Report

Title of the event: "Guru Dakshta"- Faculty Induction Program

Type of Event: Faculty Induction Program

Date/s: August 1, 2023 to August 14, 2023

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

Name of resource persons: Prof. Shilpi Rijhwani**,** Prof. Ila Joshi, Dr Sreemoyee Chatterjee, Prof. Radha Kashyap, Dr. Shweta Kastiya, Prof. Nisha Yadav, Dr Himangini Rathore Hooja, Dr. Roopam Kothari, Prof. Shelja K.Juneja, Prof. K.S. Sharma, Dr. Payal Chaturvedi, Prof. Sharad Rathore, Dr. Raakhi Gupta, Prof. Ankia Jain, Dr. Anju Singh, Dr Sonal Jain and Dr. Ruchi Nanda.

Number of Participants beneficiaries: 12 (teaching faculties)

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: To make the new faculty members aware about the various aspects of teaching-learning, research, publications and the systems and operations of IIS (deemed to be University).

Summary / Description

The University organized a 2-week Faculty Induction Programme, planned from 1-14 Aug.'23 for the newly appointed faculty members. The FIP began an inaugural session on Aug 1, 2023, wherein the University's management, i.e. the Chancellor & the Vice-Chancellor formally welcomed the new faculty members to the University. Both spoke about the duties and responsibilities of a teacher in an institution of higher education and also emphasised the need for continuous professional development, all the while striving to align themselves with the institution's vision and mission.

The FIP focused on key themes concerning higher education. Sessions were conducted on topics like Curriculum Development, LOCF, evolving Teaching-Learning Pedagogies, Blending technology in classrooms, Research Ethics and the important operations and systems at IIS (deemed to be University).

Day 1(Aug 1): A two-week Faculty Induction Programme - *Guru Dakshta* - organized by the FDP Committee of the University for its newly-appointed faculty members, commenced with an

inaugural ceremony on 1 August 2023. In line with the UGC's mandate for the induction and continuous development of the new appointees, the programme has been conceptualised to help them improve their teaching and classroom management skills, adjust to the culture of the University, as well as better understand their professional duties and responsibilities.

Hon'ble Chancellor, Dr Ashok Gupta, delivered the Welcome Address after which Hon'ble Vice Chancellor, Prof TN Mathur spelt out the aims and objectives of the programme. Both stressed the need for new teachers to go through rigorous preparation and make good use of opportunities for continuous professional development along with academic and administrative support.

Thereafter, the first **Session of the day entitled "Curricular Framework and Choice-based Credit System"** was delivered by Dr. Shilpi Rijhwani, Professor of Botany and Director, School of Life Sciences. Dr Rijhwani has been closely involved in developing a broad curricular outline for the University, keeping in mind the NEP guidelines for implementing a Choice-based Credit System (CBCS) within a Credit-based structure. She spoke at length about the various salient features of the CBCS and the sea-changes that have started to be made in its wake.

It was an interactive session wherein a lot of ground was covered pertaining to the students' freedom to choose courses from the prescribed ones comprising core, elective/ minor, skill-based and ability-enhancement ones too. Dr. Rijhwani closed by sharing that these would be evaluated following the grading system, which is considered to be better than the conventional marks system.

Day 2(Aug 2): Prof. Ila Joshi deliberated on the topic 'Teaching and Learning- Broad Overview'. Her session highlighted the implementation of an outcome-based approach to curriculum planning and its attainment. Prof Joshi demonstrated framing of CO, PO, PSO and mapping between COs with POs.

Day 3(Aug 3): Session on **'Methods and Techniques of Teaching' was taken by Dr Sreemoyee Chatterjee, IIS (Deemed to be University).** Dr Chatterjee focused on methods and techniques of teaching. She talked about the importance of shifting from teacher-centric teaching to learner-centric teaching methods and the integration of digital tools in education to make teaching easier and more effective.

Day 4(Aug 4): The session on **'Technology for Teaching'** by **Dr Devershi Pallavi Bhatt, Manipal University, Jaipur** focuses on Blended Learning. Dr Bhatt spoke on the various facets of blended learning and its logical progression given the accessibility of eLearning and online resources as well as the ongoing demand for a human element in the learning process. The speaker

suggested that a blended learning strategy should be incorporated to engage the student in his or her learning process.

