

INDIVIDUAL PROFILE

NAME: Dr. SUDHA K.

DESIGNATION: ASSOCIATE PROFESSOR

DEPARTMENT : COMMERCE

Date of Joining:12-07-1986

Professional Experience: Total 32 yrs and at BWC 30 yrs

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Educational Qualification: M.Com., Ph.D

Main Area of Research: Human Resource Development in Third Sector (An interdisciplinary area of Management and Economics).

Areas of Interest: Gender Studies, Social entrepreneurship, Micro Finance & Marketing Management

A) Awarded the Degree of Doctor of Philosophy (Ph.D) in Commerce by Mangalore University for the Thesis entitled “Member Development in Cooperatives - A Study with Reference to Primary Level Initiatives” on 29.06.2005. The Thesis was prepared under the guidance of Dr.Yashavantha Dongre, Professor of Commerce, P.G.Centre, Hemangothri, Mysore University, Hassan.

B) PUBLICATIONS : INTERNATIONAL LEVEL:

1.Published a paper entitled “Mainstreaming Co-operatives in the Global Economy through Inclusive Mission - Some Concerns” in the Book titled “Mainstreaming Co-operatives in the Global Economy”, ISBN 81-89550-12-8, pp. 75-91, 2015, published by **International Cooperative Alliance (Asia-Pacific)**.

2. Published a paper entitled “Financial and Decision-making Participation of Marginalized Small Farmers through the Pragathi Bandhu Model in India” in Douglas Kruse(ed.) “Sharing Ownership, Profits and Decision-making in the 21st Century(advances in the economic analysis of participatory and labor-managed firms, volume14), **Emerald Group Publishing Limited, USA, UK.** ISBN:978-1-78190-751-1, pp.217-258, 2013.

3. A paper entitled “Sustainable and Innovative Participatory Strategies for Inclusive Leadership Development in Primary Cooperatives in India” is published in the E- book titled “The Social Economy Prop of a New Model of Sustainable Economic Development” under the sub-theme “The Social economy as a Vector of Social and Economic Change”, **CIRIEC-España Publications, Valladolid, Spain**, ISBN: 978-84-95003-85-0, pp.C260-1-13, 2012.

4. A paper entitled “Achieving Business Success through Association strategies in Cooperative Banks in India” is published in the Book titled “The Amazing Power of Cooperatives” published by **Quebec Sommet International Des Cooperatives, Canada**, ISBN:978-2-9813483-0-2, pp.195-208, 2012.

5. A paper entitled “Strengthening the Spirit of Enterprise-The Co-operative way” is published in the International Journal of Co-operative Management, published by **New Harmony Press LTD** in Association with **University of Leicester, UK**, ISSN 1741-4814, Volume 5, Number 1, pp.54-61, 2011.

6. A paper entitled “Nurturing Human Capital to Intellectual Capital for Cooperative Identity – A Strategic Approach for Effective Leadership in Cooperatives in India” in Leadership Role in Preserving Co-operative Identity published by **International Co-op. Alliance-Asia-Pacific**, ISBN: 81-89550-04-7, pp.53-65, 2008.

7. Paper entitled “A Quest for Innovations in Member Development Paradigm in Primary Cooperatives in India”-URL-<http://usaskstudies.coop/socialeconomy/files/congress07/sudha.pdf>, June 2007.

8. Paper entitled “Micro Initiatives: An Effective Member Relationship Management Strategy in Indian Co-operatives is published in the Book titled “Review of International Co-operation, , Vol.98 No.1, pp.90-98, **ICA: Geneva Switzerland**, 2005.

9. Paper entitled “Member Development in Cooperatives-Need for a New Paradigm is published in “ICA Periodicals”, June 2004.

C) NATIONAL PUBLICATIONS:

10. Paper entitled “Innovative Practices in Financial Inclusion for Inclusive Growth- An Analysis of Collaborative Initiatives for Financial Literacy” is published in the Book titled “India Inc. Innovative management Strategies, ISBN 978-93-81361-67-2, pp.369-376, 2012, Excel India

Publishers: New Delhi.

11. Paper entitled “Connecting the Disconnect through the Cooperatives- An Analysis” is published in the Book titled “Third Sector Response to Contemporary Challenges”, ISBN-978-93-81195-10-9, pp.54-59, 2012, United Publishers, Mangalore.

12. Paper entitled “Gender Parity in Leadership for Inclusive Development” is published in the Book titled “Redefining the Roles of Business, NGOs and Governments- Mission for a Better Society, ISBN 978-81-7831-267-5, pp. 330-346, 2011, Manak Publications Pvt. Ltd: New Delhi.

13. Paper entitled “Primary Level Initiatives- A Strategic Approach to Member Enlightenment and Participation in Indian Co-operatives” is published in the Book titled “Co-operative Management & Development”- (Part-1), ISBN: 81-8324-286-3, pp.83-94, Mittal Publications, New Delhi, 2009.

14. Paper entitled “Corporate Governance and Disclosure- A Credibility Capital and Key for Development” is published in the Book titled “Corporate Governance: Concepts and Practices” , Kushal Publications and Distributors, ISBN:81-86099-60-3, Varanasi, 2007.

15. Paper entitled “Need for Member Development in Cooperatives- Some Issues” is published in “The Cooperator ”, National Cooperative Union of India, New Delhi, Vol. 42, No.6,p.278-279, Dec 2004.

16. Published a paper entitled “Urban Infrastructure Development- The Need for a Paradigm Shift” in the Proceedings of National Conference on Urban Infrastructure & Quality of Life , Allied Publishers Pvt.Ltd, Chennai, ISBN-81-7764-698-2 October, 2004.

