

Dr. K. Aparna Rao

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Profile Summary

Strategic, visionary, and student-centric academic leader with over 26 years of progressive experience in higher education. Proven record of excellence as Director, Principal, and Professor across premier institutions. Adept in institutional development, global collaborations, research leadership, and faculty mentoring. Recognised for holistic student engagement, value-based leadership, and fostering an innovative, driven academic environment.

Core Competencies

Visionary Leadership | Higher Education Strategy | Research & Innovation | Academic Policy & Governance | International Collaborations | Faculty Development | Student Welfare & Development | Institutional Branding | Accreditation & Compliance | Curriculum Design | Organizational Development | Emotional Intelligence | Diversity & Inclusion

Professional Experience

DIRECTOR | PROFESSOR | PRINCIPAL

Dedicated and compassionate professional focused on student counseling with 26 years of proficient experience. An intuitive educator, enthusiastic and result-oriented volunteer. An articulate mentor and counsellor proficient in project handling, establishing research centers, and steering conferences. Eager to provide a positive direction for the student's emotional and academic well-being. Conscientious and flexible, well-read in using societal aids and showcases immense responsiveness to manage student behaviour and criticism to create compelling lesson plans that take into account their strengths and weaknesses.

Extremely well-versed in advocating and organizing student-centric programs for the physical and mental welfare of the students. Seasoned director with notable success of leading a cadre of research centers, organizing extensive research programs, and foreign university tie-ups at the college level. Superintending a cohort of research scholars for doctoral programs. Authored books, wrote numerous research articles, conducted conferences, seminars, and workshops. Continually oriented towards student betterment as a facilitator in the field of education. Seeking platforms to build lives both as a leader and an academician.

Core Competencies:

Awards:

- “South Indian Women’s Achiever award - 2020” by SIWAA
- “Distinguished Women’s achiever” award, Chennai
- “National women leadership” award, Kolkata
- “APJ Abdul Kalam Best Teacher” by ISBR B School, Bangalore
- One of the most “Influential Directors” among the top 100 B Schools in India

September 2025 – till date, Deputy Director R V Institute of Management Studies

Key Deliverables

- **Academic Excellence**

Provide leadership in the effective delivery of MBA, BBA, and B.Com programs through curriculum innovation, adoption of NEP 2020 guidelines, and integration of industry-relevant practices.

- **2. Centre Development and Oversight**

Guide and strengthen RVIM’s Centers of Excellence, ensuring quality outcomes in examinations, research, financial markets, and skill development initiatives.

- **3. Institutional Strategy and Governance**

Support the Director in formulating and executing strategic plans, implementing policies, and enhancing operational efficiency across departments.

- **Faculty and Student Development**

Promote continuous faculty upskilling and mentorship while fostering holistic student engagement through academic, co-curricular, and value-based initiatives.

- External Collaborations

Build and nurture partnerships with industry, academic institutions, and global organizations to enhance RVIM's brand visibility, knowledge exchange, and placement opportunities.

- Quality Assurance and Accreditation

Oversee quality benchmarks, accreditation processes, and optimal resource utilization to ensure sustainable institutional growth and compliance with regulatory standards.

1st September 2025- Serving as the Deputy Director at RV Institute of Management Bangalore.

January 2024 – August 2025, International Academy of Management & Entrepreneurship as Director & Principal

Key Deliverables:

Managing projects, programs, and procedures in collaboration with faculty management, contemplating all four departments: MBA, BCOM, BBA,

Training consultants to corporate by identifying training needs utilizing a variety of assessment methodologies

Conducting training/ development needs analyses and valuations on an organizational, civic, and/or discrete basis, and recognizing and instigating quantified expansion programs and initiatives to meet assessed needs

Consulting numerous higher educational institutions to marshal didactic resources and deliver erudition prospects for assorted populaces

July 2022 - December 2024 : Mewa Vanguard Business School As Director and Principal

One of the best B schools in Bangalore, MEWA VBS's curriculum is a balanced blend of academics and extra-curricular activities that facilitates a holistic development and transformation of the students into confident and passionate individuals.

Key Deliverables:

- Managing projects, programs, and procedures in collaboration with faculty management contemplating all four departments - MBA, BCOM, BCA, BBA, and Aviation
- Organizing, premeditating, and establishing priorities for assigning resources within the sequencer, counting the advance and enactment of Program budgets, conscription, and policies

- Developing improvement stratagems for B-school for better reach and quality program delivery as an edupreneur
- Training consultants to corporates by identifying training needs utilizing a variety of assessment methodologies
- Conducting training/ development needs analyses and valuations on an organizational, civic, and/or discrete basis, and recognizing and instigating quantified expansion programs and initiatives to meet assessed needs.
- Consulting numerous higher educational institutions to marshal didactic resources and deliver erudition prospects for assorted populaces.
- Superintending inventory of office stores and accomplishing ordering, stowing, and dispensing within the prearranging twelve- monthly budget
- Reconciling circadian maneuvers, being extant for educators, staff members, parents, apprentices, and communal adherents
- Ensuring facilities and paraphernalia are safe and secure to bar costs, increase revenue, and lessen breakdown
- Establishing academic canons, directing their enactment, and making certain teachers stood equipped with the obligatory possessions to meet the essential yardsticks

May 2015 - June 2022: GIBS B School, Bangalore

As Founding Member, Professor, and Director

Global Institute of Business Studies (GIBS), a part of Goyal Educational Trust, an Institute of International standards, has successfully built its reputation as one of the best IRE, and finishing B schools in Bangalore in terms of pioneering refined quality of learning, keeping up the morale and intellectual support across the all-encompassing span of advanced education in India.

