IGNITE

FLAME UNIVERSITY

IN THIS ISSUE

Message from the Vice Chancellor

Dear All,

I am delighted to present the first edition of IGNITE, a bi-annual magazine of FLAME University. I would like to thank Professors Dinesh Shenoy, Ravi Bhavnani, members of the Research Office and all our faculty, staff and students for their efforts.

As we offer courses in liberal education and management, our faculty members are uniquely positioned to generate research on a wide range of areas such as literature, sociology, human resources, finance and banking, economics, sustainability, IT, psychology, policy making, international studies, politics, performing arts and more. This diversity of expertise also gives us the opportunity to contribute to the industry, government and society. I believe that we have a larger mandate to make an impact which is far beyond offering high quality education.

Starting this year, we have taken a multi-pronged approach to step up our research agenda and create a truly engaging research ecosystem. We hope to encourage faculty members to collaborate with colleagues and faculty from other institutions in India and globally. We also plan to allow students to participate in more research projects and are exploring ways to get our alumni involved going forward.

FLAME's faculty pool represents some of the finest minds hailing from prestigious institutions in India and abroad. I am confident that our faculty fraternity will contribute significantly to the research output of FLAME and accelerate its journey towards becoming a truly research-focused global university while also becoming a hub for cross-collaborative research.

My best wishes to all the faculty members.

DISHAN **KAMDAR**

Vice Chancellor, FLAME University

Interview with Professor Sharon Barnhardt

IGNITE caught up with Professor Sharon Barnhardt of FLAME University in her lab and asked her questions on her research work at CESS-FLAME University. She shares her experience of working closely with Abhijit Banerjee and Esther Duflo, 2019 Noble Prize winners in Economics.

We know that an issue that you're looking at closely are iron levels among the economic lower classes in India. Could you tell us a little bit about the anemia crisis facing the poor in this country?

Levels of anemia are alarmingly high across India. In the last NFHS survey it was at 53% for women and 23% for men, on average. This is a health problem, of course, and also becomes an economic concern because anemia can lower concentration and worsen memory — things kids need to be able to do to perform well at school — as well as reduce the productivity of physical labor which India's poor rely on to earn a living.

The policy thrust is the prevention of anemia among pregnant and lactating women, understandably because the harms can be devastating for newborns, infants, and their mothers. But when you look at what's being done about anemia among men, it's almost nothing. And at 23%, the proportion of men with anemia is higher than either men with high blood sugar levels or suffering hypertension (11.9% and 13.6%, respectively, in the fourth National Family Health Survey). This all means we have lots of men walking around sluggish and functioning at a low level and either earning too little for the amount of physical labor they perform or working too hard to earn their income.

Professor Sharon Barnhardt, in her laboratory at FLAME University

Anemia is higher than average in a belt along the east coast of the country, and it has to do with diet. Changing what people eat is extremely hard, particularly in places where it's difficult to access the diverse range of fruits and vegetables that humans require to be healthy. There are two alternatives to eating the right foods in the right quantities. The first is to take iron supplements — that's what policies promote. The second is to eat food that has been fortified with iron. The advantage of fortified food is that they are safe for everyone, and one does not need to be diagnosed with anemia to eat it. From a policy perspective, not having to identify anemic individuals and then treat them could save a lot of financial resources.

What approach have you and recent Nobel Laureates Abhijit Banerjee and Esther Duflo taken in your project in India?

Our J-PAL team worked in 400 villages for a few years to determine if iron-fortified salt could combat iron-deficiency anemia in the general population. Salt is an ideal food to fortify because everyone already uses it. Several organizations, including the National Institute of Nutrition (Hyderabad), have come up with safe and stable ways to fortify iodized salt with iron. They tested it for safety and acceptability and even measured its impact on hemoglobin levels in small controlled studies. We wanted to see if we could sell it through village shops, get people to buy it, and what the health impacts would be on several groups, including working-age men who aren't part of other efforts to address the illness.

What are the most important results?

I think what we learned from our "edutainment" experiment is the most interesting. Edutainment is a growing field where media that is meant primarily to be entertaining integrates educational messages. Abhijit, Esther, and I worked with a media company in Delhi to produce a short comedy film and embed messages about double fortified salt in it. Showing this video in our "treatment" villages turned out to be the most effective thing we could do to get more households to buy double fortified salt.

Why does "edutainment" work and why is it important?

The emotional content of the entertainment, be it humor or drama or fear, draws our brains' attention and helps us better remember what we've seen. The educational parts make a stronger impact this way, even though they aren't the main focus. Some recent films like *Toilet: Ek Prem Katha* and *Pad Man* are close to this, though one probably would not see those films without an idea that they're trying to educate us about sanitation and women's health. The most sophisticated edutainment makes content that the target audience would want to see for its own sake, and then they also get exposed to the educational parts. My favorite example of this is a TV show in the US called *16 and Pregnant*. This program is what we think of as trash TV that teenagers would watch. But that's the target market for talking about preventing unwed pregnancies. And when teenagers watch for the entertainment value, they also learn how terrible it is to be a girl in high school who accidentally gets pregnant. There is decent evidence that this TV show reduced teen pregnancies in the US. There are many other examples from around the world that have been investigated now, and the methods used to study their impacts are very good now.

This is important because most public health work has traditionally thought to merely "inform" people about their health and assumed people would change their behavior. This idea was also prominent among academic economists. Our models assume full information, and it's a market failure when individuals do not know everything they need to know to make a decision.

> **"FLAME University students come into the lab, sit at computers, and play games that measure things like generosity or cooperation."**

There have been a lot, I mean *a lot*, of studies that gave people important information and found it did not change anything. When we inform people dryly about what they should do, say, use a toilet instead of practicing open defecation, behavior does not change at all. So as a community, development economists were left thinking that information failures weren't a problem across a range of issues.

But edutainment takes a psychological twist on that market failure and applies what we know about what the mind pays attention to and what helps it encode memories. Generally speaking, we have to embed information with emotional content if we expect people to take notice and be influenced. The research results of these studies show that information failures actually do exist, but what we have to do to overcome them is first to grab attention and then give information.

This sounds like something marketers have known for a long time.

Haha, yes, they do seem to be one step ahead of behavioral scientists. But the difference is that we actually measure what works in the real world to address problems that disproportionately affect the poor. And that's what the Nobel is for this year. Abhijit and Esther have built an organization [The Poverty Action Lab, or J-PAL] that helps researchers address public policy with the most rigorous research methods we currently have. I've been a Faculty Affiliate with J-PAL for nine years now, and we're all working to build a culture of evidence in policymaking around the world. Policies should be backed by data, and when we say a policy or program causes an improvement in people's lives, that should be based on a research design that allows us to do more than correlate policies and outcomes.

Who funds work like this? Do you need approvals?

This work was mainly funded by the National Science Foundation and DFID. My other large experiment in progress, community sanitation solutions in Odisha, is funded by the Bill & Melinda Gates Foundation.

There are a lot of approvals we need for research on human subjects! We can't just intervene in people's lives without someone making sure our procedures treat people with respect and do not harm them. Three different ethics committees approved the fortified salt research, including the Indian Council for Medical Research. We also take informed consent from every person in the study. In this case, that's over 30,000 people.

How is this related to your work at CESS Nuffield - FLAME University?