D) STATE PUBLICATION: ೧೭. ಭಾರತ ನಿರ್ಮಾಣದಲ್ಲಿ ಸ್ವಾಯತ್ತ ಮತ್ತು ಸ್ಪರ್ಧಾತ್ಮಕ ಸಹಕಾರ ಸಂಸ್ಥೆಗಳು ಎಂಬ ನನ್ನ ಲೇಖನವು ಬೆಂಗಳೂರು ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಹಕಾರನವೆಂಬರ ೧೬, ೨೦೦೮, ಸಂಪುಟ ೪೦, ಸಂಚಿಕೆ ೨೨ ರಲ್ಲಿ ಪ್ರಕಟವಾಗಿದೆ. ಮಹಾಮಂಡಳ ನಿಗಮದ ಜಿಜಿ ನೇ ಅಖಿಲ ಭಾರತ ಸಹಕಾರ ಸಪ್ತಾಹ ವಿಶೇಷ ಸಂಚಿಕೆ **ಸಹಕಾರ**, ನವೆಂಬರ ೧೬, ೨೦೦೮, ಸಂಪುಟ ೪೦, ಸಂಚಿಕೆ ೨೨. 2008

E) PUBLICATIONS OF CONFERENCE PROCEEDINGS:

18. Published a paper entitled “Local Solutions to the Problems of Impoverished Women- A Study on the Initiatives of Women Collectives in India” in the conference volume titled Development Challenges: Global Aspirations and Local Realities NITTE, pp.54-62, 2014.

19. Published a paper entitled “Cooperative Information for inclusive growth- A Study in the conference volume titled Co-operation in next hundred years: Challenges and Prospects, Sahakar Deepika, Seminar Souvenir, Karnataka State Co-operative Federation Bangalore and Sri Dhavala College, Moodbidri, pp.31-40, 2014.

20) Published a paper entitled “Women empowerment through cooperative Initiatives- An analysis of cooperative relevance to MDG” in the book titled “Cooperatives, Climate change & food security” published by ICA(Asia- Pacific), IFFCO and KIIT School of Rural Management, pp.143-156.

F) RESEARCH PAPER PRESENTATIONS: INTERNATIONAL LEVEL

1) Presented a paper entitled “Women Empowerment through Participatory Strategies – A Study” in the **ICA-ILO International Research Conference** on “Cooperatives and the World of Work”, **Antalya, Turkey** during 9-10, November, **2015**.

2) Presented a paper entitled “Social Innovation for Sustainable Development - An Empirical Study of South Canara District Central Cooperative Bank (SCDCC Bank) in India” in the ICA (Europe) International Research Conference in **Agro Paris Tech, Paris, France** during May 27-30, **2015**.

3) Presented a paper entitled “Women in Leadership for Effective Governance- Issues and Challenges” in the ICA (Asia-Pacific) International Regional Research Conference on Governance of Co-operatives: Issues and challenges in VAMNICOM, Pune during Nov.5-6, 2015.

4) Presented a paper entitled “Inclusive Participation of Members in Primary Co-operatives- A Study” in the 9th ICA Asia Pacific international Regional Research Conference on ICA Blueprint for a Co-operative Decade in BICC, Bali, Indonesia on September 16, 2014.

5) Presented a paper entitled “Social Inclusion in Primary Cooperatives in India-Issues And Challenges” in the 4th CIRIEC International Research Conference on The Social Economy on the move... at the crossroads of Structural change and regulation, IRCSE, **Antwerp, Belgium** **24-26** October **2013**.

6) Presented a paper entitled “Mainstreaming Co-operatives in the Global economy through Inclusive Mission- Some Concerns” in the 9th ICA Asia-Pacific International Regional

Research Conference on “Mainstreaming Co-operatives in the Global Economy” in Mysuru, India, during Nov, 29-30, 2013.

7) Presented a paper entitled “Financial and decision-making Participation of Marginalised Small Farmers through Pragathi Bandhu Model in India” in the 16th IAFEP International Conference on “Financial and decision-making participation of low-income, historically disadvantaged, or marginalized populations”, in the School of Management and Labor Relations, Rutgers University, **New Jersey, U.S.A.**, during July 13-15, **2012**.

8) Presented a paper entitled “Local Solutions to the Problems of Impoverished Women - The Study of Initiatives of Women Collectives in India” in the **3rd Nitte International Conference** on Developmental Challenges-Global Aspirations and Local Realities at NITTE, Dakshina Kannada District during Dec. 29-30, **2012**.

9) Presented a paper entitled “Innovative Practices in Financial Inclusion for Inclusive Growth- An Analysis of Collaborative Initiatives for Financial Literacy” in the International Conference on “India Inc. Innovative Management Strategies” organized by Don Bosco Institute of Management Science, Bangalore during Jan 5-7, **2012**.

10) Presented a paper entitled “Sustainable and Innovative Participatory Strategies for Inclusive Leadership Development in Primary Cooperatives in India” in the 3rd International Research Conference on The Social Economy of CIRIEC in **Valladolid(Spain)**, during 6-8 April **2011**. It was recognized as a **Best Paper**.

11) Presented a paper entitled “Women Empowerment through Cooperative Initiatives- An Analysis of Cooperative Relevance to MDG” in the **ICA (Asia-Pacific) International Research Seminar** on the Activities and Initiatives by Co-operatives on Food Security and Climate change and Millennium Development Goals of the UN, with Special reference to Empowering Women And Youth” in the KIIT University, Bhubaneswar, Odisha, India, 22-24 July **2011**.

12. Presented a paper titled “ Towards Economic Inclusion of Women Workers in India” under the theme Employee Participation for Good Firm Governance”, Sub Theme: “Economic Strategy for Supporting the Expansion of Economic Democracy” in World Congress of International

Association of Economics of Participation organized by **IAFEP** and **ERMES**, in Pantheon University, Assass, (Paris II University) held in **Paris, France** during on 8-10 of July **2010**.

13. Presented a paper entitled ‘Gender Parity in Leadership for Inclusive Leadership Development’ in the Second Nitte International Conference on “ Redefining the Roles of Business, NGOs and Governments: A Mission for a Better Global Society” held on 29th -30th December 2010.

14. Presented a paper entitled “ Cooperative Values and Principles as a Competitive Advantage –Some Issues” under the theme “Co-operatives, a Better Business Model: Emerging Opportunities” in the ICA Research Conference(Asia Pacific) organized by **ICA** and **IFFCO** at **FMDI, Gurgaon** during 22- 24 Oct. **2009**.

15. Presented a paper entitled “Strengthening the Spirit of Enterprise - The Cooperative Way” under the theme “People Before Profit: The Response of Co-operatives to the Global Financial Crisis and Economic Recession” in the International Cooperative Alliance Research Conference, United Kingdom organized by **CRU, Open University and Oxford University, UK at Queen’s College, Oxford University London** during 2-4th September, **2009**.

