor, Block 4

DAY 2

FRIDAY, 8 AUGUST 2025

**THEME: ORGANISATIONAL PERFORMANCE
STAKEHOLDERS' SATISFACTION, CAMPUS COMMUNITY SUCCESS AND
INSTITUTIONAL EXCELLENCE**

8:30 am – 09:00 am

Case Presentation: Session 1

Venue: KE Auditorium, Fifth Floor, Block 4

9:00 am – 10:00 am

Case Presentation: Session 2

Venue: KE Auditorium, Fifth Floor, Block 4

10:00 am – 10:30 am

Keynote 4

Venue: KE Auditorium, Fifth Floor, Block 4

Julie Cugin

Provost and Deputy Vice-Chancellor (Academic)
Australian Catholic University, Sydney, Australia

10:30 am – 10:45 am

Tea/Coffee

Venue: Corridor outside KE Auditorium, Fifth Floor, Block 4

10:45 am – 12 Noon

Plenary 6

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Organisational Performance: Stakeholders'
satisfaction, campus community success and institutional
excellence

Marieta de Plessis

Professor

University of Western Cape, Cape Town, South Africa

Bipin Jojo

Professor and Dean

Tata Institute of Social Sciences, Mumbai, India

Wael Mahmud

Assistant Professor

Arab American University, Jenin, Palestine

Shankar Venkatagiri

Associate Professor

Indian Institute of Management, Bangalore, India

DAY 3

12 Noon – 12:30 pm

Keynote 5

Venue: KE Auditorium, Fifth Floor, Block 4

Dipankar Bannerjee

Emeritus Professor,
Indian Institute of Science, Bangalore, India

12:30 pm – 1:30 pm

Plenary 7

Venue: KE Auditorium, Fifth Floor, Block 4

Focus: Organisational Performance: Stakeholders'
satisfaction, campus community success and
institutional excellence

Jossy Mathew

Senior Lecturer
Swansea University, Wales, United Kingdom

Neharika Vohra

Professor
Indian Institute of Management, Ahmedabad, India

Uma Sankar

VP and Global Head-HR, Infosys BPM
Bangalore, India

Santhosh Simon

Assistant Professor
Illinois State University, Illinois, USA

1:30 pm – 2:30 pm

Lunch

Venue: BHM Restaurant, Ground Floor, Block 4

2:30 pm – 3:30 pm

Paper/ Poster Presentations (Concurrent sessions)

Venue:

Session A: Seminar Hall, Ground Floor, Block 2

Session B: Room 004, Ground Floor, R&D Block

Session C: Room 628, Sixth Floor, R&D Block

DAY 3

3:45 pm – 4:30 pm

Valedictory Session

Venue: KE Auditorium, Fifth Floor, Block 4

Valedictory Keynote

Mangala Subramaniam

Senior Vice Provost for Faculty Affairs and Professor of
Sociology, Virginia Commonwealth University Virginia, USA

4:30 pm – 5:00 pm

Tea/Coffee

Venue: Corridor outside KE Auditorium, Fifth Floor, Block 4

5:00 PM

Adjournment



Culture is the most powerful source of
leverage for bringing about change in a
school or any organization, for that matter

Thomas J. Sergiovanni

DAY 3