

DR SANDHYA MEHTA

Presently working as a Principal /Deputy Director with **Guru Nanak Institute Of Management & Technology, Ludhiana.**(Affiliated to IKG Punjab Technical University, Jalandhar.)

- A Graduate from St. Bede's College , Shimla .Was awarded the prestigious Bedian Pin during college.
- A Post Graduate in Business Management from H.P. University, Shimla.
- Doctorate from H.P. University Shimla.

Industrial experience

Six years with Auro spinning mills (a unit of Vardhaman group as a Executive (HR) reporting to the CEO.

Awarded Best Teacher Award for the year 2016 by ISTE

(Indian Society for Technical education)

(A) Published Papers in Journals

S.N	Title with page No	Journal	ISSN/ISBN No	Whether peer reviewed. Impact factor, if any	No. of Co-authors	
1.	A study on organizational climate.	Asia pacific journal of research in business management	ISSN 229-4104 Indexed journal	YES		
2.	Job involvement among working women. page 114-129.	zenith international Journal of Multidisciplinary Research	ISSN 2231-5780	3.56 impact factor		
3.	Human Resource development for competitive advantage pg 1-13.	Zenith, International Journal of Multidisciplinary Research	ISSN:2231-5780	3.56 impact factor		
4.	Understanding personality profiles and academic achievement of management students..	Asia Pacific Journal of Research in Business Management	ISSN 2229-4104 Indexed journal			
5.	Interpersonal Orientation as Affected by Empathy. 61-67	Share Journal of Multidisciplinary Research and Studies.	ISSN0976-4712			
6.	Interpersonal Orientation as Affected by Personality. 47- 52	International journal of research in commerce & management	ISSN 0976-2183 Refreed journal			
7.	Organizational culture in a women college: A case study. 34-41	Amity business Review.	ISSN:0972-2343 international and refereed journal	Main Author		
8.	Organizational culture- an empirical study. 81-88	International Journal of psychological researches.	ISSN0022-3972	Main Author		
9.	Comparative study of ORS among teachers. 70-76.	Icfai journal of organizational behavior.	ISSN0972-687X Refreed journal	Main Author		
10.	Job commitment among working women. 72-84.	Rai management journal.	ISSN :0975-4326.			
11.	Personality Of Teachers.1-8	International Journal of Business and Management Tomorrow Vol. 2 No. 2	ISSN: 2249-9962	0.421 impact Factor		
12.	job satisfaction among teachers Pg77-84 VOLUME NO. 2 (2012), ISSUE NO. 4 (APRIL)	international journal of research in commerce, it & management	ISSN 2231-5756 A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal			
13.	a study on organizational stress and conflict handling styles among management teachers. vol 12, no 2, july-december2012	Amity business review.vol 12, no 2, july-december.	ISSN:0972-2343.			

14.	turning educational institute into a learning organization	Academicia(South Asian Academic Research Journal) Volume 2, Issue 7 (July, 2012)	ISSN 2249-7137			
15.	leadership styles of managers - comparative study of public & private sector banks,	zenith international journal of business economics & management research .vol.2 issue 9.	ISSN 2249 8826	4.13 impact Factor Main Author		
16.	Faculty Attrition: A Challenge for Private Management Institutions .	International Journal of Business and Management Tomorrow Vol. 2 No. 9.	ISSN: 2249-9962	0.421 Impact factor		
17.	job involvement among working women.	zenith international Journal of Multidisciplinary Research .Vol.1 Issue 2, June 2011, 5780 page 114-129.	ISSN 2231	3.56 impact Factor		
18.	Work life balance among women .page 72-84	international journal of bus iness economics and management research Volume 3, Issue 12 (December, 2012)	ISSN 2229-4848 internationally indexed journal			
19.	A Review paper on emotional intelligence: Models and relationship with other constructs Pg 342-353	International Journal of Management & Information Technology Vol.4, No.3	ISSN 2278-5612 I	1.29 impact factor Main Author		
20.	Development of emotional intelligence scale Pg 1251-1262	International Journal of Management & Information Technology Vol.8, No.1	ISSN 2278-5612 I	1.29 impact factor Main Author		
21.	Proactive HRD for Organisation excellence Pg 148-155	GNA Journal of mgmt & technology Vol vii,No1	ISSN:0974-5726			6
22.	ORS and locus of control among teachers of management colleges Pg 39-47	Effective management Vol 29(1)	ISSN:2278-6740	As a co author		
23.	A review of stress management in Indian Air force	International journal of science,technology and management Vol 4,S.I(01),Nov 15	ISSN-2394-1537			
24.	Leadership,change and motivation:a case study with reference to indian air force	International journal of science,technology and management Vol 4,S.I(01),aug 15	ISSN-2394-1537			
25.	Personality and emotional intelligence of teachers	Amity Business Review Volume 16, No. 2, July December 2015	ISSN: 0972-2343			