16. Presented a paper entitled “Concern for Community and Environment: Corporate Imperatives and Initiatives” under the Theme: Better Business Practices for Sustainable Social Change” organized by Justice KS Hegde Institute of Management, Nitte in Association with School of Social policy and Practice, University of Pennsylvania, USA at Justice KS Hegde Institute of Management, Nitte, India during 29-30th Dec. **2008**.

17. Presented a paper entitled “ Bridging the Missing Links in Primary Cooperatives in India” in the 1st International **CIRIEC** Research Conference on the Social Economy on the Theme of “Strengthening and Building Communities: The Social Economy in a Changing World” organized by Canadian Social Economy Hub and Scientific committee for the Conference held in **Victoria, British Columbia, Canada** from October 22nd to 25th **2007**.

18. Presented a paper entitled “A Quest for Innovations in Member Development Paradigm in Primary Cooperatives in India” at the International Conference(ICA Global Congress) on “Cooperatives and Innovation: Influencing the Social Economy” jointly organized by **ICA**

Committee on Cooperative Research, Canadian Association for Studies in Cooperation(CASC), Association of Cooperative Educators(ACE) held in **Saskatoon, Canada** (Congress 2007) during 28th May-1 June, **2007**.

19. Presented a paper entitled “Nurturing Human Capital to Intellectual Capital for Cooperative Identity – A Strategic Approach for Effective Leadership in Indian Cooperatives” under the theme “Leadership Role in Preserving Cooperative Identity” at the ICA Asia -Pacific Regional Research Conference in **Colombo, Sri Lanka**,15-16 August, **2006**.

20. Presented a paper entitled “Member Development in Indian Cooperatives: In Search of New Strategies” under the theme “Civil Society and Social Justice” in 4th **ISTR**(International Society for Third Sector Research) Asia Pacific Regional Conference at Bangalore during 16-18th November **2005**.

21. Presented a paper entitled “Micro Initiatives: An Effective Member Relationship Management (MRM) Strategy in Cooperatives in India” under the theme “Widening the Areas and Scope of Cooperative Action” in 3rd **ICA Asia- Pacific** Regional Co-op. Research Conference at **Chiangmai, Thailand** on 30th Nov. **2004**.

22. Presented a paper entitled “Corporate Disclosure and Governance – A Credibility Capital and Key for Development” under the theme “Accounting Education And Research”, sub theme “Corporate Disclosure and Governance” in 26th All India Accounting Conference & International Seminar held at Varanasi— 27-28th December **2003**, organized by Indian Accounting Association and Department of Commerce Mahatma Gandhi Kashi Vidyapith, Varanasi.

23. Presented a paper entitled “A Realistic Paradigm for a Cooperative Member Education in India” under the theme “Cooperatives in the 21st Century: Are We Changing?” at I Asia-Pacific Co-operative Research Conference organized by **ICA**, held in **Singapore** during 27th and 28th June, **2000**.

G) NATIONAL LEVEL:

24) Presented a paper entitled “Winning Member Allegiance-A Key for Repositioning the Cooperatives” under the theme “Positioning Cooperatives in Emerging Market Economy” in the 31st Annual National Convention of Indian Society for Studies in Cooperation, Pune (ISSC) in Collaboration with University of Mysore at Mysore 5-6th March, 2016.

25) Presented a paper entitled “Connecting the Disconnect through the Cooperatives- An Analysis” in the Two day National Conference on “Third Sector Response to Contemporary Challenges”, organized by Sahyadri Institute of Management, Mangalore during Jan.2-3, 2012.

26) Presented a paper entitled “The Co-operative Information for Inclusive Growth- A Study” in the National Seminar on Co-operative Movement in Next Hundred Years: Challenges and Prospects, organized by Karnataka State Cooperative Federation & Dhavala College Moodbidri on Dec.7-8, 2012.

27) Presented a paper entitled “Realizing Women’s Rights for Development” Two day National conference on “Developing Humane Society Through Human Rights Protection: Problems and Prospects” organized by A.J. Institute of Management, Mangalore during Apr.29-30, 2011.

28) Presented a paper entitled “Financial Inclusion through Financial Literacy-A Study of Banks and Academia Collaboration” in Two day National Conference on the theme “Banking and Insurance”, Sub Themes: Financial Inclusion, in the National Conference on Business and Management –NCBM, held on February 18-19, 2011, organized by Sahyadri Institute of Management.

29) Presented a paper titled “Towards Good Health Through Yoga- Analysis of Some Factors” under the theme “Quality Health Care for Better Living”, Sub Theme: Health Promotion Through Nature Care and Yoga organized by Home Science and FND Department, Besant Women’s College held on 20-21 January 2011.

30) Presented a paper entitled “In search of Progressive Strategies For Regional Inclusion” in a Two-day National Seminar on the Theme “Inclusive Development: Strategies and Challenges” organized by A.J. Institute of Management, Mangalore in association with the Planning Commission, Government of India, New Delhi held on March 26-27, 2010.

31) Presented a paper titled “ Responsive Leadership for Making a Difference” under the theme “Soft Skills and Employability” in the Two Day National Conference organized by Besant Women’s College, Mangalore held on 9th of April 2010.

32) Presented a paper entitled “ Social Participation of Students in Financial Inclusion Through R& D Initiatives” in Two day National Conference on the theme “ Social Responsibilities of Educational Institutions” held on September 7th and 8th 2010, organized by Centre for Advanced

studies in Commerce and Management, Canara First Grade College, Mangalore and Association of Mangalore University College Teachers(AMUCT).

33) Presented a joint paper titled “ Students’ Role in Financial Inclusion-A study with reference to Mangalore Area” in The National Conference –“Knowledge Utsav” organized by Jain Research Foundation, Tumkur University and Edu.In in Bangalore, Jain Global Campus on 28th August, 2010.

34) Presented a paper titled “Empowering the Disempowered through Cooperatives- Some Literature Perspectives” under the theme New Trends in Nationalist Writings- Women as Depicted in the Indian Literature, Sub Theme: Literature on Women Empowerment in the Two Day National Conference organized by Besant Evening College held at Mangalore on 23rd and 24th April 2010.