At the Centre for Experimental Social Sciences, we also do randomized experiments, as the name suggests, but we focus on ideas that can be studied in a lab. In a standard experiment, FLAME students come into the lab, sit at computers, and play games that measure things like generosity or cooperation. In the background, we are basically flipping a coin to put each one into a control group or a treatment group. And each group plays slightly different versions of the game.

The other variety of studies we focus on are "lab-in-the-field" experiments. For these, participants are not students, and we tend to answer questions that are more applied in nature. For example, we designed an experiment to find out how citizens' perceptions of police effectiveness and fairness vary when officers are male or female. We went to households across Maharashtra and showed different versions of a video about a crime the police were investigating. We only changed the gender of the officer who was investigating the crime, so all of the other elements that influence people's perceptions would be equal. The day we spent dressing up an actor as a policeman and then as a policewoman was a fun one at CESS!

When Abhijit and Esther won the Nobel Prize, part of me thought, "Oh no, it's going to be hard to finish that paper now."

How has it been working with Abhijit and Esther?

It's excellent, of course. They're super smart, creative, and fun to be around. They really care about low-income families, and that sense of purpose drove the founding and rapid growth of J-PAL. We published some of our research results in the *Journal for Development Economics* and two chapters in books put out by the University of Chicago Press, but we have one more paper to finish. When they won the Nobel Prize, part of me thought, "Oh no, it's going to be hard to finish that paper now" because so many people want their attention all of a sudden.

Maybe you could plant some messages to them within TV shows.

Yes, I should try that!

Designing Caliban

LILY **KELTING**

Assistant Professor of Literary and Cultural Studies

I love teaching Shakespeare's final play, *The Tempest*. There is the sense that, nearing the end of his career, Shakespeare goes for broke and throws all his beloved tropes from throughout his career into one play. It's delightfully weird, but also easy to teach, because this assemblage of motifs helps students draw connections with other plays on the syllabus: brothers become vicious enemies, and the space of exile becomes the space of transformation, just like in *As You Like It*. A legitimate ruler is overthrown by sabotage, like in *Macbeth*.

And like *Othello*, *The Tempest* asks how to define the British "us," and who defines the "other." Both *Othello* and *The Tempest* bear the stamp, then, of wider Early Modern interests in exploration and exploitation of Africa and the East and West Indies. Mentions of the Americas and India in the play cement this reading, as does the historical timeline. The East India Company (EIC) was incorporated by royal mandate in 1600; from 1607-1609, the EIC set up their first factory on the Coromandel coast. *The Tempest* was staged in 1610.

In *The Tempest*, Shakespeare gives us the character Caliban, the son of the Algerian witch Sycorax, who grew up on the remote, nameless island on which the play takes place. The banished Duke of Milan, Prospero, arrives on the island and presses Caliban into service chopping and carrying his wood. Caliban is the original inhabitant of the island ("this island's mine by Sycorax my mother" [I.ii.347]), who taught Prospero how to find fresh water and gather food when he first arrived. After an assault on his daughter Miranda, Prospero concludes that Caliban is a "devil, a born devil, on whose nature / Nurture can never stick" (IV.i.188–189). The abuses and threats hurled at Caliban continue throughout the play: he is called "poisonous slave" (I.ii.323), "tortoise," (I.ii.319), "a freckled whelp, hag-born" (I.ii.285), "servant monster" (III.ii.5), "debauched fish," (III.ii.24), the child of the devil himself.

Conventionally, Prospero is the hero of *The Tempest*: an author-figure, benevolent patriarch, even champion of the liberal arts. But as Caribbean novelist George Lamming notes, if a reading of *The Tempest* as a play that celebrates Caliban was a mistake, it was "a mistake, lived and felt by millions of men like me." Rather than accept the insults hurled at Caliban at face value, Lamming and millions others like him (including me!) see these insults as a prime example of the way the play reflects Early Modern ideas about the limits of the human: ideas that enabled British colonial expansion.

But for that, we need some critical theory. Scaffolding Shakespeare's texts with historical and theoretical frameworks

Professor Lily Kelting, in class with some of her students

lays the groundwork for the performance-based approaches I have adopted to teach these texts. In 1952, the Martiniquan psychologist Frantz Fanon wrote *Black Skin, White Masks*, a book that would become a foundational text in the field of postcolonial studies. Fanon weaves together anecdote, social analysis, psychology, and rhetoric to conclude: "[The black man's] metaphysics, or, less pretentiously, his customs and the sources on which they were based, were wiped out because they were in conflict with a civilization that he did not know and that imposed itself on him" (110). In *Black Skin, White Masks*, Fanon is writing about his own experiences as a colonized Black person, but he is also writing—you might say—on behalf of all the characters who are "colonized" by European literature: characters like Caliban.

The idea for this "Designing Caliban" assignment came out of a class I designed at the University of California, San Diego: Performance Studies for Theatermakers. The deservedly prestigious MFA program trains some of the most creative and impactful actors, designers, choreographers and directors in the US theatre world. But I was disheartened by the disconnect between the work I saw produced on stage and the readings I was doing to support my Ph.D., with its emphasis on critical race and gender studies. Aaron in Shakespeare's *Titus Andronicus*, depending on direction and design, is either the play's scheming, stereotypical Moorish villain or the first example of a Black Power advocate in European literature: "Coal-black is better than another hue, / in that it scorns to bear another hue" (IV.2.103-104). Costuming him in a stereotypical hoodie, torn wifebeater, and saggy jeans sat at odds with the critical theory I was reading across campus in the library. Performance Studies for Theatermakers was born.

We read Fanon to introduce a unit on race and empire. In this iteration, I asked the MFA students to be dramaturgs for a day: one common task for a production dramaturg in an American theatre context is to create dossiers of reference images for the director and designer of a production. So we all brought in images of previous stage and film productions of *The Tempest*. How had other artists dealt with the character of Caliban? The

results of our visual research were disheartening. Caliban was often covered in mud or adorned with antlers: usually at least mostly nude. Such choices reaffirm historical associations of blackness with primitivity and animality. The assignment proved that the split between theory and practice in theatre studies is a false dichotomy. Fanon, Shakespeare, and design are not indeed "strange bedfellows"—a phrase coined, by the way, in *The Tempest* itself (II.ii.19). Theory, literature, and artistic practice instead strengthen critical-thinking and close-reading skills when taught together.

That artistic decisions are interpretive decisions is something that theatre artists tend to know instinctively and viscerally. The difference between a heroic or villainous Aaron the Moor might hang quite literally on a hoodie. When I was asked to teach Shakespeare at FLAME, I wondered whether I could adapt this assignment. It was one thing to include Shakespeare in a Performance Theory class, but quite another to include a "performance-based research" assignment in a Shakespeare class. As an article by Dani Bedau and D.J. Hopkins that we read in class succinctly summarizes: "This disciplinary bias is firmly entrenched in the broader field of Shakespeare studies: that Shakespeare is literature." With a LITR course code and everything.

