



REPORT ON THE FACULTY DEVELOPMENT PROGRAM FOR NEW RECRUITS OF ACHARYA INSTITUTE OF TECHNOLOGY, BENGALURU

December 6-8, 2018

The new employee's first contact with physical and human working environment is extremely important as it condition relationship with the organization and understands institution's culture, leadership and the people in the organization. Induction makes the transition for a new member of staff to their new job as smooth and as trouble-free as possible and enthuse them to know their role, responsibilities, concern, commitment, increased productivity and excellence. Also it makes them feel at home, supported and important in the organization. The induction program for the new Members of AIT Faculty was organized from 6th to 8th December 2018 aimed at introducing the Job, the Organization, Quality and Excellence in Education and Research and provided opportunities to examine factors contributing for improved Student outcomes, teaching quality, Communication effectiveness, Curriculum Delivery, Learning environment etc. Following topics were covered during this program.

- Role perception of Teachers and Teaching effectiveness.
- Objective Based Education/Learning.
- Instructional Aids, Pedagogy, Teaching – Learning Technologies etc.
- Communication and Presentation Techniques.
- Academic Scholarship, Publishing, IPR etc.
- Competency Enhancement, Learning Communities, ICTs, e-Resources, MOOCs etc.
- Changing Professoriate, Work-life balances, Personality Development and Behavioral Skills.

The program started on 6.12.2018 at 9.30 AM with the inaugural session by Dr Rajeshwari, HOD ECE and I/c Principal, Dr Diwakar Goli, the Campus Director and the program lead Dr R. B. Gaddagimath, Dean - Learning Resources and Academic Support, who welcomed the gathering in the AES Seminar Hall. In all 74 newly recruited faculty members from Acharya Institute of Technology (63), Acharya School of Law (3) and Acharya College of Education (8) participated.



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At 9.30 am Prof Gururaj S, Principal Acharya PU College gave a talk on “Role Perception of Teacher and Teaching in 21st Century”



In his address, Prof Gururaj S pointed out that the perception by students on a teacher will be different and it varies as “Seeing, feeling, understanding, visualization, listening, hearing interpretation, and experience will be different for different students”. He also stated that the role perception changes with time, self, employer, system and stake holders. He requested all the participants to consider the teaching profession passionately to help every learner they come across and render human touch which is missing nowadays with the teaching community.



Participants during the first session.

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At 11.15 am **Dr. R.B. Gaddagimath**, Dean, Learning Resources and Academic Support, Acharya Institutes, Bengaluru gave talk on **ICTs in Teaching, Learning and Research and Communication Strategies**.



He stated that it is essential to integrate ICT in teaching learning process and the Faculty must address complex Research and adopt Logical, Creative and Critical Study approaches. He stressed that there has been a shift in learning approach from Synchronous Classroom based instruction to Asynchronous computer network based learning and students are interested in Plug and Play and Plunge in and Learn. Dr Gaddagimath appealed the faculty members to contribute to a rational consensus of ideas and information and publish research papers in peer reviewed journals. He also distributed material comprising of what to be included and what not to be in any articles intend to be published.

At 1.45PM **Dr. B. Gururaj Urs**, Head, QUICAI Acharya Institutes, Bengaluru addressed the participants on a topic **Curriculum: Course Objectives, Course/Learning Outcomes**. In his address, he stated that there is a change in the Educational system (since a decade or so) with respect to Syllabi / Curriculum, ways of teaching, training, research, IT and Education (MOOCs, SPOCs etc), Obsolescence and redundancy of concepts, Requirements of the industry and Needs and wants of various stake / share holders.



He insisted the participants to embrace Outcome-based education as it will provide greater Consistency, Accountability and Accessibility. While dealing with the course objectives, faculty need to build on critical questions, they are

- What needs to be learned?
- Who needs to learn it?
- What do they need to know before they can start? (pre requisites)
- What you teach should be linked to real time performance?

Essentially it's all about what the learner is going to be able to DO with what they learn from the course

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At 3.00 pm **Prof. B.N. Naresh Kumar**, Director, Acharya School of Management, Bengaluru gave a talk on **Motivation in Teaching and Learning**. He started with a few questions to the faculty members about their instantaneous reactions in the class when they see some students engaged in some unwanted activity.