35) Presented a paper entitled “ Cooperatives-The Safety nets for the Development of Women under the theme “India - Sixty Years in a National Life - Empowerment of Women through Cooperatives” in the Two Day National Conference organized by Besant Evening College, Mangalore during 3rd and 4th April 2009.

36) Presented a paper entitled “Member Development in Indian Cooperatives- From Macro to Micro Initiatives” on the theme “Repositioning of Cooperative HRD Institutions in the present Context” in the Two Day National Conference organized by Regional Institute of Cooperative Management, Bangalore, during 30-31 March 2007.

37) Presented a paper entitled “Urban Infrastructure Development- The Need for a Paradigm Shift” in the Two Day National Conference organized by Manipal Institute of Management, Manipal during 15-16 May 2004.

38) Presented a paper entitled “Member Development in Cooperatives – A Search for a Paradigm Shift” in the Two Day National Conference organized by Gulbarga University, Post Graduate Centre, Bellary, during 21-22 February 2004.

H) STATE LEVEL:

39) Presented a paper entitled “Problems and Challenges faced by Women Cooperatives in the Current Scenario” organized by Karnataka State Level Cooperative Federation, Bangalore and Karnataka State Women Cooperative Federation during 12th April 2007 in Bangalore .

40) Presented a paper entitled “Quest for Member Development on the theme Vigilant, Responsible and Accountable Membership and Leadership in Cooperatives” organized by Karnataka State Level Cooperative Federation , Bangalore during 8-9th May 2006 in Bangalore.

I) CONTRIBUTIONS TO THE INTERNATIONAL PROJECT

Contributed information and insights to the International Project which was published in the form of a book titled “Cooperative Enterprise Building a Better World” authored by Ian MacDonald, Wallace and MacPherson published by Global Cooperative Development Group Inc, **Canada, 2013.**

J) MINOR RESEARCH PROJECT:

Completed minor research project under UGC grant of ₹30000 entitled “Leadership Development of Women in Cooperatives- A Study with Reference to Primary Co-operatives in Dakshina Kannada District in Karnataka State” in the year 2005-07. A part of the project report was presented in the International conference held in **Oxford University, London, 2007** and published in **UK.**

K) MEMBERSHIP OF ACADEMIC BODIES:

	International Research organizations
(a)	The Alliance Committee on Co-operative Research (CCR)
(b)	International Cooperative Alliance(ICA)-(Europe and Asia-Pacific),
(c)	Centre International de Recherches et d'Information sur l'Économie Publique, Sociale et Coopérative (CIRIEC)- International Center of Research and Information on the Public, Social and Cooperative Economy, Europe
(d)	International Association for the Economics of Participation (IAFEP)
	International Society for Third Sector Research (ISTR), Baltimore, USA
(e)	National organizations
(f)	Indian Society for Studies in Cooperation, Pune (ISSC)
	Member of Third Sector Research Group (India)
(g)	Regional organizations
(h)	Member of All Mangalore University College Teachers Association
(i)	Member in Mangalore University Commerce Teachers Association

L) RESEARCH GUIDANCE: 1)M.PHIL GUIDANCE: Guided a Student Mrs. Basavarajeshwari Diddimani, Asst Professor in Commerce, Sarosh Institute of Hotel Administration, Mangalore for M.Phil in the HRD in Hospitality Industries The thesis titled “Analysis of Customer Satisfaction in Hospitality Industry - A Study with Reference to selected Hotels in Mangalore city” was submitted to Venkateshwara University in the year 2012.

2) Guided the students to present research papers in the National Conferences (contribution to research and development cell -2011-12)

i). Harisha G, Kavya G, Deepa A, of Final M.Com, **presented a paper** titled “**Rural Development Through Bajpe Vyvasaya Seva Sahakari Bank – A Case Study**” under the Main Thematic stream: “Banking towards Strengthening Rural India- New paradigms and Directions” and Sub Theme: Co-operative Banking and Rural Development in the Two Day National Conference held during 8th and 9th September 2011, organized by Kukke Shri Sumbrahmanyeshwara College, Subrahmanya, Sullia Taluk, Dakshina Kannada.

ii) Shailaja and Ms.Sarvamangala of First Year M. Com **presented a paper** titled “**Challenges And Opportunities In Retail Industry- A Study With Reference to Big Bazaar and Spar in Mangalore City**” under the Main Theme--“Indian Retail Industry –Challenges,Opportunities And Strategies and Sub Theme: - “Challenges and Opportunities in Retail Industry” in the Two Day National Conference held during 15th and 16th September 2011, organized by Nehru Memorial College, Sullia Taluk, Dakshina Kannada .

iii) Ms.Archana Nayak and Ms.Bindiya Shetty, First Year M.Com, **presented a paper** titled “**Consumer Behaviour Strategies-A Study with Reference to Selected Retailers in Mangalore City**” under the Main Theme--“Indian Retail Industry –Challenges, Opportunities And Strategies and Sub Theme: “Consumer Behaviour in Retailing Industry” in the Two Day National Conference held during 15th and 16th September 2011, organized by Nehru Memorial College, Sullia Taluk, Dakshina Kannada .

iv) Geetha of Final B.Com has presented a paper titled “**Women And Empowerment**” in the **paper presentation Competition** and won the **First Place** with a cash award of Rs 500 organized by School of Social Work, Roshani Nilaya, Mangalore held on 09.02.2012.

v) Guided the students to contribute research based articles to the college magazine “**Deepika**”.

vi) A Project(2011-12) on “Students’ Role in Financial Inclusion-A study with reference to Mangalore Area” was done with the active participation of the students in disseminating financial literacy to the poor. About two hundred and fifty new bank accounts were opened for the unbanked people in the study region and fifty no frill accounts were opened for the marginalized segment. The exposure to the project helped the Students to get social and life skills apart from experiencing the grass root realities. Two students have presented a paper on the project in the National conference held in Jain institute of Management, Bangalore.

M) CONSULTANCY SERVICES:

1. Was consulted by the Presidents of the Women Dairy Cooperatives for the allied business development plans through horizontal integration on 24-1-2016.

2. Shared the expertise on the “Business Development Plans in Cooperatives” to all Women Office Bearers of Multi Purpose Cooperatives, Dairy Cooperatives, LAMPS and Banks on 7-12-2010 organized jointly by Karnataka State Cooperative Federation, Bangalore, D.K. District Cooperative Union, Mangalore.

