Report
Guru-Dakshata- Faculty Induction Programme
IIS (Deemed to be University), Jaipur

Title of the Event: "Guru Dakshta"- Faculty Induction Programme

Type of Event : Faculty Induction Program

Date/s : July 31 to August 13, 2024

Venue : Audio Visual Hall, IIS (deemed to be University), Jaipur

Name of Resource Persons:

Prof. Shilpi Rijhwani, Prof. Ila Joshi, Prof. Sreemoyee Chatterjee, Prof. Radha Kashyap, Dr Shweta Kastiya, Prof.Nisha Yadav, Dr.Himangini Rathore Hooja, Dr.Roopam Kothari, Dr.Payal Chaturvedi, Prof.K.S.Sharma, Prof.Sharad Rathore, Prof.Shelja Juneja, Prof.Ruchi Jain, Dr.Mani Bhatia, Dr.Archana Kumari, Dr.Sonal Jain and Dr.Ruchi Nanda.

Number of Participants beneficiaries: 17

Name of the Activity Coordinators: Dr. Rimika Singhvi, Dr. Deepika Singh and Dr. Mahima Rai

Name of Collaborating Agency: - Nil

Objective of the Workshop/ Seminar/Activity: The purpose of this Faculty Induction Programme was to integrate new faculty members into the academic community and equip them with the essential skills and knowledge needed to excel in their roles at the University. The programme aimed to ensure that new faculty members are well-prepared, supported, and aligned with the institution's goals and expectations.

Summary / Description

Day 1 (July 31):

The Faculty Induction Programme (FIP) began with a warm welcome address by Hon'ble Vice Chancellor Prof. T. N. Mathur, setting an enthusiastic tone for the day. The session titled **"Curricular Framework and Choice-Based Credit System" was delivered by Prof. Shilpi Rijhwani, Professor of Botany and Director, School of Life Sciences at IIS (Deemed to be University), Jaipur.**

Prof. Rijhwani provided an in-depth overview of the curriculum structure and the implementation of the Choice-Based Credit System (CBCS) at the university. She clarified the distinction between "Programmes" and "Courses" within the academic framework and detailed the credit distribution for undergraduate programmes, including core courses, Indian Languages, Ability Enhancement Compulsory Courses (AECC), Generic Electives (GE), Skill Enhancement Courses (SEC), and Value-Added Courses (VAC).

She also highlighted the curricular components for both Pass and Honors courses at the undergraduate level and elaborated on the structure of Postgraduate programmes. The session underscored the flexibility and breadth offered by CBCS, enabling students to tailor their education according to their interests and career aspirations.

Day 2 (Aug 1, 2024)

On the second day of the Faculty Induction Programme, the focus was on the theme **"Teaching and Learning in Higher Education,"** featuring an insightful lecture by **Prof. Ila Joshi, Dean of the Faculty of Arts and Social Science.** Prof. Joshi delved into the evolving landscape of higher education, underscoring the necessity for innovative teaching methodologies and effective learning strategies. Her presentation emphasized the importance of enhancing student engagement and academic success through these approaches.

Prof. Joshi also highlighted the critical role of Course Outcomes (COs) and Programme Outcomes (POs) in shaping a meaningful academic experience. She provided practical guidance on developing and implementing these outcomes, offering faculty members clear strategies to integrate them into the curriculum. Her lecture was both informative and inspiring, equipping the participants with essential tools and insights to adapt to the dynamic demands of higher education and contribute to a more effective learning environment.

Day 3 (Aug 2, 2024)

The session on '**Methods and Techniques of Teaching**' was conducted by **Prof. Sreemoyee Chatterjee, from IIS (Deemed to be University)**. Dr. Chatterjee emphasized the evolving landscape of education, highlighting the critical shift from traditional teacher-centric methods to learner-centric approaches. She underscored the importance of creating an interactive and engaging learning environment where students actively participate in the learning process.

Prof. Chatterjee also explored the integration of digital tools in education, noting how technology can significantly enhance the effectiveness of teaching. She discussed various digital platforms and tools that can facilitate interactive learning, streamline educational processes, and cater to diverse learning needs. By incorporating these tools, educators can not only make teaching more accessible but also more engaging and relevant to the modern learner.

Her session provided valuable insights into modern teaching methodologies, encouraging educators to embrace innovative techniques that prioritize the needs and preferences of learners. Dr. Chatterjee's approach aims to equip educators with the skills necessary to foster a more dynamic and student-focused educational environment, ultimately enhancing the overall learning experience.

Day 4 (Aug 3, 2024)

The Faculty Induction Programme featured two insightful sessions on the **"Role of Research in Teaching,"** by **Prof. Radha Kashyap and Dr. Shweta Kastiya** aimed at enhancing faculty understanding of the integration of research into their teaching practices.