The implicit bias against performance as a form of knowledge runs deep: because of the cross-cultural mingling that occurs in theatre audiences, because of performers' association with licentiousness and sexual freedom, because performance, unlike print, necessarily disappears. To claim that performance might be an equally potent producer of knowledge as literary analysis when dealing with Shakespeare is bold, even in 2019. Isn't Shakespeare the posterchild for English literature? Do a quick image search for "English Literature" and tell me whose face you see. As Ayanna Thompson suggests, "[The world] treats Shakespeare like intellectual spinach. He's good for you. He's universally good for you." If Shakespeare is like spinach, then who are we to talk back?

That, I think, is the strength of this assignment: to present a design (drawn, designed on the computer, written in narrative, whatever) for the character of Caliban. If you have to take responsibility for every aspect of your design, you necessarily have to make decisions about Caliban's look, his sound, his character. To leave him faceless, as one student did, is also a statement. There is no "neutral option," just as there is no objective approach to the text. The performance-based assignment just makes it obvious.

Designing Caliban has led to conversations about hair: whether Caliban might have long hair to symbolize his power, or have his hair cut by his master Prospero as a sign of domination. We talked about language: how does Caliban speak? With a gravelly voice? With a smooth, musical accent? Has he accepted Prospero's "gift" of the English language, or does he reject it—and how? Is Caliban tall and muscular, to show that Prospero's "book learning" has more power in the play than physical strength? Or do the tasks of chopping and hauling wood overwhelm an emaciated and abject Caliban? Is his nudity just another dark body represented as an object-to-be-looked-at? Or is his nudity a site of pathos, as he wraps himself tightly with a ratty blanket cast-off from his masters?

Why do characters constantly refer to Caliban as a fish or turtle? Some suggested that this was because of his smell. Several students imagined Caliban with some kind of skin condition: keloided scars from whipping, or cystic acne, or skin so dry it's scaly. Someone brought in the helpful reference point of the film *The Shape of Water*, in which a lonely janitor falls in love with an amphibious man-fish who is held as a research subject. One way, then, to interpret the fish insults is literally: that the project of the play is then to humanize those who appear to be less-than-human. But most of the class pursued the opposite line of thinking: that showing Caliban as fully human and not-at-all fishlike would show that these insults were baseless, racist.

Several of the design interventions were powerful re-interpretations of the play. One student, for example, designed handcuffs for Caliban that were actually beautiful bejewelled gold bracelets: the idea was that this "gift" of European culture looked nice, but was actually the source of Caliban's enslavement. She imagined that the character might bite or chew at these shackles.

Another student also designed for Caliban a piece of jewelry that spoke volumes: a necklace comprised of natural treasures from the island, woven together with Miranda's hair. Such a prop would show Caliban's agency in exercising personal choice: Prospero is not the only "creator-figure" in the play, if Caliban too crafts objects of beauty.

One of the most radical adaptations of the character proposed that Caliban, like Prospero's other servant, Ariel, was also a shapeshifter. But while Ariel had the ability to control his own

The idea for this "Designing Caliban" assignment came out of a class I designed at the University of California, San Diego: Performance Studies for Theatermakers.

shapeshifting, Caliban lacked the ability to choose his form. He then was forced to physically transform into the insults hurled at him: "hagseed," "mooncalf," "puppy-headed monster," "fish." An adaptation with such a Caliban poses a strong postcolonial critique.

"Representation Matters" is a 2019 commonplace, but representation has mattered since the 1600s. When the drunken butler Stephano stumbles upon Caliban, he basks in his good fortune: he could take Caliban back to England as part of a travelling exhibit of "New World Discoveries." Putting Caliban on display could make him rich. This is not fictional: "Any strange beast there makes a man. When they will not give a doit to relieve a lame beggar, they will lay out ten to see a dead Indian" (II.ii.17) is not idle talk. It is a likely reference to the display of embalmed Inuit corpses brought by Martin Frobisher from the Arctic to England in the late 1500s.

As our final class on *The Tempest* was winding down, I asked the students what they would choose as the final images of *The Tempest*, if they were directing a film adaptation. Shakespeare's play itself does not specify Caliban's fate, but what we imagine happens to Caliban is the moral litmus of the whole play. One student mused that she would show the European characters dressing up Caliban for such a display and leading him in chains toward a ship waiting to return to Italy. This student's single image synthesized historical and theoretical approaches to the text into a singular moment of critique: a critique articulated not through academic argumentation, but through *performance design*. Teaching Shakespeare has given me the opportunity to reflect on my own complicated relationship with "the Bard." More importantly, it's given me the chance to think back on the worshipful and context-less Shakespeare classes I myself took in high school and college… and do something different.

POLICY DEVELOPMENT IN INDIA

Delhi's airpocalypse - a crisis too good to waste. It's time to expand Gujarat's 'cap-and-trade' program nationwide.

CHAITANYA **RAVI**

Assistant Professor of Public Policy

"You never let a serious crisis go to waste" for "it's an opportunity to do things you think you could not do before," according to Rahm Emanuel, then newly-elected President Obama's Chief of Staff in 2008 during the global economic crisis. Emanuel was referring to the crucial policy window provided by the hemorrhaging US economy to question established wisdom and push through new policies, deviating significantly from the status quo.

Delhi's 'airpocalypse', a noxious brew of gases and particulate matter trapped by the city's seasonal fog is a shocking but by now entirely predictable environmental, public health, and public relations crisis. If one ever wanted a prequel to a post-apocalyptic world where the government orders school closures, distributes air-masks, rations mobility, and engages night-patrols to prevent dust-producing construction, the Delhi smog would be a strong contender. It is also a sad commentary on a political elite that has learnt nothing from the Bhopal gas tragedy.

Every winter, Delhi's 18.6 million residents find their beloved megapolis brought to a standstill with heavy smog causing a spike in road accidents, eye and throat irritation, difficulties in breathing, and emergency admissions to hospitals for respiratory ailments. Delhi's Air Quality Index shot past 1000 on 4 November 2019, a full 500 points above the Indian National Ambient Air Quality Standard's 'severe' category and 700 points over the US Environmental Protection Agency's Air Quality Index of 300 beyond which air classifies as 'hazardous.'

A crisis of this magnitude is too "good" to waste, for it provides a valuable opportunity for policy entrepreneurs to harness widespread public outrage to question fundamental assumptions and to propose policies that put a dent in the pollution problem. Similar crises in the US in Donora, Pennsylvania in 1948 which killed 20 people, and the infamous London Smog of 1952 in the UK which claimed thousands, acted as key events for nationwide air pollution control legislation as these countries' emerging middle classes came to appreciate the need for a clean environment.

China, once derided by the *New York Times* as "choking on growth" for air pollution levels worse than Delhi has registered dramatic improvements, with Beijing on the verge of exiting the list of the world's most polluted cities. The Chinese intensified their "war on pollution" in effect since 1998 by identifying highly polluted regions, shutting down coal plants, outlawing residential coal use, investing heavily in renewables and ramping up afforestation programs.

India's partisan politics and federal structure means that it simply cannot move with the single-minded purpose on air pollution problems as China can by way of their regulatory hammer. A case in point is its Graded Response Action Plan, heavily inspired by China that has failed to make a steep dent in the pollution problem despite sweeping measures such as the odd-even scheme that took 15 lakh cars off Delhi's roads and banned all construction.