3. Was consulted by CAMPCO and was assigned the task of setting the question papers and evaluating the answer scripts of the trainees (663 in number) for the examination for the post of Junior assistants and Accountants (1-07-2010 to 13-09-2010).

4. Was nominated as a member of the ICA(Asia-Pacific) International Research Committee from the Southern Region on 3-09-2009.

5. Shared the research expertise with National Cooperative Union of India on the human resource development strategies for the members to be implemented in the development project in 2008.

6. Trained the managers, secretaries and other office bearers of different cooperatives through the training camps organized by the cooperative Union D.K. and the Cooperative Training Institute, Moodabidri during 2007-2009.

7. Was nominated as an expert member of a Core Committee formed on 14.08.2007 by the Karnataka State Co-operative Federation Ltd, Bangalore, for the implementation of member education and preparation of a manual for member education and development project.

8. Attended the core committee meeting held on 29-09-07 at Bangalore and presented a report on the member education in cooperatives to be implemented at the primary cooperatives.

೯. ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಹಕಾರ ಮಹಾಮಂಡಳ ನಿ. ಬೆಂಗಳೂರು ಹಾಗೂ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮಹಿಳಾ ಸಹಕಾರ ಮಹಾಮಂಡಳ ನಿ. ಬೆಂಗಳೂರು ೧೨-೦೪-೨೦೦೭ರಂದು ಆಯೋಜಿಸಿದ ಸಹಕಾರ ಚಳುವಳಿಯ ಶತಮಾನೋತ್ಸವದ ಅಂಗವಾಗಿ 'ಮಹಿಳಾ ಸಹಕಾರ ಸಂಘಗಳ ಸಮಗ್ರ ಅಭಿವೃದ್ಧಿಗಾಗಿ ಶಿಫಾರಸ್ಸುಗಳ ಸಿದ್ಧತಾ ವಿಚಾರಗೋಷ್ಠಿಯಲ್ಲಿ' ವಿಷಯ ತಜ್ಞರಾಗಿ ಭಾಗವಹಿಸುವಿಕೆ.

(N) EXTENSION SERVICES: (Shared the expertise with the cooperative community and the society)

Was invited as a resource person on the following themes:

- a) "Professionalism for the Employees" in the District level Cooperative Training workshops organized by Souharda Cooperatives Federation at Udupi on 2-8-2016.
- b) "Professionalised Administration" on the eve of 135th Birthday celebration of Molahalli Shivarao at SKDCC Bank on 4.8.2015.
- c) "Women Empowerment through MSME" for a UGC sponsored Two day national seminar on Issues and prospects of Micro, Small and Medium Enterprises organized by Sri Dhavala College, Moodabidri on 28th January 2015.
- d) "Public Relation in Cooperatives" in the State level one day Workshop on the "Role of Members in the Development of Cooperatives" held on 22-08-2015 in Moodbidri Co-operative Service (MCC) Bank organised by MCC Bank and Economics and Cooperation Department, Sri Dhavala College.
- e) "Women Empowerment through cooperatives- Ways and Means" and "Member Education" for the Managers and the Secretaries of Primary Agriculture Cooperative Societies-Belthangady Region-organised by the Karnataka Cooperative Federation on 14-12-2012.
- f) "Popularising the Cooperative Development Model" among the Women, Youth and Deprived Section on 16-11-2010 organized jointly by Karnataka State Cooperative Federation, Bangalore, D.K. District Cooperative Union, Mangalore, Puttur Women Multi-Purpose Cooperative Societies and all the Women Cooperatives in Puttur.

g) “Inclusive Development & Empowerment of Women in Cooperatives- Prospects and Challenges” at the Cooperative Convention on the eve of Cooperative Week Celebration and Silver Jubilee Celebration of Ujire Women Multipurpose Society on 18th November 2009.

h) “Women Empowerment Through Self Help Groups” in UGC Sponsored One Day Workshop on “Empowerment of SHGs through HRD at Sri Dhavala College, Moodbidri, held on 26th July 2008.

i) ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಹಕಾರ ಮಹಾಮಂಡಳ ನಿ. ಬೆಂಗಳೂರು ಹಾಗೂ ದಕ್ಷಿಣ ಕನ್ನಡ ಜಿಲ್ಲಾ ಸಹಕಾರ ಯೂನಿಯನ್ ನಿ ಮಂಗಳೂರು ಮತ್ತು ಶ್ರೀ ರಾಮಕೃಷ್ಣ ಪತ್ತಿನ ಸಹಕಾರ ಸಂಘ ಆಯೋಜಿಸಿದ ಕಮ್ಮಟದಲ್ಲಿ ಒತ್ತಡ ನಿರ್ವಹಣೆ ಎಂಬ ಉಪನ್ಯಾಸವನ್ನು ೧೩ - ೧ - ೨೦೦೮ ರಂದು ಶ್ರೀ ರಾಮಕೃಷ್ಣ ಪತ್ತಿನ ಸಹಕಾರ ಸಂಘದ ಅಧಿಕಾರಿಗಳು, ಪ್ರಭಂದಕರು ಮತ್ತು ಅಕೌಂಟೆಂಟುಗಳಿಗೆ ‘ಒತ್ತಡ ನಿರ್ವಹಣೆ’ ಎಂಬ ವಿಷಯದ ಬಗ್ಗೆ ಅತಿಥಿ ಉಪನ್ಯಾಸವನ್ನು ಮಾಡಿರುತ್ತೇನೆ.

j) ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಹಕಾರ ಮಹಾಮಂಡಳ ನಿ. ಬೆಂಗಳೂರು ಹಾಗೂ ಉಡುಪಿ ಜಿಲ್ಲಾ ಸಹಕಾರ ಯೂನಿಯನ್ ನಿ.,ಉಡುಪಿ ಇವರುಗಳ ಸಂಯುಕ್ತ ಆಶ್ರಯದಲ್ಲಿ ೨೯-೦೬-೦೭ ರಂದು ಉಡುಪಿ ಜಿಲ್ಲೆಯ ಮಹಿಳಾ ಸಹಕಾರ ಸಂಘಗಳ ಅಧ್ಯಕ್ಷರು, ನಿರ್ದೇಶಕರಿಗೆ ಏರ್ಪಡಿಸಿದ ವಿಶೇಷ ತರಬೇತಿ ಶಿಬಿರದಲ್ಲಿ ಸಹಕಾರ ಸಂಘಗಳ ಮೂಲಕ ಮಹಿಳೆಯರ ಆರ್ಥಿಕ ಅಭಿವೃದ್ಧಿ" ಎಂಬ ವಿಷಯದ ಬಗ್ಗೆ ಉಪನ್ಯಾಸವನ್ನು ಮಾಡಿರುತ್ತೇನೆ.

k) ಧರ್ಮಸ್ಥಳ ಸೇವಾ ಸಹಕಾರಿ ಬ್ಯಾಂಕು ಇದರ ನೂತನ ಮಿಯಾರು ಶಾಖಾ ಉದ್ಘಾಟನ ಸಮಾರಂಭದ ಸಲುವಾಗಿ ಮಾರ್ಚ್ ೧ ೨೦೦೭ ರಂದು ಮಿಯಾರುನಲ್ಲಿ ಜರುಗಿದ ಸಮ್ಮೇಳನದಲ್ಲಿ ‘ಸಹಕಾರ ಸಂಘದಿಂದ ಸದಸ್ಯರಿಗೆ ಉಪಯೋಗ’ ಎಂಬ ಎಂಬ ವಿಷಯದ ಬಗ್ಗೆ ಉಪನ್ಯಾಸವನ್ನು ಮಾಡಿರುತ್ತೇನೆ.

l) ಕರ್ನಾಟಕ ರಾಜ್ಯ ಸಹಕಾರ ಮಹಾಮಂಡಳ ನಿ. ಬೆಂಗಳೂರು ಹಾಗೂ ದಕ್ಷಿಣ ಕನ್ನಡ ಜಿಲ್ಲಾ ಸಹಕಾರ ಯೂನಿಯನ್ ನಿ ಮಂಗಳೂರು, ದಕ್ಷಿಣ ಕನ್ನಡ ಸಹಕಾರಿ ನೌಕರರ ಸಹಕಾರಿ ಸಂಘ ನಿಯಮಿತ, ಮಂಗಳೂರು ಇವರ ಆಶ್ರಯದಲ್ಲಿ ದ.ಕ ಜಿಲ್ಲೆಯ ನೌಕರರ ಸಹಕಾರಿ ಸಂಘದ ಅಧ್ಯಕ್ಷರು, ನಿರ್ದೇಶಕರು ಮತ್ತು ಮುಖ್ಯ ಕಾರ್ಯ ನಿರ್ವಹಣಾಧಿಕಾರಿಯವರಿಗೆ ೬-೧೧-೨೦೦೭ ರಂದು ಏರ್ಪಡಿಸಿದ ವಿಚಾರಗೋಷ್ಠಿಯಲ್ಲಿ ‘ಆಡಳಿತ ಮಂಡಳಿಯ ಜವಾಬ್ದಾರಿ ಮತ್ತು ಕರ್ತವ್ಯಗಳು’ ಎಂಬ ಅತಿಥಿ ಉಪನ್ಯಾಸವನ್ನು ಮಾಡಿರುತ್ತೇನೆ.

m). Was a Resource person at the State Level Training Camp for the officers on the theme “Utility of Cooperative Principles in the Development of Backward Class” Organised by Devaraj

Urs Backward Class Development Corporation, Bangalore & RUDSET, Dharmasthala at Dharmasthala on 7-10-06.

O) INVITED AS CHAIRPERSON IN NATIONAL OR INTERNATIONAL CONFERENCE/ SEMINAR

Sl. No	Title of Lecture/ Academic Session	Title of Conference/ Seminar etc.	Organiser
1	Chaired a session on the Theme Comparative Advantage	ICA International Research Conference : People before profit; The response of Co-operatives to the global financial crisis and economic recession, at Queens College, Oxford University, London, U.K , 2-4 th September, 2009.	Co-operative Research Unit, The Open University and Oxford University, London U.K
2	Chaired a session on the Theme Innovation Management for Sustainability	Second International Conference on India Inc. Innovative Management Strategies, 5-7 Jan, 2012.	DBIMS, Bangalore
3	One of the discussants in the session on the theme “Financial and decision-making participation of low-income, historically disadvantaged, or marginalized populations”	16th IAFEP International Conference held in New Jersey, U.S.A , July 13-15, 2012.	School of Management and Labor Relations, Rutgers University, New Jersey, U.S.A.
4	Chaired a session on the Theme “Financial inclusion through Co-operative Sector in Rural areas – Challenges and Effectiveness held at Sacred Heart College, Madanthyar	One Day UGC sponsored National Seminar on “Financial inclusion through Co-operative Sector in Rural areas – Challenges and Effectiveness, 15 September 2015	Sacred Heart College, Madanthyar in association with Bankers Institute for Rural Development, Mangalore.
5	Chaired a session on the Theme	Two Day National Seminar on Swami Vivekananda: Youth Icon and Apostle of Social Harmony in the Current World Order, 21st and 22 nd March 2014	Besant Evening College, Mangalore.

6	Chaired a session on the Theme Indigenous Management practices	Two-Day National conference on Indigenous Management practices and Sustainable Development: Paradigms & Paradoxes, 26-27, September, 2013	Shree Gokarnanatheshwara College, MUCTA, MANUSHA, Mangalore
7	Chaired a session on the Theme “Women Empowerment”	Two day National Conference on “Third Sector Response to Contemporary Challenges”, 3, January, 2012	Sahyadri Institute of Management.
8	Chaired a session on the “Emerging Trends in Entrepreneurship Development in India	Emerging Trends in Entrepreneurship Development in India, 22, January, 2011.	Besant Women’s College

P) FACULTY DEVELOPMENT PROGRAMMES(FDP/MDP) ATTENDED:

