



# DR. SOURAV BASU

## PROFESSIONAL SUMMARY

Dynamic and accomplished academic professional with around 14 years of university-level experience, specializing in General Management, Human Resource Management, and Educational Leadership. Currently serving as Associate Professor and founding faculty at Norbuling Rigter College, Bhutan. Proven expertise in curriculum development, academic advising, institutional planning, digital learning, and education policy alignment. Recognized for driving academic excellence through strategic consulting, research-led teaching, student mentoring, and faculty development initiatives.

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## EDUCATION

### Post Graduate Certificate in Higher Education

Royal University of Bhutan, Bhutan  
2024

### Ph.D. in Management

Ram Krishna Dharmarth Foundation (RKDF)  
University, Ranchi, India  
2023

### Graduate Certificate in HR and Employment Relations

University of Western Australia (UWA), Australia  
2017

### MBA

West Bengal University of Technology (WBUT), India  
2010

### Bachelor of Technology, Computer Science and Engineering

West Bengal University of Technology (WBUT), India  
2008

## SKILLS

- University teaching and lecturing
- Educational program development & review
- AI and digital learning tools integration in education
- Academic and career advising
- Curriculum design & instructional strategy
- Institutional policy & strategic planning
- Student mentoring, mental health and support services
- Research and publication
- Faculty Development and Capacity Building

## WORK HISTORY

### August 2017 – Present

**Norbuling Rigter College - Associate Professor - Dept. of Business,**  
Paro, Bhutan  
Affiliated to Royal University of Bhutan.

- Delivered core business modules and contributed to program development for BBA and B.Com programs.
- Lead curriculum innovation and academic planning through active roles in college committees, policy discussions, and education forums.
- Supervise undergraduate research, aligning academic projects with real-world application and strategic institutional goals.
- Deliver faculty development programs on academic integrity, digital pedagogy, and instructional innovation.
- Provide individualized academic advising to students and support transitional planning and career pathways.
- Implement digital teaching tools (Moodle, Padlet, Nearpod), improving student engagement and virtual delivery.
- Serving as AI Focal Person, drafted institutional AI policy

frameworks for strategic educational transformation.

- Contributed to the College Visioning Exercise 2025 by drafting the college's vision, mission, and strategic objectives.
- Published peer-reviewed articles and academic texts to inform institutional development and global academic discourse.

#### **July 2012 - August 2016**

**Royal Thimphu College - Lecturer - Dept. of Business,**

Thimphu, Bhutan

Affiliated to Royal University of Bhutan.

- Delivered core business modules and contributed to program development for BBA and B.Com programs.
- Participated in curriculum alignment, HRM module coordination, and academic quality improvement.
- Supported student advising, remediation, and co-curricular learning initiatives.
- Coordinated examination and evaluation operations to ensure academic integrity.

#### **January 2011 - June 2012**

**Meghnad Saha Institute of Technology / IERCEM Institute of**

**Technology - Guest Lecturer - Dept. of MBA & BBA, India**

Affiliated to West Bengal University of Technology.

- Delivered management modules for BBA and MBA students.
- Designed instructional plans and assessed student performance in core business subjects.

### **LEADERSHIP & TRAINING CONTRIBUTIONS**

- **Resource Person** for two symposiums on 'Leadership & Management' organized by the Department of Livestock, Ministry of Agriculture and Forest, Bhutan; received a certificate of appreciation from the Honorable Minister of Royal Government of Bhutan.
- Serving as a **guest trainer and consultant** for i-ED and ILS in Bhutan, conducting various management training over the past 10 years.
- Served as a **Resource Person** for multiple capacity-building and professional training programs on **Artificial Intelligence**, including AI in Education and AI for Working Professionals.
- Served as **Chair** for the Interdisciplinary International Conference on 'Sustainable Development in South Asian Countries' in Paro, Bhutan.
- **Speaker** at the World Education Congress 2019 on 'Bridging Digital Divide on Campus' in Mumbai.
- **Keynote speaker** for the International Conference on 'Discourse on Strategies of Conflict Resolution' in Lagos, Nigeria.
- Host of '**Rigter Talks**', facilitating learning beyond classrooms at Norbuling Rigter College.
- **Mentor** for Bhutanese entrepreneurs at Google Start-up Weekend Bhutan Women Edition, 2019; currently a Business Advisor for several entrepreneurs.
- **Board member** of the Centre Management Board for Shari EECD, Paro, Bhutan for 4 years.
- **Convener of Examinations and Evaluation Unit** at Norbuling Rigter College for two semesters.