Delhi is a harbinger of the air pollution challenge that is about to confront Indian cities as the country's inadequate public transport system continues to spur an exponential rise in private vehicles. Moreover, the economy continues to venture into more energy-intensive and environmentally polluting sectors such as heavy manufacturing. India already has 15 out of the world's 20 most polluted cities with 1,95,546 children succumbing to air pollution-related diseases in 2017 (a number that reflects only the reported deaths). A recent study published by the *International Journal of Epidemiology* estimated the combined economic fallout due to stubble burning and Diwali firecrackers at \$190 billion over 5 years, a staggering 1.7% of India's GDP.

There is an urgent need for a nationwide conversation on an alternative suite of policies that can create new incentive structures for individual and institutional sources of air pollution to change behavior. Even as discussions over long-pending emissions standards for thermal plants and vehicles continue, the government should expand Gujarat's pioneering cap-and-trade program for particulate matter current deployed in Surat's textile-dye industrial belt this year.

This market-friendly program imposes a cap (or ceiling) on total particulate matter allowed to be emitted by industries and then divides the cap into permits (allowances) that are distributed to industries based on current pollution levels. With the number of permits fixed and the Gujarat Pollution Control Board monitoring particulate matter levels, industries that find it easier to achieve reductions have a surplus of permits that they can sell to industries that need excess permits to cover their emissions. This approach holds emissions steady while providing industries the flexibility to either reduce their emissions via a variety of methods or buy additional permits from over-complying industries having it in excess which now have a new revenue stream and an incentive to reduce emissions further.

India must also accelerate the onset of the electric vehicle revolution. The recent ₹10,000 crore allocation for 3 years under Phase II of the Faster Adoption and Manufacturing of Hybrid Vehicles and Electric Vehicles is a welcome move in this direction. Deng Xiaoping, China's reformist leader said that it "doesn't matter whether a cat is black or white, as long as it catches mice" in justification of his push to liberalize the Chinese economy away from communism. India's air pollution problem is now so severe that only a pragmatic leadership that uses a creative mix of regulatory and incentivizing policy instruments can ensure the return of breathable air.

> **"India must also accelerate the onset of the electric vehicle revolution."**

> **"India's partisan politics and federal structure means that it simply cannot move with the single-minded purpose on air pollution."**

Can Nudge Theory spur more women in the workplace?

JUHI **SIDHARTH**

Assistant Professor of Public Policy

For the past few years, the world of policy making has been abuzz with talks on the many benefits of Nudge Theory. The theory gained massive traction in several countries after the Nobel win of the economist Richard Thaler in 2017. Like the other Nobel winner Daniel Kahneman, Thaler's work incorporated insights from psychology to understand the good as well as the bad decisions made by individuals in a variety of scenarios.

In his popular book entitled *Nudge: Improving decisions about health, wealth and happiness*, he and coauthor Cass Sunstein define the concept of nudge as any aspect of choice architecture that alters people's behavior in a predictable way without forbidding any options or significantly changing their economic incentives.

To count as a mere nudge, the intervention must be easy and cheap to avoid. Drawing upon several social science studies, the authors state that most individuals make pretty bad decisions, decisions they would not have made if they had paid full attention and possessed complete information, unlimited cognitive abilities, and complete self-control. It is in this context that policy making can use nudges to guide people in the right direction. The concept is couched within the broader idea of libertarian paternalism which proposes to make it easy for people to go their own way, while simultaneously influencing their behavior in order to make their lives longer, healthier, and better. The concept has been successfully applied in a wide variety of situations resulting in people quitting smoking, eating more vegetables and fruits, using separate bins for general waste and recyclable material, donating organs, and paying taxes on time.

In 2010, Britain set up the 'The Behavioral Insights' team, also known unofficially as the 'Nudge Unit' to apply the theory to improve government policy and services as well as to save the UK Government money. India has not been far behind with the central government's policy think-tank Niti Aayog, planning to start a nudge unit this year. In this year's economic survey, chief economic advisor K V Subramanian dedicated an entire chapter on behavioral economics where he elaborated on the benefits of Nudge Theory in policymaking. He also pointed out the effective use of the theory in Swatch Bharat Abhiyaan (SWA) and *Beti Bachao, Beti Padhao*, two recent flagship schemes of the present government.

Several journalists have now documented the role of Nudge Theory in the partial success of Swatch Bharat Abhiyaan in the country. Multiple studies done over the past few years by social scientists have emphasized that the biggest challenge in sanitation in the country is to address people's reluctance or refusal to use toilets. The SWA made extensive use of electronic media to drive home the message about the important health benefits of using toilets. Crucially, advertisements focused on urging families to uphold the honor of their women by building and using toilets—toilets were even renamed as *'izzat ghar'* (house of dignity) in Hindi-speaking states. While we cannot deny the regressive tone of this message, we also have to note that it was effective, mainly because it incorporated a local idiom around gender.

This is perhaps the right time to utilize the growing popularity of Nudge Theory in addressing some of the other pressing problems in India. An urgent problem that should worry anyone who cares about gender equality is the falling female Labor Force Participation Rate (LFPR) in the country. One report states that India's female LFPR—the share of working-age women who report either being employed, or being available for work—has fallen to a historic low of 23.3 percent in 2017-18. Another report notes that female LFPR has had a decadal fall from 36.7 percent in 2005 to 26 percent in 2018, with 95% women (195 million) employed in the unorganized sector. While some of the fall can be explained by an increase in the number of girls in higher education, the data is also indicative of a fall in working rates for older women.

Academic work from across the globe has shown that one of the key indicators of women's empowerment is their participation in

> **"To count as a mere nudge, the intervention must be easy and cheap to avoid."**

> **"This is perhaps the right time to utilize the growing popularity of Nudge Theory in addressing some of the other pressing problems in India."**

the workforce. A woman's entry into the workforce undeniably increases her bargaining power within the household which not only has a positive effect on her health and nutrition but also on the health, nutrition, and education of her children. Scholars working on India have pointed towards conservative social norms as one of the reasons for the falling LFPR across the country. Insights from Nudge Theory would be immensely useful in addressing some pertinent questions in this area: How can nudge policies be used to identify specific barriers to women's work and mobility in urban and rural areas? In what ways can policies and programs address the resistance put up by members of a woman's family and community? What are the best possible ways to convince men—especially fathers and husbands—about the importance of women's employment? In what ways can young women be persuaded to take up careers in the male-dominated STEM fields? Serious thinking around these questions with the help of Nudge Theory can possibly result in effective policies and programs resulting in sustainable change.

Restructuring of schools in India under the New Education Policy

SHIVAKUMAR **JOLAD**

Associate Professor of Public Policy

The Indian school system is the largest in the world with over 1.5 million schools and 260 million children studying from classes 1 to 12. The priority of Indian policymakers and planners since Independence has been making school accessible to children in all habitations. Almost every habitation in the country—whether it is the plains, hills, valleys, or desert—has an elementary school within a 3 km radius. The vastness of the number and the spread of schools comes with enormous complexity in the structure of the schooling system. Schools are fragmented into different levels including primary (1-5), Upper-primary (6-7 or 6-8), secondary (8-10, or 9-10), higher secondary (11-12), with combinations between them varying across and states while managed by different government and private bodies.