He expressed that the Motivation is the process of stimulating people to actions to accomplish goals. He gave some impacting factors which can motivate or demotivating students in the class rooms. Aslo made a call to faculty not to go to class when they are unmotivated.

He gave some suggestions to participants and as teachers, they can ...

- Be excited about what they teach
- Encourage students
- Get them involved
- Offer incentives
- Get creative in our teaching
- Draw connections to real life
- Empathize with them
- Mentor them. Etc.,

At 4.00 pm Shri. **M. Nagi Reddy**, Director, HR & Administration gave an emotional talk on **Human Resource Management**. He deliberated on differences between HR management in corporate and educational institutions.

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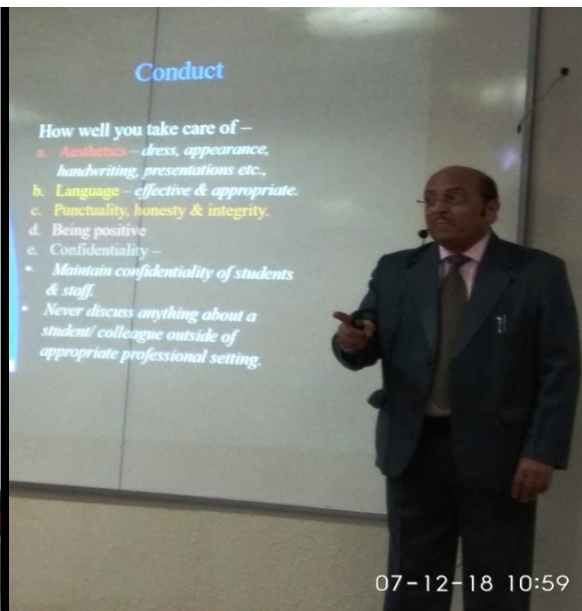


He also gave information on how recruitment process takes place in corporate sector and how personality of an incumbent is measured before they arrive to the HR round and then salary and training is decided.

In his address, he stated that the faculty must have through idea and command on the entire subject they teach before going to the class and fundamentals of the subject must be strong.

Also, requested the faculty members to follow SOP and meet all the expectations of the management for increments and promotions. He informed that he will discuss some of other issues related to HR policies on some other occasions.

On 7.12.2018 at 9.00 am **Dr. Gururaj Karajagi**, Chairman, Academy for Creative Teaching, Bengaluru addressed the gathering on **Professionalism of a Teacher and Values in Academic Leadership**. In his lecture, he told the faculty that all of us have a great responsibility in building a strong India. Education is the mother of all



Profession. If Teacher is a pessimistic, he will only produce pessimistic professionals. Teacher must have not only knowledge but also skills. Otherwise it will not be useful in the class. Individuals' habits must be converted in to attitude to bring changes in the society. If we are only a teacher to teach the allocated subject it is not enough and is not professionalism. One must work beyond our syllabus and give moral

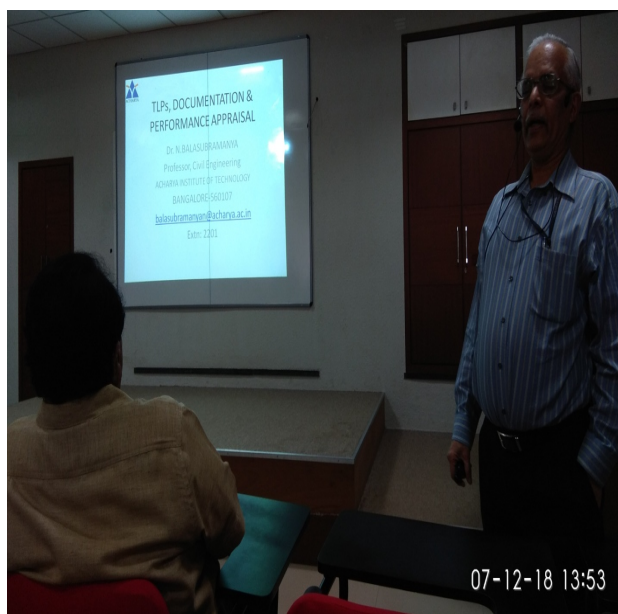
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support to students to build confidence. Then we will be respected by the mass. Professionalism is a mirror work, he reiterated.