- **Module Leader/Coordinator** for HR courses in the Business Department, ensuring uniformity and improvement in teaching approaches.
  - Experienced in teaching **20 contact hours per week** , managing 3 modules for 100+ students in Engineering and Management.
  - Developed **course outlines, syllabi, lesson plans** , and selected teaching aids while adhering to deadlines.
  - Created new and refined old **curriculum and teaching materials** for General Management and Human Resource Management modules.
  - Assisted in developing **4 new HR Major Module's Syllabi** for the Bachelor of Business Management program.
  - Prepared and graded **Semester End Examinations** and Continuous Assessments including projects and group discussions.
  - Supervised examinations and served as a **Resource Person** for the Student Hostel 'RA Training Workshop.'
  - Acted as **Student Advisor** for first-year students, providing guidance on academics and career decisions.
  - Conducted **tutorials** for academically weak students and implemented remedial actions as needed.
  - As a **Certified Mental Health Facilitator**, assisted in student counseling and led a 'Quit Smoking' Program.
  - Served as **Faculty Advisor** for various student clubs and initiated a self-help group named 'Let's Share - We are there.'
  - Served as **Coursera Admin** of NRC after completing the Coursera Administrator Training.
  - Designed courses and integrated interactive tools like Padlet and Nearpod into the **VLE - Moodle** for students.
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## INTERNATIONAL AWARDS

- World Icon of Peace, World Institute For Peace, 2019, Lagos, Nigeria
  - 100 Most Dedicated Professors, World Education Congress, 2019
  - Asia's Best Researcher Award of the Year in Management, ASIA Awards, 2023
  - Most Outstanding Global Educator and Research Award, International Organization of Educators and Researchers Inc., 2024
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## PROFESSIONAL MEMBERSHIPS

Professional Individual Life Member of All India Management Association (AIMA)

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## TRAINING & WORKSHOP ATTENDED SUMMARY

- Training of Trainers (ToT) Programme on the Use of Artificial Intelligence in Teaching and Research conducted by the Royal University of Bhutan

- The Dubai Centre for Artificial Intelligence's One Million Prompters Programme
- AI Tools Workshop, be10x, Proficiency In AI-Powered Tasks Like Presentation Creation, Data Analysis and Prompt Engineering.
- Research Paper Writing And Publication Course, Dr. Savita Mishra, Research Methodology, Paper Structuring, Data Analysis, And Publication Preparation
- Differentiated Instruction, Dr. Tshering Wangmo, For Students - One Size Doesn't Fit All.
- Inquiry - Based Approach, Mr. Sudev Mariyil, Promoting Curiosity
- Academic Integrity & The Writing Process, Dr. Samir Patel & Criss Hall, Plagiarism -Identification & Actions, Steps for Writing Process.
- Universal Human Value & Professional Ethics Workshop, Ganesh Prasad Bagaria, Human Values & Principles, Our Entire Existence is Coexistence, Natural Acceptance, and Professional Ethics.
- Setting Good Exam Questions - 'No Body Marks You', Cathleen Legrand, Lucy Hopkins & Dr. Samir Patel, Implementation of Bloom's Taxonomy, MCQ, Marks Distribution.
- Constructive Feedback Workshop, Dr. Soren Willert, Recognize Barriers, Why Constructive Feedback, Steps/Strategies.
- Student Centred Lesson Planning, Ivan Stacy, Students need, Hands-on-Activities, Engaging Students.
- Students Participation in Group Assignments, Marloes Groenewegen, Group Formation Strategy, Allocation of Job, Grading, Avoiding Social Loafing.
- Mental Health Facilitator (MHF), National Board for Certified Counsellor, Inc. & Affiliates - USA, Primary Level Counselling, Asking Right Questions, Assessing Risk.
- Mind Power Trainer's Training, Dr. Jeetendra Adhia, Sustainable Motivation, Power of Subconscious Mind, Law of Attraction, Visualization, Meditation, Mind Control Techniques.
- Mind Power Workshop, Dr. Sneha Desai, Motivation, Happiness, Success & Peace through Human Mind Power.
- Mind Mastery Workshop - Applied NLP, Sandip Gajjar, Science of Communication, Neuro Linguistic Psychology.