Day 5 (Aug 5) - In the session on 'Examinations at IISU', **Prof. Nisha Yadav, Controller of Examination, IIS(Deemed to be University) a**cquainted the participants with different parameters relating to examination and evaluation patterns followed at IIS (deemed to be University), Jaipur. Prof. Yadav elaborated on all the components of internal and external assessments undertaken at the University.

Day 6 (Aug 6)– Material Sharing

Day 7 (Aug 7): The session on **'Understanding and Mentoring students'** by **Dr Himangini Rathore Hooja, IIS (deemed to be University),** witnessed a discussion about the Mentor-Mentee Programme at the IISU. Dr Hooja explicitly highlighted the expectations from the system like motivation, career guidance, providing timely and constructive feedback and professional development. The session strived to make participants familiar with Personal-emotional development with students.

Day 8(Aug 10): The first session was taken up by **Dr Anju Singh, Senior Assistant Professor, Department of Financial Studies, IIS (deemed to be University), Jaipur.** Dr. Anju talked about benefits of Internalization for India and recent policy initiative by Government of India. She has also discussed about improvement of the global ranking can be attained by utilizing the global resources. She has also elucidated on Internationalization of Higher Education as part of NEP 2020 and has shared the guidelines given by University Grant Commission within the framework of National Education Policy, 2020. She has also shared with us about the initiatives taken by our University i.e. IIS TIE and Tuning RISHII.

The second session of the day was conducted by **Dr Sonal Jain, Head, Department of Library and Information Sciences, IIS (deemed to be University), Jaipur.** She has acquainted the audience with the various sections of the central library and also the types of books/ Journals/ Magazines, etc and e-resources at University like INFLIBNET, JSTOR, National Digital Library, EBSCO-Corporate Resource Net, DELNET, Proquest, Prowess, Economic Outlook, EPWRF India Time Series, Directory of Open access Journals, NISCAIR Online Periodical Repository, NPTEL resources and Shodhganga. She shared the innovative practices of the University – Compendium, which covers the latest contest pages of the Journals & latest articles. Towards the end, Dr Sonal has also guided the faculty members to access the electronic databases and the way they can get themselves registered at the VIDWAN portal.

Day 9 (Aug 12): A session was conducted **on "Strategic Planning and Management at IISU' by Prof. K.S. Sharma, Advisor, IISU.** In this session, Prof. Sharma discussed the importance of

strategic planning. He provided a comprehensive overview of the responsibilities that university teachers hold, followed by underlining the significance of integrating ICT (Information and Communication Technology) tools into teaching practices. He further explained the multifaceted role that teachers undertake, encompassing mentorship and active involvement in various committees. Prof, Sharma acquainted the participants with extension activities and the committees that are doing these activities at the university.

The second session of the day was **Dr. Payal Chaturvedi, Coordinator, IQAC.** She explained the role and responsibility of **Internal Quality Assurance Cell (IQAC).** Additionally, she provided a concise overview of the accreditation entity, NAAC (National Assessment and Accreditation Council), which conducts evaluations of educational institutions according to a set of seven criteria. Notably, she placed a significant emphasis on the pivotal role played by teachers in addressing the seven criteria utilized for Institutional Evaluation by NAAC.

Day 10(Aug 10) The first session of the day was focused on the intricate aspects **of systems and operations** within IIS (Deemed to be University) Jaipur. The resource person for the Session was **Prof. Sharad Rathore, Professor & Head, Department of History, IIS (deemed to be University),** Jaipur. The session revolved around the salient features of deemed universities, the pattern of courses, the credit system, and the underlying course structure at the university. Prof. Rathore emphasized the autonomy granted to these universities by the University Grants Commission (UGC) of India, which allows them to design and implement their academic programs and curriculum to respond more dynamically to emerging trends in various fields. She also elucidated the credit system and highlighted the the adoption of CBCS pattern at the undergraduate level for all the courses by the University.