		Pg-62-73				
26.	A study on relationship among attitudes, job satisfaction, work motivation and organizational role stress of teacher educators in national capital region	International journal of science, technology and management Vol5, (01), jan 16	ISSN-2394-1537			
27.	Role of educational leaders in meeting the challenges for establishing excellence in the higher education institutes	Intl journal of business Mgmt and scientific research vol : 15, March, 2016	ISSN: 2394 - 6636			
28	28 A Review Paper on leadership styles of managers among public and private sector banks and its relationship with other constructs	International Journal of New Innovations in Engineering and Technology Volume 4 Issue 4 – April 2016	ISSN : 2319-6319	4.02 Impact factor Thomson Reuter ResearcherID with <i>ResearcherID: G-4542-2016.</i>		
29	Exploring the Dimensions of Emotional Intelligence and Personality of Teachers	International Journal of New Innovations in Engineering and Technology Volume 5 Issue 1 – May 2016	ISSN : 2319 - 6319	4.02 Impact factor Main author		
30	Job involvement and organisational culture in banks :An empirical study 13-31 pages	International journal of innovative research and practices Vol 4 issue1 Jan – March 2016	ISSN:2321-2918			
31	Relationship between leadership style and job satisfaction: A comparative study on public and private sector banks	Aryabhata journal of mathematics and informatics (UGC approved journal) Vol. 9 issue 2-Aug 2017	ISSN:0975-7139	Impact factor 5.856		
32	Does the organizational culture affect the job satisfaction of employee's in banking	Asian journal of multidimensional research(AJMR) (UGC approved journal) Vol. 6 issue 8- Aug 2017	ISSN:22 78-4853	Impact factor 4.708		

33	A review paper on organizational culture and its relationship with other constructs	International journal of business management and scientific research (UGC approved journal) Vol. 27 –March 2017	ISSN:2394-6636	Impact factor 2.643		
34	Role of personality type and leadership style in the choice of the conflict handling style of the college principals and directors of colleges in state of Punjab	South Asian journal of marketing and management research (UGC approved journal) vol.7, issue-6	ISSN:2249-877	Impact factor-4.012		
35	Impact of job involvement on organizational culture in banks; a study	Aryabhata journal of mathematics and informatics (UGC approved journal)	2394-9309(online) 0975-7139(print)	Impact factor-5.856		
36	Quantification of impact of spiritual intelligence on job involvement among management teachers	Social sciences international journal of economics and management Vol.-7, issue-4 ,July 2017(UGC approved journal)	ISSN:2231-4962 Impact factor-4.06			
37	Role of Qualification and Experience of College Principals and Directors in the Choice of Leadership Style - A Study on Colleges of Punjab	International Journal on Leadership Volume 5 Issue 2 October 2017 Pg 22-31.	http://www.publishingindia.com			
38	Effect of organizational culture on employees job satisfaction in banking sector	Trans Asian journal of marketing and management research(TAJMM R) (UGC approved journal)	2279-0667 Impact factor-4.289			

		Vol.6,issue10,oct 2017				
39	Does leadership style affect the organizational culture in banks	Asian journal of multidimensional research(AJMR) (UGC approved journal) Vol.6,issue10,oct 2017	2278-4853 Impact factor- 4.708			