The government schools' expansion in the post-RTE (Right to Education) era was to primarily meet the neighborhood norms and political priorities rather than the actual demand in a given region. Although both government and private schools have expanded in the last two decades, enrollment growth is primarily driven by private schools, especially due to the emergence of low-cost private schools. Between 2010-11 and 2015-16, while private school enrollment rose by 17.5 million, government schools lost nearly 13 million. The massive exodus of students from government schools has resulted in the growth of small and tiny schools (in terms of enrollment) in both urban and rural areas. In 2016-17 about 28% of India's public primary schools and 14.8% of India's upper primary schools had less than 30 students, according to UDISE (Unified District Information System for Education) data. Nearly 7,000 schools have zero enrollment. More than 10% of the schools (1.19 lakh) have a single teacher, with the majority being primary schools.

Small schools are economically unviable and challenging to administer due to limited teaching and infrastructural resources. Small, geographically dispersed schools pose challenges to school governance and management, teaching and learning processes. Multi-grade teaching is common and teachers are overburdened, compromising the teaching quality. Lack of subject-wise teachers and specialists for areas like sports, music and arts, the students in small schools miss out on a diverse learning experience. Separation of small primary schools from upper primary, and secondary schools breaks the continuity of schooling leading to higher drop-out rates. There is a need go beyond the physical access to schools and provide students, especially those from lower socio-economic background, with functional schools.

The New Education Policy (NEP), which is in its final stages of approval, has recognized these structural issues in the Indian school system and has proposed ways to restructure them. The NEP builds on the idea of a school complex first proposed in the Indian context by the Kothari Commission. A school complex is primarily a network of neighborhood schools led by one secondary school. These schools will function cooperatively, sharing teaching, staff, and infrastructural resources. It proposes school complexes to integrate early child education with up to higher secondary levels.

According to the NEP, a school complex will build a team of teachers, school leaders, and other supporting staff, share material resources such as libraries, science laboratories and equipment, computer labs, and sports facilities as well as human resources such as social workers, counsellors, and specialized subject teachers including teachers for music, art, languages, and physical education across schools in the complex. Such a school complex, the NEP says, would bring greater resource efficiency, better functioning, coordination, governance, and better management of schools in the schooling system. It would also improve support for children with special needs, better student support, incorporation of art, music, language, physical education, and other subjects in the classroom through the sharing of teachers and improve enrolment, attendance, and performance. The schools will be locally managed through School Complex Management Committees (in lieu of the School Management Committees under RTE) to improve governance, monitoring, and innovations by local stakeholders. The proposal to reorganize public school systems into school complexes, although a sound idea, poses enormous difficulties in operationalization. The process has to deal with integrating heterogeneous system of schools with different management teams. In cities, schools run by state governments, municipal bodies, and state-aided private schools would have to be administratively integrated. In rural areas, one may have to

> ## "The vastness of the number and the spread of schools comes with enormous complexity in the structure of the schooling system."

integrate state run schools, ashram schools, and residential schools. School complex might instigate reactions that could include opposition from the local members, loss of power and autonomy to teachers, logistical difficulty in sharing resources within the cluster, and challenges in redeployment of teachers etc. Integrating early childhood education with schools will require coordination between the Ministry of Women and Child development (which runs the *Anaganwadi's*) and MHRD. Many villages and *gram panchayats* do not have secondary or higher secondary schools, and additional financial resources would be needed to construct them within the campus. School complexes will be challenged to operationalize in difficult terrains like the Himalayan belt, deserts, or dense forests in tribal areas.

The NEP has suggested interesting approaches to restructuring the school system to make it efficient, functional, and effective. However, the policy has to take cognizance of the complexities of schooling system in India, regional variations, and community perception of schooling implementation challenges. A one-size-fits-all approach will be ineffective. A common goal should be accompanied by a differentiated approach to cater to the complexities of schooling in India.

STUDENT
RESEARCH

Turtle-fisher Interactions at Sagareshwar Beach, Vengurla

ANJALI **CHANDAWARKAR** | ARUNDHATI **KARUMAMPOYIL** | KUNJIKA **PATHAK**

The 'Turtlenecks,' as we liked to call ourselves, were a group of 15 students who, in the second year of their liberal arts undergraduate studies, chose an interdisciplinary project proposed by Prof. Andrea D. Phillott for our Discover India Program (DIP) experience. In the preliminary stages, as we were writing up a proposal to work with Prof. Andrea, we were apprehensive about how the students within the group would be able to contribute towards a single project. As it stood then, only two students were pursuing Environmental Studies and the remainder were from a milieu of other academic backgrounds, including Applied Math, Sociology, Psychology, Finance, Communications, and Literary Cultural Studies. However, the project quickly morphed into one that offered the opportunity to examine an environmental issue from scientific, sociocultural, and economic perspectives.

The main focus of our project was sea turtles, and Prof. Andrea's expertise in the field was instrumental in building the enthusiasm with which we took up the project. We began our research with a review of existing literature to understand and gauge the scope of what had already been done and where we could contribute further. During this process we learnt that sea turtles are an important component of India's natural heritage and exist in five species : the green, hawksbill, leatherback, loggerhead, and olive ridley turtles. They feed in India's coastal waters and nest on the mainland and island beaches. As the sea turtles spend most of their life at sea, studying their population biology is challenging, and the apparent lack of sea turtles on the beaches while on-field was a bit of a downer. However, in our literature review, we found out that sea turtles are vulnerable to a number of threats, the largest of which are impacts from fisheries and that the majority of recent research on sea turtle biology and threats in India have been focused on populations of the East coast. And so we decided to focus our project on the West coast due to the existing knowledge gap. In a span of the assigned 10 days to conduct research, we could not have possibly covered the entire Western coastline and a quick survey revealed that our group predominantly had Marathi, Konkani, Kannada, and Hindi speakers, which led us to decide our research locale.

In the last week of September 2018, we interviewed 93 fishers at Sagareshwar Beach, Vengurla, in the Sindhudurg District of Maharashtra to document their local ecological knowledge about sea turtles, the fishing gear and practices they employed, and their interactions with marine wildlife. Local ecological knowledge, or LEK as referred to in shorthand, reflects the accumulated understanding of nature by an individual or community based on their observations and experiences in a particular location. It is a vibrant field of study and analysis, and strengthens information obtained by other research by enhancing knowledge specific to a locality. Thus, in our interviews, we found that fishers had observed all five sea turtle species in local waters. This was important information as it set a new record for the sighting of loggerhead turtles for the Sindhudurg District coast, and there were even accounts of leatherback turtle sightings which had not been reported in the last 20 years. Fishers' LEK resulting from their interactions with and observations of turtles when fishing identified a decrease over time in the size of local populations. However, we could not use their responses to estimate local sea turtle numbers or distribution.

Fishers were quite frank in their reporting of at least one sea turtle per year being accidentally caught in their fishing gear; we received such responses by more than half of them. They also described increasing numbers of turtles getting entangled in their gear over time. When sea turtles were observed floating at sea or stranded on the shore, they were most likely suffering the ill effects of being entangled in such gear and/or inhaling sea water. Sometimes, they were entangled in lost or discarded gear which was abundant in local waters, and couldn't free themselves from such 'ghost gear'. The most likely source of ghost gear are fishers and fishing villages, as some respondents disposed of their nets on the beach or at sea. This was another vital inquiry as ghost gear is a known contributor to sea turtle entanglement and mortality globally, especially in the Indian Ocean, thus making it geographically topical.