Prof. Radha Kashyap highlighted the symbiotic relationship between research and teaching, emphasizing the integration of research findings into the curriculum to provide students with up-to-date knowledge. She advocated for encouraging students to engage in research projects, thereby developing critical thinking and problem-solving skills. Prof. Kashyap also underscored the importance of continuous professional development for faculty members to stay current with the latest research. Additionally, she discussed the role of university research committees, such as RDC and CRIT, in providing faculty with the necessary resources, guidance, and incentives to effectively blend research with teaching. She also touched upon research policies and funding available within the university.

Dr. Shweta Kastiya, an expert in statistical analysis training, focused on the ethical dimensions of research. She covered fundamental principles of research ethics, including plagiarism, data integrity, conflict of interest, and responsible authorship. Dr. Kastiya also highlighted the importance of informed consent, confidentiality, and best practices for transparency in research. She introduced various research management tools essential for quality research and potent authorship.

The day concluded with an interactive game, fostering camaraderie and engagement among the new faculty members, making the sessions both informative and enjoyable.

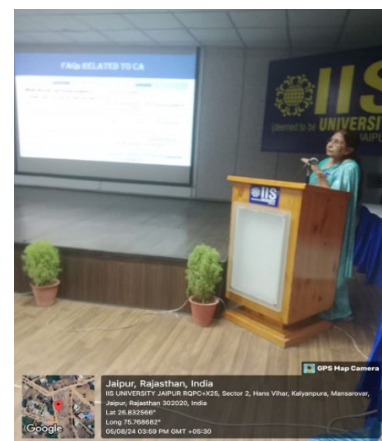**Day 5 (Aug 4, 2024) –Material Sharing**

Material was shared with participants for reading at home.

Day 6 (Aug 5, 2024)

The session on **"Examination: Assessment & Evaluation"** was led by **Prof. Nisha Yadav, Controller, Examination, IIS(deemed to be University) and Department of Sociology and Prof. Deepa Pareek, Deputy Controller of Examinations.** The session focused on the examination and evaluation patterns followed at the university, providing participants with a comprehensive understanding of the processes.

Prof. Yadav introduced the Continuous Assessment and Semester End Examination system, explaining the importance of each. She detailed the concept of the Yellow Booklet, its guidelines, and the specific question paper pattern used for semester-end examinations. Additionally, she discussed the coding of answer books and the double evaluation system, ensuring fair assessment practices. The session also covered the passing criteria and the grading system, where Prof. Yadav clarified the significance of each grade letter on students' mark sheets.

A key topic was the Cumulative Grade Point Average (CGPA) and Semester Grade Point Average (SGPA), which Prof. Yadav explained through practical illustrations. She also outlined the rules for student promotion, emphasizing the criteria for advancing to higher semesters based on earned credits. The session concluded with a discussion on frequently asked questions, providing clarity on the university's examination and assessment system.

Day 7 (Aug 6, 2024)

The session focused on the **"Mentor-Mentee System,"** led by **Dr. Himangini Rathore Hooja**, Director, School of Behavioral Sciences, IIS (deemed to be University), Jaipur. Dr. Hooja emphasized the importance of mentors making expectations explicit while creating a safe space for mentees to express their own. She highlighted that a mentor-mentee system is a structured program aimed at fostering professional and personal growth through a supportive relationship between a more experienced mentor and a less experienced mentee. This system encourages mutual respect, trust, and open communication, allowing mentees to benefit from their mentor's insights and experiences. Dr. Hooja pointed out that the system enhances the confidence and competence of mentees while also helping mentors refine their leadership and teaching skills. Regular interactions, feedback, and goal-setting create a dynamic learning environment, contributing to the professional development of both mentors and mentees, and promoting a culture of continuous improvement and collaboration.

Day 8 (Aug 7, 2024)

The first session on 'Consultancy and Incubation' was conducted by **Dr. Roopam Kothari, Associate Professor, Dept. of Management Studies, from IIS (Deemed to be University)**. Dr. Kothari, who also oversees the IISU Incubation Centre, IISU Skill Development Centre, and the Industry Collaboration & Community Outreach Committee of RDC, provided a comprehensive overview of how faculty members can engage in consultancy projects and foster entrepreneurial initiatives through incubation centers. She highlighted the importance of aligning these efforts with academic objectives to enhance the university's outreach and community impact.

The second session on "Quality Assurance in Higher Education" was conducted by **Dr. Payal Chaturvedi, Co-ordinator, Internal Quality Assurance Committee (IQAC).** Dr. Chaturvedi, emphasized the critical role of continuous quality enhancement in maintaining academic standards. She discussed various strategies and best practices for ensuring quality in teaching, learning, and administration, underscoring the importance of an effective IQAC in driving these initiatives.