At 10.45 am **Dr. S.C. Pilli, Director, IQAC**, Acharya Institute of Technology, Bengaluru gave a talk on **Lesson planning, Bloom's Taxonomy and OBE**. He stressed that there is more of cognitive learning in an affiliated system and hence we will have only up to application level and higher level of learning and teaching are difficult to see in the prescribed curriculum.

He explained what all should be in the lesson plan and how one need to map COs, POs and PSOs. He also demonstrated different levels of addressing at different semesters and how to calculate attainments. It was well appreciated by all participants



At 1.45 pm **Dr. N. Balasubramnya**, Dean, Administration, Acharya Institute of Technology, Bengaluru gave a talk on **TLPs, Documentation and Performance Appraisal**. He showed different documents related to course file and personal file that a faculty member has to maintain in every semester. It included, personal time table, class time table, question paper and scheme of evaluation

He also demonstrated how to fill PBAS format and on what basis higher authority evaluate PBAS format and percentage of waitage given to each one of such formats.

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At 3.00PM, Mr P V Shree Krishna, Faculty Member, Acharya College of Education, Bangalore, gave a talk on **Methodology for teaching and learning Strategy: Managing class room**. He requested all the teachers to avoid negative dialogues like: 1. If you are not interested then you may leave the class/get out. 2. Are you here to waste your parents money? 3. I get my monthly salary without fail. You are at loss if I stop. 4. If you are good, I am very good. 5. If you are bad I am worse. 6. Why do you come to College etc, He also gave guidance on how to face the challenges in the class rooms like: Lack of basic knowledge, Slow learners, Absent mindedness, Arrogant attitude, Attention seeking/Dominance, Comments/Arguments/Ego, Unwanted noise/sound, Irrelevant questions/Act, Electronic gadgets etc. He requested the faculty to have strategies like content enrichment, increasing student participation, prioritize academic activities for better results



At 3.45 pm, Dr. R.B. Gaddagimath, Dean – LRAS gave a talk on **Scholarly Publishing: Publisher's Perspective**. He gave vital information to all research scholars about the selection of titles, usage of words, and facts while publishing their research papers. He stated that demonstrable errors, insignificant results, lack of originality, clarity, Citations, comprehensively, summary and abstracts may lead for delay in publications of research papers

He called the teachers to develop core competencies like Basic Skills of the Profession, Research Skills and Information Analysis, ICT Skills, Communication Skills, Attitudes, Values and Personal Traits. He also emphasized that the faculty members needs to have general skills such as team work, communication, writing and

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Day 3 (8.12.2018) started with an important topic on **“Citations to Altmetrics: Tools and Techniques for Quantifying Research Output”** by **Dr. IRN Goudar**, Scientist H and Head, ICAST (Retd), NAL, Bengaluru and Adjunct Professor, Mangalore University & Advisor Mysore/Bangalore University Libraries. He gave detail explanation on which type of journals one can select to publish papers and the factors influencing the publications like Bibliometric indicators.

He also gave information on how to decide the quality of journals and how to calculate citation details after publications. Detailed analysis of Acharya Institute of Technology research publications was presented and shown which are all the countries and institutions have cited the publications of AIT Faculty which in turn reflects on the similarities of research possibilities of multi disciplinary/institutional collaboration..



At 11.45 am, **Dr. Anand Byrappa**, Librarian, Indian Institute of Science, Bengaluru and former Global Leader-Whitney Knowledge Centre GE India Tech Centre gave a talk on **“Application of IPR in Digital Age: Information, Trends and Insights for Academic World”**. He stated that the faculty must start doing research by looking at patents and scientific database rather than starting with journal papers like IEEE and Elsevier. He explained about copyright, infringement and fair use of articles and other materials. He gave information about Intellectual property service providers in India. He gave some information about trade secrets which is normally depended on names, shapes symbols, slogans, or some color and chemicals.