The second session of the day was centred around the comprehensive S**upport Initiatives** within the IIS (Deemed to be University) Jaipur. The speaker for this session was **Prof. Raakhi Gupta, Registrar, IIS (Deemed to be University) Jaipur and Dr. Shelja K. Jueneja, Professor, Dept. of Environmental Science** also accompanied her for the conduction of some activities for the participants. The discussion in this session was aimed at highlighting the critical role of teachers, as well as the mechanisms and support initiatives in place to enhance the academic, research, holistic development, and financial aspects for both students and staff members. Prof. Gupta began the talk by emphasizing the pivotal role of teachers in shaping the educational journey of students. She delved into the University mechanisms and diverse range of support initiatives available at the University for staff and students that can be classified broadly into three categories viz. Academic and Research, Holistic development, and Financial and other supports. The speakers also highlighted the research initiatives, highlighting the university's research policy and fellowships, R&D Labs, Research Development Centre (RDC), etc. She also elaborated on consultancy policies, along with the presence of ethical committees for both animal and human research. Additionally, she mentioned the university's support for research publication, which includes in-

house journal publications. She elaborated on guilds, societies, clubs, and associations that cater to a wide range of interests, fostering extracurricular engagement. Moreover, she highlighted the role of centre and national forums, as well as cells like Training and Placement and the Internal Quality Assurance Cell (IQAC) in enhancing students' overall growth. The speaker also pointed out the significance of international and other memberships within the university, promoting global exposure. Prof. Gupta outlined various financial schemes available to students, including support for the alumni network, endowment awards for meritorious students, financial support for research work, etc. She also highlighted the university's commitment to the well-being of its students and faculty members by providing accidental insurance coverage and financial assistance in cases of severe disease or ailment.

Day 11 (Aug 11) The session for the day was taken by **Dr. Roopam Kothari, Associate Professor from the Department of Management Studies,** on **Consultancy and Incubation**. Dr. Kothari emphasized the symbiotic relationship between academia and industry, shedding light on how academic expertise can be harnessed to drive innovation and growth in the corporate sector. Her practical insights resonated with the audience, sparking engaging discussions on fostering effective collaborations and the role of universities in fostering entrepreneurship.

The second session of the day was by **Prof. Ankita Jain, on "Building Constitutional Values through Education."** Prof. Jain shared 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 participants were deeply engaged. The vibrant discussions demonstrated the participants' enthusiasm and willingness to explore the intersections of academia, industry, and societal values.

Day 12(Aug 12): The first session was on **Feedback Monitoring System** led 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. The session explored the different sources of feedback within the university context, such as students, faculty, parents and alumnae. An interactive activity was organized during this session by Dr. Monica Sharma, Head, Department of Clinical Psychology, IIS deemed to be University, Jaipur to provide a practical understanding of the concepts discussed during the session.

The second session was on **"Quality Assurance in Higher Education" was Dr. Payal Chaturvedi, Coordinator, IQAC, IIS deemed to be University, Jaipur.** She explained the role of quality assurance in the realm of higher education. The session covered strategies and practices to ensure and enhance the quality of education within an institution. She also conducted interactive

activities, including a crossword puzzle and a quiz, which were aligned with the content of her presentation.

Day 13(Aug 13) – Material Sharing

Day 14(Aug 14): The final day of the FIP witnessed a session by **Dr Shweta Kastiya** from the School of Management Studies, spoke on **"Research Ethics and Innovation"**. Dr. Kastiya discussed the place of ethics in both carrying out research as also in the publication of findings/ results. She highlighted such related aspects of ethical research as publication misconduct, authorship issues, predatory and cloned journals, on the one hand, and intellectual honesty and research integrity, on the other. It was an interactive session, with the Participants being taken through a few portals and plagiarism-software for use in their research-based endeavours.

The **valedictory session** of the Faculty Induction Program – Guru Dakshta took place on 14th August 2023. The session was graced by the presence of Hon'ble Dr Ashok Gupta, Chancellor, IISU and Registrar Dr Raakhi Gupta, Registrar, IISU. During the valedictory session, participants shared their experience of the "Gurudakshata - Faculty Induction Programme'. The experience-sharing session was followed by a certificate distribution ceremony wherein the Hon'ble Chancellor and Registrar awarded a certificate to all participants for completing the Faculty Induction Programme.
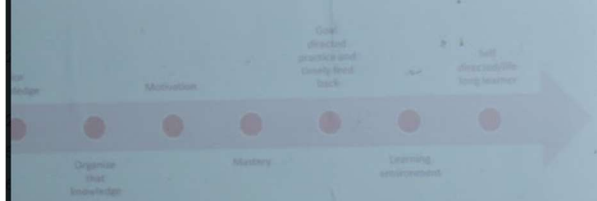
.