



INTERNATIONAL SYMPOSIUM

Integrating Investment Planning and HR Policy:

*A dual approach to workforce management in
Higher Education Institutions*

DATE: 23rd August 2025

VENUE: FMC MDP ROOM

FHMCT SEMINAR ROOM

REGISTRATION FEES (Including GST) :

₹500 for All the Participants



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SYMPOSIUM NOTE

This symposium seeks to explore the synergistic relationship between investment planning and HR policy in the context of higher education institutions. As educational organizations strive for sustainability and excellence, aligning financial strategies with human capital development is imperative. The sessions will provide a platform for academics, researchers, and professionals to share insights, propose innovative models, and discuss policy implications that enhance workforce engagement, retirement planning, and institutional performance. Through panel discussions and paper presentations, the symposium will foster collaborative thinking on how integrated planning can improve employee satisfaction, financial wellness, and organizational resilience in the higher education sector.

SYMPOSIUM AGENDA

Time	Session	Venue
9:00 AM – 9:30 AM	Inauguration	FHMCT Seminar Room
9:30 AM – 11:30 AM	Panel Discussion	FHMCT Seminar Room
11:30 AM – 11:45 AM	Tea Break	FHMCT Restaurant
12:00 PM – 1:30 PM	Paper Presentation Session I	FMC MDP Room F-20, F-23, F25
1:30 PM – 2:00 PM	Lunch Break	FMC Lobby
2:30 PM – 4:00 PM	Paper Presentation Session II	FMC MDP Room F-20, F-23, F25
4:00 PM – 4:30 PM	Valedictory Session	FMC MDP Room

CHIEF GUEST



Mr. Girish Kharosekar
CFO Advisor & Mentor
Ramaiah Evolute

Mr. Girish Kharosekar has over 25 years of expertise in finance and compliance operations across diverse industries. As CFO (Advisory), he plays a pivotal role in fostering strategic alliances, mobilizing funds, and overseeing finance operations within the company as well as with fund allocators such as Venture Capital Funds, Family Offices and Incubators. He is CFO (Advisor) for Ramaiah Innovation Foundation's Evolute program as well Indian Institute of Technology, Jammu's incubation and funding program called as I3C.

Throughout his career, Girish has held senior finance roles at prominent organizations such as Intel in India, Intel Malaysia, Cisco Systems, Sasken, and Pandorum Technologies. He offers strategic and financial counsel to deep tech startups and collaborates with fund allocators, including AIF Cat II funds and seed-stage accelerators. He holds an engineering degree from the College of Engineering, Pune, and a postgraduate degree in Management Studies from IISc Bangalore and Management Program certification from Kellogg School of Management, Illinois.

PANELIST BRIEFING



Prof. ARUN UPADHYAY
FLORIDA INTERNATIONAL
UNIVERSITY (FIU) IN MIAMI,
USA.

Professor Arun Upadhyay is a distinguished academic in finance, currently holding the Knight Ridder Eminent Scholar Endowment Chair at Florida International University (FIU) in Miami. His research focuses on corporate governance, including leadership structures, board composition, financial reporting, and executive compensation. He has published extensively in top-tier journals such as The Accounting Review, Strategic Management Journal, and Journal of Corporate Finance. Before joining FIU, he taught at the University of Nevada, Reno, and the University of Alaska, Anchorage, earning accolades for both research and teaching. Prior to academia, he gained practical experience in commercial banking, specializing in credit analysis and international banking. His blend of scholarly rigor and real-world expertise has made significant contributions to the field of corporate governance.



Dr. HAMID SAREMI
Professor of Financial
Management

Dr. Hamid Saremi is a globally recognized leader in finance, academia, and strategic development, holding dual Ph.D.s in Financial Management and Human Resource Management with over 30 years of experience at leading Iranian institutions—including serving as Chancellor of Asrar Higher Education Institute and Vice-Chancellor of Islamic Azad University. He has supervised more than 120 postgraduate and doctoral scholars, authored over 180 papers in Scopus and ISI-indexed journals, and published influential books on finance, investment, and accounting, while integrating advanced financial tools like MATLAB, SPSS, and QuickBooks into both teaching and consultancy. A frequent keynote speaker and external examiner at prestigious universities across Iran, India, and Malaysia, Dr. Saremi has presented his research at over 100 international conferences, contributing major insights into financial innovation, risk management, cost accounting, and organizational empowerment—demonstrating his enduring impact on shaping the next generation of financial leaders and institutional excellence