B (i) Articles/ Chapters published in Books

S.N.	Title with page No	Book Title, editor & publisher	ISSN/ISBN No	Whether peer reviewed.	No. of Co-authors and Date of Publication	Whether you are the main author	API Score
1.	HR innovations	Modern Business Environment published by Deep & deep Publishers, 2005	ISBN81-7629-571		2005		
2.	Influence of eco labeling on consumer buying behavior –a study of FMCG & apparel sector in Ludhiana’ in a book titled the 21 st century consumers by	M.Ganesh babu,G Vani. Global vision publishing House by	ISBN:978-81-8220-413-3		ONE 2010	YES	
3.	Upcoming malls-shopper’s Paradise’? – A perception study.	marketing mastermind			Nov 2006.		
4.	Strategic HRM’	HRM Review	ISSN0972-5148				
5.	Revisiting HRD	HRM Review	ISSN0972-5148		Dec 2010		
6.	Leadership for excellence in learning organization’.	HRM Review	ISSN0972-5148		April, 2011		
7.	Organizational excellence through talent management.	Redefining business horizons . Macmilan publishers India ltd	ISBN:023-063-715-9				
8.	Role of a teacher in managing student Transition from School to College.	Macmilan publishers India ltd Mridula sahay,rk mishra Imperatives for quality higher	ISBN 978-9350590041		2011		

		education					
10.	Organizational excellence through talent mgmt Pg 32-41	Contours of modern management research Lambert academic publishing Dr Subrato Debnath	978-3-659-52396-0		April2014	yes	
11.	Impact of IT on banking sector Pg 233-247	Contours of modern management research Lambert academic publishing Dr Subrato Debnath	978-3-659-52396-0		April2014	yes	
12.	Role of teacher in managing transition from school to college	Imperatives of quality in higher education. McMillian Publishers India Ltd Mridula sahay R k Mishra	ISBN:978935059004-1		2011		
13.	Stages of creating a learning organization	competency building strategies in business and technology for sustainable development K Maran Masilamani pathipagam,Chennai	ISBN:978-81-921764-3-7		SEPT 2011		
14.	Education institute to a learning organisation	Innovative practices in HR Published by Pacific University	ISBN:978-93-5104-481-9		2013		
15	Who moved my talent? Pg 32-41	Changing paradigms in management practices Apeejay stya publishing house, Alok Saklani,Deepankar, Srirang Jha	ISBN:978-81-908636-0-5		2009		
16	Women Entrepreneurs hip in Punjab: The Need of the Hour 231-248	emerging issues and challenges of finance in 21st century Prof. Kulwant Singh Pathania Dr. Suneel Kumar	ISBN: 978-93-85000-79-9		2016		

B (ii) Full papers in Conference Proceedings

S.N.	Title with page No	Details of conference Publications	ISSN/ISBN No	Whether peer reviewed.	No. of Co-authors and Date of Publication	Whether you are the main author	API Score
1.							

B (iii) Books published as single author or as editor

S.N.	Title with page No	Type of Book & Authorship	Publisher & ISSN/ISBN No	Whether peer reviewed.	No. of Co-authors and Date of Publication	Whether you are the main author	API Score
1.	consumer behavior	textbook	Kalyani Publishers. ISBN:978-81-272-6982-1 (first edition)		AS A MAIN AUTHOR	YES	
2.	organization behavior	textbook	Kalyani Publishers. ISBN:978-81-272-6711-7 (First edition)		AS A MAIN AUTHOR	YES	
3.	Management made easy	reference book	PAMETI, PAU, LUDHIANA FUNDED BY WORLD BANK		AS A MAIN AUTHOR	YES	
4.	Introduction to marketing	reference book	PAMETI, PAU, LUDHIANA FUNDED BY WORLD BANK		AS A COAUTHOR	NO	
5.	Teacher: personality & job satisfaction	reference book	Commonwealth Publishers ISBN:978-81-311-0426-6		SINGLE AUTHOR		
6.	Consumer Behaviour Bba Pb. University	textbook	Oscar Publications (Delhi, DEL, India) ISBN 10: 8127269824 ISBN 13: 9788127269821		AS A MAIN AUTHOR	YES	
7.	Motivation	Reference book	Published by PAMETI. FUNDED BY WORLD BANK		AS A MAIN AUTHOR	YES	
8.	My Pencil colors Memoirs of a teacher	Reference book	Notion Press		As a main author		
9.	consumer behavior	textbook	Kalyani Publishers.		AS A MAIN AUTHOR	YES	