Sl.No	Programme	Duration	Organised by
1	FDP on Multivariate Statistical Research: Inter-Dependence Techniques	23&24 August 2012	St Aloysius Institute of Management & Information Technology(AIMIT)Beeri, Mangalore
2	FDP on Research Methods for Business Management And Social Science	11th to 17th July 2011.	St Aloysius Institute of Management & Information Technology(AIMIT)Beeri, Mangalore
3	Staff Development Programme (SDP) on “Modern Approaches to Academic Research and Publications”	21-22, January 2011.	A.J. Institute of Management, Mangalore
4	MDP on “Research Methods for Social Sciences –A Skill Building Approach”	9-11th August 2010	St Aloysius Institute of Management & Information Technology(AIMIT) Beeri, Mangalore
5	FDP on “Statistical Techniques And Data Analysis using SPSS”	16-17 July 2009	SPSS South Asia Pvt. Ltd Bangalore And St.Agnes College, Mangalore at St. Agnes College
6	TQM Workshop on Professional and Human Resource Enhancement held at St. Aloysius College	20th March 2007.	Regional Office of Collegiate Education, Mangalore and St. Aloysius College

7	Six Days Faculty development workshop on Developing E-Learning Resources	18-12-06 to 23-12-06	UGC-Academic Staff College, University of Mysore and Educational Multi-Media Research Centre, Mysore
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Q) WORKSHOPS ATTENDED:

1. State level UGC sponsored workshop on “Statistical Computing” on 19th & 20th February 2016 organised by the Department of Statistics, Poornaprajna College, Udupi.
2. Attended National Workshop on Changing Contours of Indian Economy held at St. Aloysius College, Mangalore on 24 September, 2013.
3. One Day Workshop on “ Investment Management and ICT Content held on 17th January 2012 at SVS College, Bantwal.
4. Workshop on “Funding Agencies for Research Projects and Designing Project Proposals at St. Agnes College organized by DK and Kodagu Library Association (Regd), Udupi and Library and Research & Development Cell, St. Agnes College on 19th December 2008.
5. A Workshop on Communication Skill organised by Regional Office of Collegiate Education, Mangalore at Besant Evening College on 11-2-2004.
6. National Seminar cum Workshop on “Improving Quality of Teaching and Learning in the Classroom” Sponsored by National Assessment and Accreditation Council, Bangalore, and Organised by Total Quality Management Centre, Mahatma Gandhi Memorial College, Udupi on 22-23 March 2004.
7. One day Workshop on Total Quality Management organized by Regional Office of Collegiate Education, Mangalore at Besant Women’s College on 25-11-2003.
8. One day Workshop on Industrial Financing and Marketing organized by MUCTA and Canara College on 10-7-1999.
9. One day Workshop on Commerce Education for 21st Century organized by MUCTA and Canara College on 12th July 1998.
10. One day Workshop on Economic Crimes –Globalised Indian Economic Scenario organized by MUCTA and SDPT First Grade College, Kateel at SDPT College, Kateel on 4-1-1998.

11. Two -Day Workshop on Companies Bill 1997 and Qualitative Tools in Decision making organized by MUCTA and Canara College on 23-24 th November 1997 at Canara College, Mangalore.

12. Two- Day Workshop on Quantitative Techniques as a Managerial Tool organized by MUCTA and Canara College, Mangalore at Canara College on March 24-25, 1997.

13. One day Workshop on Management thought in the changing Economic scenario organized by MUCTA and SDM College of Business Management , Mangalore on 28th September 1997 at SDM College, Mangalore.

14. One-Day Workshop on Balance Sheet Analysis held at SVS College, Bantwal, August 22, 1992.

15. One-Day Workshop on the subjects “Tax Planning for the Salaried People” and “Consumer Protection Act and Related Issues” held at Govinda Das College, Surathkal on 27th March 1992.

R) INVITED AS- CHIEF GUEST/ GUEST OF HONOUR/ MODERATOR/ JUDGE

1. Chief Guest for the Valedictory Session for the Two-Day UGC Sponsored National Workshop on Developing Digital Library Using D Space organized by Library and Information Centre, Sri Venkataramana Swamy College Bantwal 574 211 D.K. In collaboration with Dakshina Kannada & Kodagu Library Association held on August 6-7 2015.

2. Guest of honour for the Graduation 2016 –Diploma Education in Arabic Language organized by Hidayah-MESCO Arabic Academy on 2nd April 2016.

3. As a Moderator in the technical session “Entrepreneurial Leadership” during a National Conference on “Leadership Effectiveness” organized by SDM Post Graduate Centre for Management Studies and Research”, Mangaluru on 13th February 2015.

4. Participated as a Judge in the event “Patra Sampark”(Paper Presentation) during EDIFY 2014 held at Manel Srinivas Nayak Memorial Besant Institute of Post Graduate Studies, Bondel, Mangalore on 4th March 2014.

5. Was a Chief guest at MCF quarters on the eve of celebration of children’s day on 14th November 2012.

6. Participated as a Judge for the State level Elocution Competition on the Cooperative Themes organized for the College and P.G. level students by the Karnataka State Cooperative Federation, Dakshina Kannada Cooperative Union and Mangalore University on 25th January 2010 at Mangalore University, Konaje.

7. Participated as a Moderator in the National Seminar on “ The State and Civil Society in India on 10th January 2009 organised by Besant Women’s College.

(S) TALKS DELIVERED:

1. On the theme “Strategies for women empowerment” at the NSS Camp of Gokarnanatheshwara college, Mangaluru on 2-4-2016.

2. On the theme “Enhancing Personal Effectiveness for a Rewarding Career” while inaugurating the Two day workshop on the aforesaid theme for the undergraduate students organized by MSNM Besant Institute of PG Studies, Mangaluru on 12-3-2015.

3. On the theme ‘Self- help Initiatives for self-reliance’ at the NSS Camp of Gokarnanatheshwara college, Mangaluru on 27.12. 2014.

4. On the topic “The Preparation of Research Paper” for the First Year M.Com students in Canara College, Mangalore on 11th January 2014.

5. On the topic “Gandhian Values of Self-help and Sarvodaya for Empowering the Youth” for B.A. students in Sri Gokarnanatheshwara College, Mangalore on 27 th January 2014.

6. On the theme “ Ethical Issues and Dilemmas in Marketing Management” for the M.Com students in Gokarnanatheshwara College on 26th March 2012.