Dr Anju Kalluvelil
Deputy Dean of Southern
Cross Institute (SCI),

Dr Anju Kalluvelil Janardhanan is currently serving as the Deputy Dean of Southern Cross Institute (SCI), leading academic programs, staff development, and strategic planning to enhance educational quality. She has been recognised with Teaching Excellence and Academic Excellence awards from Swinburne University and Federation University, respectively. A dedicated researcher in Accounting, Finance, Higher Education, and Management, Dr Anju has published extensively in prestigious journals and serves as a HDR Supervisor, Peer Reviewer, and PhD External Examiner. Her student-centered teaching philosophy integrates reflective practices and innovative technology to create an inclusive, engaging learning environment.

Holding a PhD in Commerce and multiple postgraduate qualifications, she is a member of the Institute of Public Accountants Australia, Institute of Financial Accountants UK, Australian Institute of Company Directors, Associate Fellow Higher Education Research and Development Society of Australasia and a Fellow of the Institute of Managers and Leaders ANZ. She is guided by the motto: “Embrace Knowledge, Inspire Minds, Ignite Change.



CA Udayakumar Shetty
Head, Finance, Accounts
and Banking
RUAS

CA Udayakumar Shetty - Head - Finance, Accounts and Banking

CA Udayakumar Shetty is a distinguished Chartered Accountant with over 35 years of versatile experience across industries such as development banking, hospitality, real estate, pharmaceuticals, jewellery, food production, and metal trading. He has held leadership roles in several multinational corporations across India and abroad, including in Germany, Russia, the UAE, Oman, Qatar, Bahrain, Thailand, and Sri Lanka. His global exposure spans the eye care, microscopy, and medical electronics sectors. With a strong foundation in finance, accounting, and taxation, he brings a strategic outlook and operational expertise to every role he undertakes. For the past seven years, he has been contributing significantly to the education sector in senior finance leadership positions. His diverse background and global perspective make him a valued expert in institutional financial management and strategic planning.



Dr. Shankar A
Business Coach, CFA

Dr. Shankar A - Business Coach, CFA

Shankar A, a seasoned Business Coach and Financial Consultant, brings over 30 years of experience across top firms like Unilever, L&T, GE, and Synchrony Financials. He has held key leadership roles including CFO, Supply Chain Head, and Vice President–Finance CoE. Currently, he is the Co-Founder & CEO of RightEdge Learning Solutions and Hon. Secretary of MSDO–MSME Forum. His expertise spans Business Strategy, Virtual CFO Services, Operational Efficiency, and Financial Risk Management. An ACMA, ACS, and PGDM holder, he also conducts finance training for entrepreneurs and MSMEs.



Mr. Sandeep Ohri
Business Strategy
Consultant

Mr. Sandeep - Business Strategy Consultant

Leverages Behavioural Science to help individuals and organizations make better decisions. With 36+ years of cross-industry experience, he has led large teams, built startups, and driven global business growth. A certified expert in Behavioural Economics, he has trained 350+ professionals and 2,400+ students. He also teaches at leading universities and runs popular knowledge-sharing platforms.



Prof. Harini
HR - 24/7

Prof. Harini with over 15 years of experience in Human Resources spanning from hiring, learning & development to training. Harini is an IIM alumna and a Computer Science Engineer. As a certified leadership hiring expert and mentor, she is passionate about empowering others. She actively supports the LGBTQ+ community, is an advocate for women's empowerment, and champions Corporate Social Responsibility and giving back to the society. Harini is a self-proclaimed bookworm, a voracious reader, nature lover, and inclusion catalyst.

In her current role, she leads the Diversity, Equity & Inclusion, and Culture charter at [24]7.ai globally. She is a new plant parent and a wrestling supermom to her teen son!



Dr. Namita Mishra
Professor at Institute of
Management Technology,
Ghaziabad

Dr. Namita Mishra, is a distinguished professional having in depth association with education and research projects. Her teaching experience is in Finance, Accounting with over 18 years of expertise. Academically she is MCOM, MBA and PhD from reputed universities. She is a certified financial analyst from IIM Kashipur. She has authored 03 books and two edited volumes with national and international publishers. Professor Namita has published more than 37 research papers in national, international and conference proceedings of repute and 17 patents to her credits. She is a reviewer of journal of national and international of repute

Dr Namita's exceptional contributions have earned her accolades such as Dr. S. Radhakrishnan memorial Award-2009 from Healthy Universe foundation for her excellent contribution in education. She is associated as Life members of different academic bodies.