Key Deliverables:

- Introduced IRE (Innovation, Research, Entrepreneurship) revenue generation, finishing programs for post-graduation students

- Scrutinized the sectors of MBA, PGDM, BCOM, and BBA while joining forces with multiple universities
- Formulated and implemented a strategy that boosted the worth and reputation of the program and the establishment
- Organized quite a few student-driven programs like reciprocal learning, hypermedia mashup, and challenge-based learning
- Conducted more than 400 webinars and 25 skill-based programs for students
- Exhibited pioneering leadership through ingenuity, perception, and engagement with the sprouting business environment
- Organized, planned, and set priorities for the allocation of resources within the Program which encompassed the development and execution of Program budgets, staffing, policies, and procedures in assistance with talent and administration bearing in mind the college's mission and standards
- Managed an enduring process of Program assessment, including evaluating student and institutional conclusions
- Built sturdy associations with the business community, as well as with faculty and students
- Led project management team in the development/execution of conferences and endured IRE programs
- Worked with colleges under diverse universities to develop affiliated courses
- Fostered communication with alumni and encourage participation in events, programs, and monetary support
- Designed curricula and taught courses in the development of oral and written communication skills, project management, research, and negotiation
- Safeguarded course and syllabus alignment by performing ongoing examination review

Sep 2012 - March 2015: The Oxford College of Business Management, Bangalore, As Professor and Principal

The Oxford Group started its humble beginning with a nursery school in J P Nagar, Bangalore in the year 1974. It was the brainchild of the founder Late Sri. S. Narasa Raju and the group has grown by soaring heights and accomplished milestones.

Key Deliverables:

- Tended the departments of BCOM, BBA, MBA, and MCOM
- Handled people-related tasks involving new talent, employee engagement, and career development
- Hired multitudinous potential staff onboard to excel and go beyond
- Admitted 2500 students keeping in view the strength of the curriculum
- Played an Instrumental role in establishing a research center of Bangalore University, while maintaining its honorable standing

- Presided the college executive management committee as a member of the university management team
- Chaired meetings of the faculty and provided academic and strategic leadership for the faculty and fostered inter-disciplinary and inter-faculty co-operation
- Promoted and settled good governance within the college compatible with and supportive of overall affiliated university governance structures and policies
- Led the premeditated development of the college in line with UGC's, and AICTE's strategic plan
- Met with the teachers and parents as part of measuring progress and gauging behavior
- Supported teachers in their disciplinary decisions by hearing them out and dividing the responsibilities
- Established and maintained an effective learning climate by coming up with interactive projects

From 1998-2012 worked as Professor in various Institutions.

- Surana College
- The Oxford College of Business Management
- MVJ College of Business Management
- Hasnath College

Educational Qualifications

- Executive Management Programme in Entrepreneurship Development - IIT Delhi
- Doctor of Philosophy (Ph.D.) - Kuvempu University,
- M Phil – MS University, 2001
- MBA – HR, Osmania University, 1998
- MBA – Marketing, Osmania University, 1996
- MA in Psychology (pursuing) – IGNOU

Research Activities

About my Doctoral thesis - “Retention Management in Software and Service Sector in Karnataka”

The research surveyed and verified the way preservation management was done in the software and service segment, many aspects occasioned the abrasion of software and service sector workforces, as a result, the notion found countless ways and procedures for the preservation of the same.

- Successfully guided 3 research scholars for Ph.D

- Systematized International Conclave on “Contemporary Management Practices “on 13th December 2019 and was instrumental in
- inviting the delegates from Lincoln College, Illinois, USA, and top-level management from Microsoft, USA
- Chaired several national & international conferences in Bangalore
- Served as external evaluator for Ph.D. thesis at Presidency University, Bangalore
- Reviewed and examined for VTU Ph.D.
- Revised several editorial boards
- Aided as an editor at National Level Journal, Vidyaniketan Journal of Management Research, VJMR, for both print and online. The Online Journal is available at: vjmr.informaticspublishing.com
- Assisted as an advisory board member for the international conference on strategic management organized by The Oxford College of Business Management, HSR Layout, Bangalore, September 25, 2013
- Guide and mentor for Research for Ph.D. – Management discipline at Bharathiar University
- Guide and mentor for Research for Ph.D. – Management discipline at Bharatidasan University