			ISBN:978-81-272-4251-0 (second edition)				
10.	consumer behavior	textbook	Kalyani Publishers. ISBN:978-81-272-5999-0 (third edition)		AS A MAIN AUTHOR	YES	
11.	consumer behavior	textbook	Kalyani Publishers. ISBN:978-81-272-5079-9 (Fourth edition)		AS A MAIN AUTHOR	YES	
12.	organization behavior	textbook	Kalyani Publishers. ISBN:978-93-272-2842-7 (second edition)		AS A MAIN AUTHOR	YES	
13.	organization behavior	textbook	Kalyani Publishers. ISBN:978-93-272-1635-6 (Third edition)		AS A MAIN AUTHOR	YES	
14.	Organization Development	textbook	Kalyani Publishers. ISBN:978-81-272-4738-6 (First edition)		SINGLE AUTHOR	YES	
15.	Organization Development	textbook	Kalyani Publishers. ISBN:978-81-272-3940-4 (Second edition)		SINGLE AUTHOR	YES	

C (I & ii). Ongoing Research projects and consultancies

S. N.	Title	Agency	Period	Grant/ Amount Mobilized (Rs Lakhs)	API Score
1.					

C (iii & iv) Completed and Consultancies

S. N.	Title	Agency	Period	Grant/ Amount Mobilized (Rs Lakhs)	Whether Policy Documents/Patent as outcome	API Score
1.	READERSHIP SURVEY	Dainik Bhasker newspaper	Sept-oct,2011	30,000/-		

(D) Research Guidance

S.N.	Number Enrolled	Thesis Submitted	Degree Awarded	API Score
Ph.D or Equivalent	05			

E (i) Training Courses, Teaching-Learning-Evaluation Technology, Faculty Development

S.N.	Programme	Duration	Organised by	API Score
1.	STTPs (short term training programmes) on the ROLE OF HRM in the new millennium	7.6.04 to 12.6.04	GNIMT,LUDHIANA AICTE – ISTE	
2.	talent management and faculty awareness camp entrepreneurship	16.6.08 to 23.6.08	GNIMT,LUDHIANA AICTE- ISTE	
3.	Short term programme on human values and professional ethics organized by PTU.	6.6.11 to 13.6.11	Punjab technical university	
4.	short term programme on emotional intelligence and interpersonal effectiveness for teachers organized by PTU.	18.7.11 to 23.7.11	Punjab technical university	
5.	short term programme on trust with learning organized by PTU.	22.8.10 to 28.8.10	Punjab technical university	
6.	short term programme on research methods,techniques &case study method organized by PTU.	14.7.14 to 19.7.14	Punjab technical university	
7	short term programme on bioethics and IP rights in health care and bio technology	7.12.15- 22.12.15	IUHPE,Punjab chapter	

E (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

S.N.	Title of the paper presented	Title of Conference/Seminar etc	Date(s) of the event	Organised by	Whether International/ National/State/Regional/University or College Level
1.	Talent management for organizational excellence.	Sixth aims international conference on management December 28-31,2008.	December 28-31,2008.		International
2.	diagnosis of learning processes in private banks	international conference on technology and	March 16-18, 2010	IMT Dubai	

		business management			international
3.	human resource management: time to make a difference. .	9th international conference on emerging issues	Jan 15-16,2010.	research development association, jaipur.	International
2.	Role of a leader in learning organization.	Seventh AIMS International Conference on Management	December 20-23, 2009.	IIM,Bangalore	International
3.	Human Resource Development for competitive advantage.	4th International Conference on “Challenges Arising from Global Recession: Strategies for Management”	06-07 March 2010	BVIMR,New Delhi.	International
8.	Diagnosis of Learning Processes in Private Banks.	10 th International Conference on Technology and Business Management.	March 16-18, 2010	Dubai	International
9.	Managing Transition trauma	International Conference on India in the Emerging Order - A Potential Market for World	Feb 25 – 26;2011	DAV, Malout.	International
10.	Managing Student Transition from School to College	Eighth AIMS International Conference on Management	January 1-4, 2011	IIM Bangalore..	international
11.	Stages of creating a learning organization	Int conference on competency building strategies in business and technology for sustainable development	(Sept22-23,2011)	Sai ram inst of mgmt studies in association with asian mgmt science association	International
12.	Role of teacher in managing student transition	Int conference on quality in higher education:challenges and opportunities in india	Oct 20-21,2011	IPE OSMANIA university,Hyderabad&HRD DEPTT, Bihar	International
13	Study on work life among women employees in education and banking sector.	International Conference on challenges in HRM	Sept 21 & 22,2012.	held at DBIMT Patiala	International
14.	Faculty attrition: a	International Conference	Sept 21 & 22,2012.	held at DBIMT	