As we spent most of our research time shifting between the different locations of the beach while interviewing respondents as they brought in the day's catch, it was surprising to see heaps of discarded net lying along the sand. However, the local community's awareness of the same was a welcoming sight as we often came across groups of people picking up torn nets, broken bottles, and scavenging for floats every other day. This, along with an analysis of our findings, inspired a series of recommendations that could potentially aid the reduction of accidental turtle capture in fishing gear. These include changes in fishing gear and practices, such as the depth of nets and amount of time they remain in the water, and use of simple technology such as net illuminators. Suggested methods for mitigation of this threat also include physical removal of gear from the ocean, appropriate disposal of nets, and economic incentives for the same.

There were also local cultural investments that the fishers had been actively or indirectly participating in conservative efforts. Most of the fishers we interviewed were Hindu and believed that the sea turtle was *Kurma*, an incarnation of the deity Lord Vishnu, a cultural investment which potentially facilitated conservatory practices such as releasing entangled turtles caught in their nets. Economic incentives also played a role in shaping such behaviors, and the majority of fishers we interviewed were aware of the legal protection of sea turtles. In several cases, there was a conflation of the two, with fishers agreeing with the ban, a revering of *Kurma*, and simultaneously being understanding of the issues that sea turtles face while being stuck underwater. However, we did receive reports of the illegal consumption of sea turtle meat and eggs to be an ongoing practice which should be further investigated.

We were proud to present our research findings to the FLAME community in the form of a report, presentation, documentary, and exhibition display. While our report focused objectively on our research and findings, the other components allowed us to express our experience creatively. Our presentation was choreographed in order to deliver the information we collected and our documentary focused on understanding the nuances of the relationship between the fishers and turtles through sociocultural, religious, and economic lenses, and our exhibition was an artistic representation of what stood out most for us during our research on-field, with a smattering of conservation haikus as the narrative of a sea turtle. Most of all, we were proud to have done our part in passing on this research to those who will directly benefit from our research in the form of summaries shared with the fishing community themselves and the local forest department.

The experience enriched us in ways we could never have imagined and gave us a deeper understanding of the manner in which interdisciplinary studies may benefit us. The 15 Turtlenecks who started off a group of enthusiastic yet dissonant minds were soon drawn together under the aegis of a singular project that often shifted to show us new ways of contributing to intellectual spheres and furthering our academic inquiries. At the end of it all, FLAME's Discover India Program is a great way to initiate students into the rigor as well as challenges of research, which is useful in multiple ways at the undergraduate level, and an important introduction to the universe of knowledge.

Anjali Chandawarkar is a final year Literary & Cultural Studies Major with an Open Minor focusing on Sociology and Film and has an affinity for artwork and music.

Arundhati Karumampoyil is a final year Literary & Cultural Studies Major with an Open Minor exploring Film and Theatre Studies and has a keenness for cultures and languages.

Kunjika Pathak is a final year Literary & Cultural Studies Major with an International Studies Minor and has an avid interest in Food and Gender Studies.

RESEARCH SPOTLIGHT

Experiments in Alaska

PRASAD **PATHAK**

Associate Professor of Environmental Studies

Dr. Pathak has done his Masters in Environmental Sciences from Savitribai Phule Pune University and completed his doctoral work from University of North Carolina at Greensboro, NC, USA. He has work experience with both industry and academia.

Prasad's doctoral work is about understanding empirical relationships between lakes and landscape parameters in Arctic Alaska. Arctic Alaska is one of the most highly sensitive regions in the world for climate change. Even though nobody resides there, the sensitive ecosystems are impacted by rising temperatures more than other regions. Lakes in this region appear only during summer, otherwise they are frozen. During summer, the lakes would be ecologically active. They are, however, not supposed to be nutrient-rich (oligotrophic). With climate change, the permanently frozen soil around them is warming up and hence, the vegetation there is changing. This may deliver more nutrients to those lakes. It is required to keep detailed notes of the current situation about the lakes and their nutrient status with respect to their surroundings. To map the current status, Prasad used satellite data along with field work for 37 lakes and their respective watersheds. This research was supported by National Science Foundation, USA.

Back in India, Prasad has been working on urbanization-related studies. India being one of the rapidly urbanizing countries while ostensibly developing 100 smart cities, Prasad focuses on using GIS and remote sensing for Urban Heat Island (UHI) development (urban sensing using low-cost sensors and walkability issues in urban areas). UHI is experienced by urbanized areas' higher temperatures in comparison with its rural counterparts. The increased temperatures are due to man-made surfaces such as concrete and asphalt which occur in cities with high density. These surfaces retain the heat energy received from the Sun and release it over time which, in turn, results into UHI. UHI effect is tightly linked with city energy demand as cities have to spend more energy to keep indoor environment comfortable using air conditioning. The use of air conditioning feeds into the vicious cycle by increasing the outdoor temperatures. Thus, the combination of UHI and energy demand feed into climate change at its own level. UHI also affects the health of urban dwellers, especially, the communities which don't have access to resources as they cannot adapt to the rising temperatures in the cities. Natural resources like trees and water bodies are also negatively affected due to UHI effect. Thus, it is critical to study the nature of UHI effect and to seek solutions while urbanization continues. The traditional way to study UHI is to use satellite images. Satellite sensors, e.g. Landsat, have the ability to detect the temperature of the Earth's surface. These satellite images help understand the nature, extent and seasonality of UHI over urbanized areas, globally.

Recently, Prasad and his international collaborators observed that scientific studies using Landsat images to explore UHI have limitations and that other datasets may in fact be better. Prasad, along with a research group from McGill University, has suggested that one needs to look at urban areas within different climate zones differently and also understand how "rural" and "urban" are defined as that will make a difference in the very definition of UHI existence. For example, areas where a rural background is forest would create different temperature gradient between its urban counterparts as compared to agricultural areas around cities. Besides that, UHI should be technically studied at night-time and hence, the satellite sensors capturing night-time images would be more helpful in studying UHI effect. The research team demonstrated that using night-time images captured by MODIS satellites provide more accurate UHI measures than day-time images. A research paper describing these findings has been submitted to a very prominent journal.

Another limitation of using only satellite data to study UHI is that it does not reveal details at the local (neighborhood) level in a city. Because of UHI, the surfaces like roads, building facades, etc. would be heated. They also impact air temperature around them. The composition of neighborhood—if the buildings are densely packed or they have enough distance between them, how many roads are running through the area and other build environment parameters—would impact how intense the UHI effect is in each area. To study the surface and air temperature together, theoretically, one would need weather stations everywhere. It is not a feasible method to collect data by such means. The research group has designed low-cost sensors using Arduino Uno boards to capture these variations. The units cost less than ₹5000. The data from these units will not only supplement satellite images but will enable us to perform detailed local analysis of UHI. This concept was supported (funded) by ICIMPACTS, Canada. This research has supported several research scholars leading to their PhD and Masters dissertations in India and Canada.