Professional Associations

- Bangalore University
- Mysore University
- Bharathiar University
- Bharathidasan University
- Lincoln College, Illinois USA
- Member of the All-India Management Association
- Member of Bangalore Management Association
- Member, National Institute of Personnel Management
- AIMS
- NHRD
- Rotary Club of Vidyapeeta

Seminars and Talks Attended

- Attended and presented a research paper at the International Conference on Arts, Economics, and Management (ICAEM 14), conducted by the International Centre for Economics, Humanities and Management on 22nd and 23rd March 2014 in Dubai, UAE
- “Inner Space’, Advertising Seminar of Deccan Herald

- Dynamically participated in workshops on “Effective Teaching “by M I Nehruji, Colt Batteries, Bangalore
- Personality development on Psychometric Tests at Hotel Atria
- National Seminar on internationalization of Indian higher education organized by NAAC and BU
- HR in the IT Industry, conducted by NIPM and MSRIT
- Strategic HRM conducted by TAPMI and AICTE
- National seminar on NAAC conducted by AIMS
- Teaching pedagogy in organization behavior-conducted by RV Institute of Management, Oct 2011

Books Authored

- Co-authored a book named “Fundamentals of HRM”, Himalaya publishers, 2013, ISSN-978-93-5051-006-3
- Co-authored a book named “Personnel Management”, Himalaya publishers, ISBN-978-93-5051-006-3
- Co-authored a book named “Personnel Management and HRM”, Himalaya publishers, 2013, ISSN-978-93-5051-008-4
- Authored – “Human Resource Development” – Complete course material for BU, Distance Education

Articles Published

- “Why the latest AICTE norms make 2020 great for MBA/PGDM admissions”, India Today
- “Effects of covid-19 on digitalization and work-life balance – Indian experience”, manager – the British journal of administrative management ISSN: 1746 – 1278 – ABDC Listed
- “Public Resilience and Stress Management to Overcome the Crisis Situation Covid 19”, Xi'an Shiyou Daxue Xuebao (Ziran Kexue Ban)/Journal of Xi'an Shiyou University, Natural Sciences Edition – (Scopus indexed)
- A Study on Employee’s Welfare for Differently Abled at Lemon Tree Hotel in Bengaluru”, Journal of Education: Rabindrbarati University, ISSN: 0972-7175 – UGC Care Journal
- Job satisfaction among the lady conductors of BMTC, Bangalore”, Global conference transition at DBGI. Bangalore
- Impact of Economic Empowerment on Job Satisfaction among Employees of Garment Companies in Bangalore City, IJRTE, ISSN: 2277-3878 (Online), Volume-8 Issue-3S3, November 2019. Page No.: 631-633. (Scopus Indexed)

- “Effect Of Job Stress on Work-life Balance of Women In IT Sector”, Studies In Indian Place Names, ISSN 2394-C114, Vol 40, Special Issue 6
- “Assessment Of Service Quality in An Organized Retail Store - A Case Study”, JGRS, ISSN: 0374 – 8588 Volume 21 Issue 14, November 2019(Scopus Indexed)
- “A study on psychological empowerment of women employees of selected BPO companies in Bangalore City”, IJMDRR, ISSN – 2395- 1885
- “Impact of Employee Empowerment on Job Satisfaction of Private sector Bank employees working at Bangalore”, Contemporary
- management practices, ISBN 978-93-86891-16-7, Vol 1, GIBS B School
- “Employee Engagement at Workplace: A Study Concerning Selected Hospitals in Bangalore”, Contemporary management practices,
- ISBN 978-93-86891-16-7, Vol 1, GIBS B School
- Employee Retention Strategies concerning Selected IT Firms in India”, Contemporary management practices, ISBN 978-93-86891- 16-7, Vol 1, GIBS B School
- “Job satisfaction among the lady conductors of BMTC, Bangalore”, Global conference transition at DBGI. Bangalore
- “Enhancing creativity and innovation through virtual teams in an organization: A global perspective”, Prathibodh – 2017, SVIT Bangalore
- “The impact of social support system on women employees in IT sector for achieving work-life balance”, Prathibodh – 2017, SVIT Bangalore
- “Retention Management” - in National conference held at Karpagam College of Engineering, Coimbatore
- “Strategies in Retention Management”-in a national conference held at Mangalore University, Mangalore
- “Women in IT” – in Matru Chaya, an NGO, Bangalore
- “Green HRM” Practices in HR in a national conference held at IPE Osmania campus Hyderabad. Presented paper
- “People Capability Maturity Model (PCMM) Revolution in Creating a Quality and Competent Workforce” in International Conference held at The Oxford College of Business Management, Bangalore
- “Influence of Employer Branding on Employee Attraction and Retention” in the International Conference held at The Oxford College of Business Management, Bangalore. A study on the social support system and its impact on women employees for achieving work-family balance concerning IT companies, IJMR, Volume 08 Issue 1, January 2020, ISSN: 2321-1784