Day 9 (Aug 8, 2024)

On the 9th day of the program, **Prof. K.S Sharma, Advisor, IIS (Deemed to be University)** was the resource person for the session on **'Strategic Planning and Management at IISU'**.

He began with an introduction to the term "Strategic Planning". According to Prof. Sharma, strategic planning in a university setting involves setting long-term goals that align with the university's mission and vision, enhancing academic programs, and improving overall administrative efficiency. A few important points covered in the presentation included the duties of a teacher at the university, the use of ICT and innovative methods of pedagogy in classes, reviewing of the syllabus, duties as a mentor, etc.

He concluded with a summary of the key takeaways, emphasizing the critical role of strategic planning and management in achieving IIS University's long term goals. The speaker encouraged participants to apply the tools and techniques discussed during the session to enhance their respective departments and contribute to the university's overall strategic vision.

Day 10 (Aug 9, 2024)

Two sessions were held on the 10th day of the FDP. The first session on **"Systems & Operations"** was conducted by **Prof. Sharad Rathore, Department of History & Indian Culture,** IISU**.**

She shared the journey of IISU since inception. She discussed the Semester system of study, pattern of courses, credit system & course structure of various educational programs. She discussed how the system provides opportunities for continuous assessment of student performance and for students to engage in various academic and co-curricular activities throughout the year.

The second session on **"Support Initiatives"** was conducted by **Prof.Shelja Juneja, Dept of Environmental Science, IISU.** She shared that the University is committed to nurturing the overall development of students by offering a range of support initiatives that address academic, emotional, career, and extracurricular needs.

As part of Academic Support Initiatives, she discussed Mentor-Mentee program, provision for Remedial Classes, E-Learning Resources and Workshops and Seminars, Recognizing the importance of mental well-being, IIS University has established several initiatives to support students emotionally and psychologically. She discussed, about Counseling Services, Workshops on Mental Health.

Under the area of Career Support Initiatives, she discussed about Placement Cell, Career Counseling and Guidance, Skill Development Programs. She also shared about the Extracurricular and Co-curricular Support Initiatives such as, Clubs and Societies, Sports Facilities and Cultural Events.

Day 11 (Aug 10, 2024)

On this day, two sessions were held. The first one on **"Building Constitutional Values through Education" was conducted by Prof.Ruchi Jain, Dept. of Business Studies IISU**.

Prof. Jain's passionate delivery captured the essence of how education plays a pivotal role in nurturing not only professional skills but also strong moral foundations. She highlighted the importance of integrating constitutional values into educational curricula, emphasizing the responsibility of educators in shaping socially responsible and ethically conscious individuals.

The second session on "Internationalization of Education" was conducted by Dr. Mani Bhatia, Department of Accounting & Taxation.

With a dynamic presentation style, she enlightened the participants about IIS-TIE, its vision, mission, objectives, activities & events.

Day 12 (Aug 11, 2024)

Reading material was shared with the participants.

Day 13 (Aug 12, 2024)

On the 13th day of programme, two sessions were organized. The speaker for the first session on **"Indian Knowledge Systems"** was **Dr. Archana Kumari, Sr Assistant Professor, Dept. of Home Science, IISU**.

She emphasized the historical importance of the Indian Knowledge System and its contributions to various fields such as Mathematics, Astronomy, and Medicine. She also discussed how these ancient systems can be relevant in today's world, especially in the context of sustainable development and holistic education.

The topics that were covered during the session were IKS in NEP, Constitution of the Committee on IKS at IIS University and the application of IKS in Higher Education.

The second session on **"Library & Other Resources", was conducted by Dr. Sonal Jain, Department of Library & Information Science, IISU.** She highlighted the library's role in supporting learning and providing access to a wealth of information.

She informed the faculty about the research support resources of the library including IISU digital library, how to access specific databases, the process for requesting materials from other libraries. She also explained about the resources available at the IISU Library.

Day 14 (Aug 13, 2024)

The first session on Day 14 was on **"Feedback Monitoring System"** conducted **by Dr. Ruchi Nanda, Associate Professor and Head, Department of Computer Science & IT, IIS deemed to be University, Jaipur.**

Dr Nanda emphasized the significance of gathering feedback at various levels within the University. She explained the different sources of feedback in the University context, such as students, faculty, parents and alumnae.

This was followed by the Valedictory Session of the two-week long Faculty Induction Program – Guru Dakshta. The session was graced by the presence of Hon'ble Vice Chancellor IISU, Prof T N Mathur and Dr Raakhi Gupta, Rector & Registrar, IISU.

During the valedictory session, during the **"Open House"** participants shared their experience of participating in the "Guru Dakshata - Faculty Induction Programme'.

The experience-sharing session was followed by a certificate distribution ceremony wherein the Hon'ble Vice Chancellor and Registrar awarded a certificate to all participants for completing the programme.