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## ENGLISH LANGUAGE SKILLS

PTE Academic, Test Date: 25/11/2025, Score: **87**

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## PERSONAL INFORMATION

- Date of Birth: 19/04/1987
  - Gender: Male
  - Nationality: Indian
  - Marital Status: Married
  - Children: Two Daughters
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## RESEARCH AND PUBLICATIONS

**Design Patent:** “AI-Powered Dual-Screen Dashboard for Teamwork Enhancement” from the Patent Office, Government of India.

**Copyright:** “Collaborative Intelligence (CI): The Future Equation of Human-AI Synergy” from the Copyright Office, Government of India.

### Books:

- Basu, S. (2020). Management theory and practice. Avon Publishing House. ISBN: 978-81-945684-0-7
- Basu, S. (2022). Organizational behavior and culture. Navyug Books International. ISBN: 978-93-93462-32-7

### Journal Articles in International Peer-Reviewed Journals:

- Basu, S. (2024). Impact of management through human touch on the motivation of the employees: A case study of Norbuling Rigter College. Rigter Journal of Multidisciplinary Research, 2(1), 21–28.
- Basu, S. (2024). Impact of compassionate leadership on the job satisfaction level of the employees: A case study of Norbuling Rigter College. Educational Administration: Theory and Practice, 3(4), 8854-8858.
- Mariyil, S., Pradhan, N., & Basu, S. (2023). Impact of artificial intelligence on students' learning: A survey. American Journal of Social and Humanitarian Research, 4(12).
- Basu, S. (2023). Role of human resource management in the productivity of private employees. International Journal of Trend in Scientific Research and Development (IJTSRD), 7(4).
- Basu, S. (2023). A study on the perception of green human resource management (GHRM) practices. International Journal of Economy and Innovation (Gospodarka i Innowacje), 36.
- Basu, S., Yangchen, T., & Thinlay, U. (2023). Impact of green human resource management (GHRM) practices on Norbuling Rigter College (NRC) staff job satisfaction. American Journal of Social and Humanitarian Research, 4(06).
- Basu, S., & Choudhury, S. R. (2023). An assessment of performance appraisal among private bank employees. International Journal of Inclusive and Sustainable Education, 2(05).
- Basu, S., & Choudhury, S. R. (2023). Performance appraisal for private employees: A study. American Journal of Economics and Business Management (AJEBM), 6(4).
- Basu, S. (2023). Motivation and its impact on employee performance. American Journal of Social Development and Entrepreneurship (AJSDE), 2(01).
- Basu, S. (2023). Motivation and job involvement among private and public sector employees: A comparative study. Madhya Bharti – Humanities and Social Sciences, 83(11).
- Basu, S. (2023). Stress management among private employees: An exploration. Education and Society, 47(1S), 19.
- Basu, S. (2022). Perception of youth towards digital marketing with reference to product choosing behaviour. Journal of Contemporary Issues in Business and Government, 28(04).
- Basu, S. (2020). Digital marketing: Opportunities and challenges in recent times. Journal of Emerging Technologies and Innovative Research, 7(5).