7. In the Lioness Nite on the theme “Community Development Activities- Opportunities for Lioness Club” organized by Lions and Lioness Club, Brahmagiri, Udupi (Dist 324-D4 Region II Zone 1) on 20-04-2011, Wednesday at Udupi Lions Seva Mandir.

8. On the theme “Career Guidance” to the P.U.C students of Besant Junior College on 31st of August 2010.

9. On the theme “Social Entrepreneurship” to the M.B.A students of MSNM Institute of Management, Besant Vidya Kendra on 19th of August 2010.

10. On the topic “Presentation Skills and Presenting a Paper” for the M.Com students on the eve of SACMAC Programme in St. Aloysius College on 7-08-09.

11. On the topic “Social Entrepreneurship” for the MBA students of SDM College on 29-September 2009.

12. Delivered a lecture on “Sociological Development of Women-Some Issues and Concerns” in the workshop arranged on the occasion of the celebration of the International Women’s Day by Women Forum, Alva’s College on 11th March 2009.

(T) SEMINARS/ CONFERENCES ATTENDED:

1. One-Day National Seminar on “ Issues and Challenges in Global workplace” organised by Besant Women’s College and MUCTA on 29th October 2015.

2. One- Day National Seminar on “Social Capital Formation-The Indian experience” organised by Besant Women’s College and Mangalore Sociology Association on 17th January 2014.

3. Two- Day National Seminar on “Media-Ethics and Practices” organised by Besant Women’s College and Dept. of Mass Communication and Journalism, Mangalore University on 13-14 December 2012.

4. Two- Day National Seminar on “Quality : The Key Factor in Administrative Reforms in Higher Education” organised by IQAC Besant Women’s College and the Association of First Grade College Principals, Mangalore University on 28-29th December 2012.

5. One-Day National Seminar on “Effective Partnerships Between Commercial Banks And Micro-Finance Institutions organised by Besant First Grade Evening College in association with Corporation Bank, Mangalore held on the 12th September, 2013.

6. One-Day National Seminar on “Effectual Disaster management in India with Special reference to Dakshina Kannada” organised by Besant First Grade Evening College, Mangalore held on 17th December 2013.

7. Two-Day National Conference on ‘Financial Reporting Standards and Tax reforms organized by St. Aloysius College(Autonomous) Mangalore held on 19th and 20th of March 2010.

8. One-Day Seminar on the theme “Reforms led development –A myth or reality” at Vijaya College Mulki organized by Forum of Free Enterprises, Mumbai and Vijaya College Mulki held on 31-10-2009,.

9. Two-Day National Seminar on “ Value based Education and Literature organised by Besant Women’s College on 14-15th February 2008.
10. Two-Day Second Annual Conference on Public Policy and Management organized by the Centre for Public Policy, Indian Institute of Management, Bangalore on April 12 to 14, 2007.
11. One-Day State Level Seminar on “Special Economic Zones” held at Govinda Dasa College, Surathkal, Mangalore organised by Govind Dasa College, Surathkal held on 11th August 2007.
12. Two-Day National Seminar on “ Development, Civil Society and Third Sector: The Emerging perspectives” organised by Mangalore University, Mangalagangothri on March 27-28, 2007.
13. One-Day Seminar on “Professional and Human Resource Enhancement” held at St. Aloysius College, Mangalore on March 20, 2007.
14. National Seminar on ‘Are India’s Development Programme Women Oriented?’ organised by Besant Women’s College, Mangalore on 12-13 Jan. 2007.
15. Two-day National Seminar on “Human Resource Development: New Paradigms and Directions” held at Mangalore University Campus, Mangalagangothri organised by Dept. of PG studies & Research in Commerce, Mangalore University on 17-18 March, 2006.
16. National Conference on “Quest for Quality and Excellence in Higher Education through Industry- Academia Interaction” organised by Besant Women’s College held on 14-15, February 2006.
17. Two-day Conference on “Integrating Research with Social Agenda: An action plan for Sustainable Coastal Development in Karnataka” at College of Fisheries, Mangalore, organized by Association of British Scholars, Mangalore Chapter, Urban Research Centre, Mangalore and College of Fisheries held on 27-28 Jan 2006.
18. National Seminar on “Third Sector Governance” organised by Justice K.S. Hegde Institute of Management, Nitte and Project on Third Sector Governance, University of Mysore held on 2-2-2004.
19. Two-Day National Seminar on “Synergising the State, Market & Third Sector for Development” at Indian Institute of Science, Bangalore organized by Acharya institute of Management and Science on 6-7, August, 2004.

20. Three-Day National Seminar on “Agriculture (in the context of Second Phase of Green revolution)” conducted at Puttur organized by Vivekananda College Puttur in association with Mangalore University economics Association during 1-3rd April 2004.

21. Two-Day National Seminar on “Intellectual Property Rights in Key Areas” Organised by SDM College of Business Management Mangalore on 26-27 March 2004 at SDM college, Mangalore.

22. Two-Day National Seminar on WTO and the Banking Sector in India Organised by Mangalore University, Corporation Bank Chair in Bank Management on 16-17 February 2004 at Mangalagangothri.

23. National Seminar on Third Sector Governance organised by Justice K.S. Hegde Institute of Management, Nitte and Project on Third Sector Governance, University of Mysore held on 2nd February 2004 .

24. Fifth State Level Conference of Teachers of Commerce and Management on “Corporate Challenges to Commerce and Management Education” hosted by Mangalore University Commerce Teachers’ Association and organized by federation of Teachers’ Councils of Commerce and Management in Karnataka held on 16-17th October 2003 .

25. One-Day National Seminar on “ Management of Not-for-Profit Organisations: Issues and Concerns” organised by Justice K.S. Hegde Institute of Management , Nitte held on 23rd April 2003.

26. One-Day National Seminar on “ Finance Sector Reforms and Investment Planning” organised by St. Aloysius College, Mangalore held on September 21, 2002.

27. One-Day National Seminar on “Managing Rural sector in the Context of Globalisation” at NET Campus organized by Justice K.S. Hegde Institute of Management, Nitte conducted on 27th April 2002.

28. Two-Day National Seminar on “Corporate Philanthropy and Social Development in India” organized by Justice K.S. Hegde Institute of Management, Nitte and University of Mysore - Project on Third Sector Governance held on 16-17 March 2002 at Nitte.

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