	challenge management institutions.	for on challenges in HRM		Patiala	International
15.	Proactive HRD for organizational excellence.	International Conference on economic and social survival: opportunities and challenges	24 th march.,2012	held at PCTE, Ludhiana	International
16.	Role of emotional intelligence in teaching	International Conference on technology & business management	24-26 March,2014	Held at Dubai	international
17.	Evolving educational institute into a learning organisation	International Conference on technology & business management	24-26 March,2014	Held at Dubai	International
18.	HR SCORECARD	national Conference on business innovation and management	01 March,2014	GNIMT	national
19.	EMOTIONAL INTELLIGENCE	national Conference on business innovation and management	01 March,2014	GNIMT	National
20.	Emotional competence	Workshop	Jan,2008	LMA Ludhiana	State
21.	HR innovations in Indian Industry.	National Seminar	(April.2005).	PCTE, Ludhiana.	national
22.	Internet as a tool for business development	Workshop	Dec,2004	GNIMT, LUDHIANA	national
23.	Upcoming Malls- Shoppers Paradise?	National Seminar	(Nov,2005).	PCMA, Ludhiana.	national
24.	HR as a Strategic Business Partner	National Seminar	(April ,2006)	GNIMT, Ludhiana.	national
25.	Organizational Excellence through talent management,	National Seminar	(May,2007)	GNIMT, Ludhiana,	national
26.	Changing face of talent management in banking sector in Ludhiana,	National Seminar	(April ,2008)	GNIMT, Ludhiana.	national
27.	Strategic HRM for organizational excellence,	National conference	(Nov,2006)	GJIMT, Mohali	national
28.	A Study of managing talent in management institutes of Ludhiana	National Seminar	(April ,2008)	GNIMT, Ludhiana.	national

29.	Strategic leadership in complexity and uncertainty, contributed in a.	National conference	(Dec,2006)	S.K.PATEL institute, Gandhinagar.	national
30.	Organizational role stress among teachers	National Seminar	(Feb,2008)	SAJIMT, Ambala.	national
31.	A Study on toon branding & their perception on customers	National conference	Feb, 2012	DAV, Malout	national
32.	Effect of empathy on interpersonal orientation in	National conference on Contemporary Management Research .	(May14,2010)	Apeejay College of management, Dwarka.	national
33.	Retail challenges	National seminar	(March20.2010)	PCMA- DIMIT on New horizons in retail management.. Doraha	national
34.	Emerging role of HR in 21st century	National conference	March 10,2012	GNA-IMT Phagwara	national
35	Changing paradigms in management practices	International conference on management challenges in present era	May5,2007	GNIMT, LUDHIANA	International
36.	CEO: 2020	SEMINAR	28 JULY,2012	Ludhiana management association	Local
37.	Idea to execution for entrepreneurs	International business summit of IIM Ahemedabad	May,2012	PCTE, Ludhiana	international
38.	A review of stress management in Air force	International conference on Technology for sustainability-egg, mgmt and environment	Nov 28,2015	DAVIM, Faridabad	international
39.	Leadership ,change and motivation :a study with reference to Indian Air force	International conference on recent advances engineering,science and technology	Aug 30,2015	PHD Chamber,New Delhi	international
40.	Role of ethics & values in Higher Education	National seminar on teaching,learning & evaluation through innovative practices	Jan 24-25,2018	DD Jain Memorial college for women,Ludhiana	National
41.	Perspectives of modern teaching techniques	Knowledge sharing program	Aug 5,2017	GNIMT,Ludhiana	local

E (iii) Invited Lectures and Chairmanships at National or international Conference/ Seminars