Another focus area for Prasad is walkability issues in urban areas. Urban dwellers are leading sedentary lifestyles, in general. At the same time availability of vehicles and urban planning around automated transportation has led to reduced walking. This is tightly linked with the wellbeing of people and air pollution levels. Some preliminary work carried out by Prasad along with scholars from Duke Global Health Institute, Duke University, NC, USA evaluates walkability infrastructure in Greater Noida. It was observed that the city, being a planned city, has segregated residential sectors and industrial and institutional sectors. This compelled users to use vehicles. Even a walk for exercise was difficult according to the citizens. The results of our survey, however, showed that walkways were available in many parts of the city. The vehicle-pedestrian conflict could be the deterring factor for people not opting to walk. They demonstrated that city walkability for Indian cities can be effectively analyzed using Geographic Information Systems (GIS). Variations of different parameters such as availability of crossings, pedestrian paths, etc. were analyzed individually and cumulatively at the same time using GIS.

Professor Prasad Pathak, at Arctic Circle, in Alaska

In India, funding agencies such as Department of Science and Technology, Ministry of Environment, Forestry and Climate Change and Ministry of Urban Development and Housing support these kinds of studies. In addition, there are international agencies which are eager to collaborate with Indian scholars to explore urban growth in India

INTRODUCING NEW FACULTY

We are pleased to introduce new faculty members that have joined FLAME University at the beginning of this semester (Jul-Dec 2019).

Saloni **Kapur**

Ph.D. Candidate - International Relations | Lancaster University - UK

"
I am a PhD candidate in international relations at Lancaster University in the UK. I also hold an MA in international relations from the University of Warwick in the UK as well as a BA in economics from the University of Pune.

I am the co-editor of *Securitization* in the Non-West, an edited volume published by Routledge in 2019. In addition, I have published my work in several scholarly journals, including Contemporary South Asia, Critical Studies on Terrorism, Global Discourse, Peace Prints, and the Lancaster Journal of Philosophy. I have also written for academic blogs such as South Asia at LSE, the Conversation, and South Asian Voices.

I was Visiting Faculty at the Symbiosis School of International Studies in 2018. I previously worked as a news editor for Control Risks and International SOS in London from 2008 to 2011, as a senior analyst for Control Risks and International SOS in New Delhi from 2007 to 2008, and an intern for the United Nations Office on Drugs and Crime in Vienna in 2006. I co-organized a workshop on Securitization in the Non-West at Lancaster University in 2017, where I presented a paper. I also presented a paper on emotions in international relations at the International Studies Association's Annual Convention in New Orleans in 2015.

At FLAME, I teach two classes: India's Foreign Relations and Government and Politics of the United States. My current research critically explores security in Pakistan. I am interested in borders and aesthetics in world politics. "

Pinaki **Roy**

FPM - Marketing | IIM - Ahmedabad

"
I first chose Engineering (Electronics and Communication, Jaypee Institute of Technology, Noida), as we all do, but soon found myself gravitating towards Marketing. Something about the mix of different fields, trying new ideas, and creating a large and visible effect on the market attracted me. After Engineering, I pursued an MBA (Marketing, International Management Institute, New Delhi) and joined Perfetti Van Melle as an Area Manager. Selling confectionery was fun and so was handling a team of sales personnel but I found sales limiting in terms of the kind of experiments I could perform. Hence the move towards academics beginning with a doctoral degree in Marketing from the Indian Institute of Management, Ahmedabad.

My research in IIMA and after has been very diverse. I have since worked on projects across topics such as the Indian banking system, healthcare and infant mortality in Rajasthan, the effect of media on contraceptive use, social embeddedness in banking behavior, the effect of brand personalities on how we choose to love them, pricing and marketing of refurbished goods, and most recently, electric vehicles and their sustainability in the Indian industrial and environmental eco-system. Beginning in the last years of my doctoral degree, I also helped set up and run a small training center for women from rural and semi-rural backgrounds that focused on preparing them for professional roles in the industry. The center has since grown from four members to a 78-member group where some of the initial trainees have taken up management roles themselves.

My current research interests are in the area of consumer relationships with products and brands, especially how they affect the consumer's interpersonal relationships. I'm also very interested in how a consumer replaces or modifies some of her interpersonal relationships using products (digital games, virtual pets, virtual companions) and services (social media, online classes). "

Michael **Burns**

Ph.D. - Documentary Film History | University of Birmingham - UK

"
I studied Theology as an undergraduate at Georgetown University, Labor Studies at the Masters level at the University of Massachusetts Amherst, and the History of Documentary Film as a doctoral student at the University of Birmingham in the UK, where I was the first student in the country's history to submit both a written and audio video dissertation. Mine looked closely at the perception of democracy among young people in six countries.

Since moving to India in 2011, my non-academic work has centered on creating a storytelling platform that has now grown into the longest-running live non-fiction storytelling series in the country. An outgrowth of that work is my company Tall Tales, which organizes these events and facilitates the country's most popular creative writing workshop series. Under the Tall Tales banner I have conducted or designed hundreds of writing workshops across India. My first book on storytelling, *Hack into Your Creativity*, was published by Penguin in 2017 and my collection, *The Best of Tall Tales*, was published by Rupa in 2018.

My current research interests include the universal story structure and its permutations and tradition-specific versions across cultures, with a special interest in how persistent storytelling themes abut questions of freedom of speech and social change. I am also very interested in the intersection between storytelling and psychology, especially with respect to trauma relief and therapy.

At FLAME, in addition to being the faculty writing editor, I am teaching Academic Writing, another one of my passions. I look forward to working with both students and faculty at FLAME to help them to find their writing voices and to reach new audiences in creative and innovative ways. "

Aparna **Shankar**

Ph.D. - Psychosocial Predictors of Maintenance of Health Behaviours | University of Leeds - UK

"
I did my undergraduate degree at Fergusson College in Pune, majoring in Psychology. I moved to the UK for my MSc where I specialized in Health Psychology. My PhD was also in health psychology, and it focused on psychosocial predictors of health behaviors. Put simply, I was interested in finding out what helps you keep going once you decide to take up doing something healthy like eating well or exercising. After this I worked in the area of Clinical Epidemiology and Biostatistics. I was involved in clinical trials, evaluation of health care, and a large project examining prevalence of health failure among Asians in the UK. This was a big change from my previous research but I learned so much.
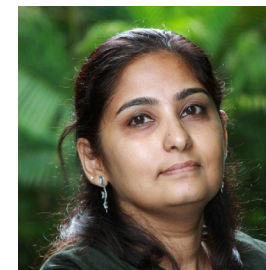
For the past several years my work has focused on ageing, and how social relationships affect health and well-being later in life. Much of this work has been carried out using data from the English Longitudinal Study of Ageing, a study of over 11,000 people aged 50 years and over. This multidisciplinary study started in 2002, and participants have been followed up on every two years since. This makes it possible for us to see how participants' health, finances, and social lives change as they age. A particular focus of my work is the difference between social isolation (being alone) and loneliness (feeling alone), and their effects on health. Although the terms are often used interchangeably, we find that their effects on dimensions of health differ. We have examined this across outcomes like mortality, cognitive function, physical function, sleep, health behaviors, and various biological markers.

A further interest of mine is in the role of neighborhoods on health. Do living in places where we feel safer, that are cleaner, and that have fewer social problems make us more active, happier, and/or healthier? Does living in neighborhoods that are designed to promote active living lead to actual changes in health and behavior? This work was done using data from the English Longitudinal Study of Ageing as well as the Examining Neighborhood Activities in Built Living Environments in London (ENABLE – London) study. A recent project, which is still in an early stage, looks at student well-being and resilience. This is a growing concern among universities world over, and I am interested in looking at this from the Indian perspective too.