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At 1.45 pm, **Dr. Indrani P Kelkar**, Dean, Student Affairs, Acharya Institute of Technology, Bengaluru gave a talk on **“Proctoring and Student mentoring”**. In her address she has discussed about dos and don'ts of teacher as mentors. She suggested the faculty not to use the word Chronic to any students. She told that there exist two types of mentoring functions 1) Career development and 2) Psychosocial. **Career Functions:** Help the mentee understand academic requirements and prepare for career advancement like Coaching, Subject guidance, Exposure and visibility, Protection

Psychosocial Functions: It helps the mentee develop a sense of competence and clarity of identity. Like Role-Modeling, Acceptance and confirmation, Counseling, Friendship, Support Parents with information. She concluded by highlighting the roles of mentees and the advantages of mentoring in educational institutions for the growth of the organization and development of students

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At 2.45 pm **Mr Debashish Chakraborty**, Director and investor, The Namakh Store n Café, Bengaluru gave a talk on **“Startups and incubation: Role of Teachers in Creating Successful Entrepreneurs”**. Representing InQ, Australia with which MoU has been signed by Acharya Institutes is helping the students and faculty to convert new innovative ideas into marketable products.

About 146 ideas (proposals) received were scrutinized and out of which six have been selected to develop prototypes. He discussed many important issues associated with startups and how to take forward for their success and also to get funds/financial support from Government.



At 3.45 pm Shri CBM Bhooshan, Executive Secretary to the Chairman, gave a talk on Organizational culture, Quality and Excellence. He explained to the newly recruited faculty members that the vision of AIT is the vision of Chairman Shri B. Premnath Reddy. He stated that the 12 attributes like respect, trust, adaptability, result orientation, team work, employee engagement, responsibility, learning opportunities, purpose, communication, decision making and strategies define strong culture of an organization and Acharya family stand by these attributes and as a result we could achieve Quality and Excellence. He wished all the newly inducted faculty members to commit themselves and requested them to work for autonomy and to establish a Unique University of Acharya Institutes and also make our students stand tall in the industry.



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Valedictory was held at 4.40 pm. Dr Prakash M R, Principal AIT, Dr Divakar Goli, campus Director, Sri CBM Bhuooshan, ES to chairman, and Dr Ramesh Hegde, HoD MCA and Programme Associate were the guests. Many participants expressed their satisfaction and said, it was a great learning experience. Suggestions were made to have the FDP for five days and allot more time for topics on ICTs and include topics on “Consultancy and Revenue Generation, Creativity and Idea Generation, Scientific Temper, etc.” Dr. M.R.Prakash, Principal, AIT appealed all faculty members to dedicate themselves to ensure excellence in teaching learning and concentrate on research, innovation and placements. Dr. Divakar Goli, Campus Director requested all the participants to prepare five year and 10 year work/plan proposals which could be discussed in special interactive sessions scheduled on 12th December 2018.



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Dr R B Gaddagimath, Dean-LRAS and the Program lead reiterated that the objectives and purpose of the FDP to (i) Imbibe the Culture of Quality and Excellence (2) A great place to learn, contribute and grow (iii) Inculcate skills of passionate Teaching (iv) Professionalism of a Teacher (v) Curriculum Delivery (vi) ICTs in Teaching, Learning and Research (vii) Communication Skills were fully met. He thanked the Chairman Shri B.Premnath Reddy, Executive Director Mrs. Shalini Reddy for their concern to organize the FDPs in order to provide opportunities for the Faculty Members to develop improved skills and new techniques/ methods. Support of Mr. CBM Bhooshan, ES to the Chairman, Dr. Divakar Goli, Campus Director, Dr. M.R. Prakash, Principal, AIT, Dr Ramesh Hegde, Program Associate, Library Staff, CPRD, Housekeeping, Maintenance, Systems, Hospitalities, AES and other staff for the successful organization of the FDP was acknowledged. He also thanked all participants for their active participation.