Dr. Bindu Nambiar
Associate Professor, FMC

Dr. Bindu Nambiar comes with over twenty two years of experience in Corporate, Training, Teaching and ACADEMIC administration. She holds a Doctorate in Management in the area of Behavioral Finance from Bharathiar University. She held middle and senior management roles in the corporate sector primarily with Financial services, Insurance, Wealth Management, Media and Travel industry. She has been an empanelled Trainer with IIT Delhi, IID Gadag, FIMS, CUSAT, CREST, America India Foundation and delivered over 100 training programs for Academic institutions and MSME business in Retail, Finance, Real estate and Wellness. Dr.Bindu Nambiar has been a passionate teacher with over 10 years of experience as a faculty, Dean and Director (Academics and Operations).

She was Awarded "Outstanding Education Leadership Award 2023". A sought after speaker in the domains of "Self-Management", "Team Dynamics", "Career Enhancement" and "Strategic improvement mechanisms for business", and a Certified Transformational leadership Trainer, delivered function specific training, Management Development programs for managers and Board members with customised Training programs across South India. She has served on Board of Studies, Syllabus Revision Committee Convenor for Bangalore City University, Director-Youth affairs for Rotary International, President-Bharathiya Vidya Bhavan PTA and Invited Lecture for Indo-Dutch Centre on Climate change Law, Research and Education. She has Published a white paper on "Enhancing electrical safety in Indian hospitals: A comprehensive study of private healthcare facilities" at the National SEEM Awards.

CALL FOR PAPERS

We invite academicians, researchers, scholars, and industry professionals to submit original research papers aligned with the symposium theme.

Suggested Sub-Themes (Not Limited To):

- Investment Planning Strategies in Education Sector
- Innovative HR Policies for Academic Institutions
- Financial Well-being and Employee Retention
- Role of HR in Financial Planning
- Dual Role Leadership in Institutional Management
- Performance-linked Investment Models
- Sustainable Workforce Practices
- Financial Inclusion and HR Synergy in HEIs
- Investor Sentiment and Employee Engagement
- Green Investment and Human Capital Efficiency in Emerging Markets
- Ethical Investing and Organizational Culture Alignment
- Financial Literacy as a Driver of Institutional Sustainability
- Integrated Reporting: Bridging Financial and Non-Financial Metrics
- Strategic Cost Management in Talent-Driven Organizations
- The Role of HR Analytics in Financial Planning and Budgeting

Abstract Submission Guidelines for Paper Presenters

All paper presenters are required to submit their abstracts following the instructions below. Once the abstract is confirmed, submission of the full paper is mandatory. The accepted and selected papers will be published with an ISBN number in the symposium proceedings.

Abstract Format:

- Word Count: 250–300 words
- File Format: .doc or .docx
- Font: Calibri, size 12
- Line Spacing: 1.5

The Abstract Should Include:

- Title of the Paper
- Name(s) of the Author(s)
- Designation and Institutional Affiliation
- Contact Number and Email ID

Submission Details:

- Submission Window: 11th August 2025 to 20th August 2025
- Acceptance Notification: Will be sent via email after screening
- Only accepted abstracts will be considered for presentation
- Full papers must be submitted after abstract confirmation
- Selected papers will be considered for publication in the symposium proceedings with an ISBN number (subject to review)

Registration Details for All Participants

Registration Fee: ₹500/- (for both attendees and paper presenters)

Instructions:

- All selected participants (both attendees and presenters) are required to register by filling out the official Google Form and making a payment of ₹500/-.
- The **Google Form link** is provided in the **brochure** for both payment and registration.
- **Payment methods:** UPI / Bank Transfer / QR Code (payment details will be available in the form).
- After successful payment, participants must upload the payment screenshot or scanned receipt in the Google Form.
- Only those who complete both payment and upload the receipt will be considered fully registered.
- **E-Certificates** will be issued only to registered participants (both attendees and presenters).
- **Best Paper Awards** will be given to the most outstanding papers presented during the International Symposium.

CHIEF PATRONS



Prof. Abby Mathew
Dean, FHMCT, RUAS



Prof. Sharath Kumar K.M
Dean, FMC, RUAS

PROGRAM COORDINATORS



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