I am now back in Pune after many years and am very excited about my role here at FLAME. I look forward to being able to continue my work on ageing in a new context. I have had some fascinating conversations with colleagues across the University and hope we can work together on interdisciplinary projects. I am also keen on developing more partnerships with local hospitals and other agencies working in similar areas to ensure that we carry out work that has impact and that is beneficial to the local population. "

Amarpreet **Ghura**

Post-Doctoral Research Fellow | IIM - Calcutta

"
The background of my research has focused on the dimension of the younger workforce in the field of corporate entrepreneurship. The corporate entrepreneurship literature shows that past work on this subject has missed looking closely at this perspective. The younger workforce includes those born in or after 1980-1990's and Generation Z, born in the mid-1990s through the late 2010s. This represents just about 65% of the Indian population and because of that I think deserves a closer look. What are the unique circumstances that will face this generation as the world drastically changes around them? Which jobs and expectations are realistic for their futures and why? There are so many important questions.

I became interested in the area of corporate entrepreneurship because of my field projects done during my postgraduate study at the Tata Institute of Social Sciences. Since then, my research work has focused on the antecedents of corporate entrepreneurship, the characteristics of the younger workforce, and the factors encouraging corporate entrepreneurship as a career choice for the younger workforce. This proposition is new to the literature of corporate entrepreneurship and has not been studied so far. A further scope of research warrants an empirical investigation with leading organizations in India.

My long-term interests include combining my knowledge and starting (with my employer) a center for corporate entrepreneurship which will offer guidance to organizations in India to start corporate entrepreneurship programs. This can be done by offering management development workshops among many other services. In doing this work, I will be able to play a role in supporting this key sector while studying it at the same time. 〟

Sabah **Siddiqui**

Ph.D. - Humanities | University of Manchester - UK

"
I am a critical psychologist and a psychoanalytic psychotherapist. As a critical psychologist, I am interested in bringing new qualitative methodologies to the discipline of psychology. As a psychoanalytic psychotherapist, I am interested in developing clinical work through a cultural and community-based perspective. I have found a theoretical resource in the idea of the 'ghost' coming out from my decade-long research on faith healing shrines and experiences of haunting. My work on faith healing in India crosses disciplinary borders to inquire into the significance of healing practices in mental health care and service provision in India. In the past I have used ethnography, ethnofiction, psychogeography, narrative analysis, discourse analysis, and psychoanalysis. My work has been published as a book, as chapters in edited books, and in journals. Currently I am a recipient of a British Academy research grant that extends my previous research to the UK. It explores Islamic traditional medicine in Manchester through the asset-mapping method and will expand on how traditional medicine expands the notion of 'superdiversity' in the British context.

I am also very interested in discussions around gender and sexuality. My most recent publication was titled "Non-Legal Modes of Redressal of Violence" in the CWDS-produced Training Manual for Legal Empowerment of Women and Girls with Physical Disabilities in India. Last year, I edited a special issue for the Annual Review of Critical Psychology on Sex and Power in the university that dealt with the concerns of sexual harassment in higher education spaces brought to the surface with the international #MeToo movement. 〟

Amit **Anurag**

Ph.D. Candidate - Philosophy | Indian Institute of Technology - Delhi

"
I received a BA in Psychology from Gaya College, and an MA and MPhil in Philosophy from the University of Hyderabad. Currently, I am pursuing my PhD in Philosophy at IIT Delhi. My. research is funded by UGC's Junior Research Fellowship and Senior Research Fellowship. My philosophical research interests are largely guided by some of the fundamental riddles of metaphysics which have intrigued philosophers for millennia such as the problem of time, persistence, consciousness, self, and existence. Much of my work lies at the intersection of these philosophical problems. My PhD research investigates how consciousness continues in time, wherein I argue that consciousness endures as a process and it is not temporally extended as it is widely believed.

In the last few years, I have also become increasingly involved in metaphilosophical issues which deal with questions such as what is philosophy, how it should be done, and what are the limits of philosophical inquiries. I am also working towards writing an introductory text on the metaphysics of process. At FLAME University, I offer courses on Critical Reasoning to undergraduate students. 〟

Anirudh **Agrawal**

Ph.D. Candidate - Strategy & Entrepreneurship | Copenhagen Business School - Denmark

"
I recently submitted my PhD at Copenhagen Business School with the title: 'Impact Investing Strategies'. I have done my Masters from INSA Lyon and ETSEIB Barcelona in Industrial Engineering with a focus on nuclear power and renewable energy. I did my Bachelor's from Punjab Engineering College in Mechanical Engineering with a focus on Robotics.

I have attended doctoral courses at HEC Paris, Oxford University, Harvard Business School, European Business School, and Copenhagen Business School. My research focus is entrepreneurial finance, entrepreneurship, impact investing, stakeholder management, corporate competitiveness and Industry 4.0. I am fascinated by the unemployment problems of India and am currently writing short pieces on addressing unemployment issues. I have taught at Copenhagen Business School, Tbilisi University, Nepal School of Entrepreneurship, Jindal Global University and Bennett University. I teach Corporate Strategy, Entrepreneurship, Design Thinking, and Social Entrepreneurship.

I have worked in Spain, France, Germany, Denmark, and India. I have primarily worked in the developmental sector both as a commercial engineer implementing DFI driven engineering solutions to solve global problems and as an economist advising the public sector on specific investments. Just before joining FLAME, I was Chief Marketing Officer at Tvarit Gmbh. 〟

V.K. **Jayaraman**

Ph.D. - Chemistry | Savitribai Phule Pune University - Pune

"
I have done my Bachelor's and Master's degrees in Chemical Engineering from Madras University and doctorate in Chemistry from Pune University. I had been associated with National Chemical Laboratory, Pune a constituent laboratory of the Council of Industrial and Scientific Research (CSIR), India since 1976. Starting as a junior scientist in the chemical engineering division of the National Chemical Laboratory, a constituent laboratory of the CSIR, I worked there for 33 years and retired as a Deputy Director in April 2009. After that I was a CSIR Emeritus Scientist at the Center for Development of Advanced Computing, Pune till January 2013 and a consultant thereafter until 2015. I have been an Adjunct Professor at the Center for Modelling & Simulation, Savitri Bai Phule Pune University since 2016. My research areas of interest include modeling and simulations, optimization and applications of Machine Learning & Artificial intelligence to different disciplines including core computer science, process fault detection and monitoring, information security, and chemo & bioinformatics. I have taught several courses including computational Biology, Evolutionary Computing and Machine Learning subjects at various universities. I have presented over 100 papers in reputed international journals and conferences. 〟

GET IN TOUCH

FLAME Campus Address

Gat No. 1270, Lavale, Off. Pune Bangalore

Highway, Pune - 412115, Maharashtra, India.

Mailing Address

401, Phoenix Complex, Bund Garden Road,

Opp. Residency Club, Pune - 411001, India.

1-800-209-4567

www.flame.edu.in

enquiry@flame.edu.in

facebook.com/flameuniversity

twitter.com/flameuniversity

youtube.com/flameuniversity

instagram.com/flameuniversity