S.N.	Title of Lecture/ Academic Session	Title of Conference/Semin ar etc	Date(s) of the event	Organised by	Whether National/ International/State	
1.	General mgmt &communication skills	ICAI course	1.9.2006.	ICAI,Ludhiana Branch	National	
2.	Interpersonal skills	Workshop on HRM FOR HRM	7-11 JAN,2008	PAMETI,PAU	NATIONAL	
3.	Interpersonal Skills	Workshop on HRM FOR HRM	28 july,2006	PAMETI,PAU	NATIONAL	
4.	Team building	Workshop on HRM FOR HRM	28 july,2006	PAMETI,PAU	NATIONAL	
5.	EI and student teacher interaction	faculty development programme on emotional intelligence	22nd july,2011	GNIMT,Ludhiana	NATIONAL	
6.	Student motivation	faculty development programme on emotional intelligence	22nd july,2011	GNIMT,Ludhiana	NATIONAL	
7.	Emotional intelligence	Chaired a session	March24- 26,2014	American university,Dubai	INTERNATIONAL	
8	Leadership for development	development programme		PAMETI,PAU	NATIONAL	
9	Self improvement to become a successful entrepreneur	2 hour session	May 20,2015	STEP GNDEC	NATIONAL	
10	Self improvement to become a successful entrepreneur	2 hour session	July 10,2015	STEP GNDEC	NATIONAL	
11	Transactional Analysis	Faculty development programme	Dec7- 22,2015	IUHPE,Ludhiana	NATIONAL	
12	SWOT Analysis	YOUNG Tarang- Margdarshan	Dec 9,2015	AIR FM GOLD,Ludhiana		
13	Importance of effective communication	2 hour session	July 30,2015	STEP GNDEC	NATIONAL	
14	Self improvement	2 hour session	Aug 30,2016	LCET,Katani kalan	NATIONAL	
15	How to face pressures in career	2 hour session	Sept 16,2016	STEP GNDEC	NATIONAL	
16	Management skills	2 hour session	Nov 15,2016	STEP GNDEC	NATIONAL	
17	Role of effective communication	2 hour session	Nov 23,2016	STEP GNDEC	NATIONAL	

18	Workshop on do you have it in you?	One day workshop	Feb 17,2017	LPU,Phagwara	NATIONAL	
19	Motivation	2 hour session	June 30,2017	STEP GNDEC	NATIONAL	
20	Do you have it in you?	2 hour session	July 3,2017	STEP GNDEC	NATIONAL	
21	Interview Skills	YOUNG Tarang-Margdarshan	Nov8,2017	AIR FM GOLD,Ludhiana	NATIONAL	
22	Teacher Pupil Relationship	YOUNG Tarang-Margdarshan	June2018	AIR FM GOLD,Ludhiana	NATIONAL	
23	Entrepreneurship & communication skills	2 hour session	Feb 10, 2015	STEP GNDEC	NATIONAL	
24	Effective Communication Skills	4 Hours	March 31, 2018	Partap Public School	Regional	
25	Teacher with a difference	5 Hours	June 1, 2018	International Public School	Regional	
26	Role of a Tecaher	2 Hours	June 6, 2018	B.V.M. Sr. School	Regional	

OTHER RELEVANT INFORMATION

- Member of Board of Governors of the college governing body
- Technical expert for PhD panel of experts for PTU
- Coordinated six national level seminars on social responsibility of business, retail management, management agenda 2010, and talent management, emerging paradigms in management practices and an international conference on management challenges in the present era as an organizing secretary.
- Coordinated and attended three AICTE- ISTE sponsored STTPS (short term training programmes) on the role of HRM in the new millennium and talent management and faculty awareness camp on entrepreneurship; was also a resource person in the same.
- General Secretary of a management development cell of the institute.
- Chief counselor of the college for all student related day to day affairs
- Cultural officer for coordinating extracurricular activities. Have organized and coordinated the zonal youth festival of Punjab technical university SEVEN TIMES.
- Acted as a judge for Zonal competitions organized at PAU for National academy of Agricultural sciences. Acted as a judge for Zonal YOUTH Festival at PAU for debate
- Nominated in International Advisory council by international Forum of Management Scholars.
- Has conducted executive development programmes for Vardhmaan, Trident industries, modern Steels, vardhman special steels & S C Johnson. imparted training in management skills to Directors/Dy directors at PAMETI, PAU.
Supervising six scholars for PhD. **Two scholars awarded degree. Three have submitted their thesis**
- REVIEWER for mgmt JOURNALS: **Journal of Educational Research and Reviews and Edu journals**
Member of International Advisory Council set up by International form of SCHOLARS
- **On the board of Directors of IOL Chemicals & Pharmaceuticals**