A REPORT

*On*

**GURU-DAKSHTA (A Scheme of UGC)
FACULTY INDUCTION PROGRAM**

*organised by*

**AVIT CENTRE FOR CONTINUING EDUCATION
(ACCE)**

**1.COPY OF THE INVITATION & PROGRAM SCHEDULE**



VINAYAKA MISSION'S RESEARCH FOUNDATION
(Deemed to be University under section 3 of the UGC Act 1956)

AVIT Centre for Continuing Education (ACCE)

Cordially invites you all for the

**GURU-DAKSHTA** (A scheme of UGC)
**FACULTY INDUCTION PROGRAM**

18 JUL 2022 to 03 SEP 2022

09.30 a.m. to 04.00 p.m.

Virtual Platform Zoom

In the presence of

All Heads of the Institution
AV Campus
&

**AVIT CENTRE FOR CONTINUING EDUCATION**

**PROGRAM SCHEDULE – FACULTY INDUCTION PROGRAM – GURUDAKSHTA –AV CAMPUS,CHENNAI.**

| Module | Lecture Topic & Focus areas/ themes | Resource person | Date & time | |
|---|---|---|---|---|
| 1. | **Higher Education and its Ecosystem** | | | |
| | Evolution of the Higher Education sector of India., National and Global trends in Higher education | Dr.G.Selvakumar, Principal, AVIT | 18.7.2022 | FN:09:30AM-12:30PM |
| | Introduction about the University, Structure and Function of the University, Roles and responsibilities of faculty in the University - teaching, research, and support to local community | Prof.P.Rajasekaran Deputy Registrar (Administration), VMRF | | AN:01:00PM-04:00PM |
| | Current challenges and opportunities in Indian higher education implications for the everyday classroom | Dr. R.Jaichandran, Dy. Director (Research), VMRF | 19.7.2022 | FN:09:30AM-12:30PM |
| | Ecosystem around the University/ college -MHRD, State Departments of Higher Education, UGC, NAAC, NIRF, CEC, INFLIBNET, various regulatory bodies implications of their role | Dr. L. Prabhu, . Vice Principal – Admin, AVIT | | AN:01:00PM-04:00PM |
| | UGC Acts and Schemes | Dr.G.Selvakumar, Principal, AVIT | 20.7.2022 | FN:09:30AM-12:30PM |
| | Addressing problems of the students and constructive approach towards teaching and support  for students learning | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | | AN:01:00PM-04:00PM |
| | The University Act, statutes, Ordinances and its role and importance in governance, Institutional planning and | Dr.G.Selvakumar, Principal, AVIT | 21.7.2022 | FN:09:30AM-12:30PM |

| | | development | | | |
|---|---|---|---|---|---|
| | | Code of conduct, professional ethics, professional relationship and network | Dr.Jayaraj, Director,AVIL | | AN:01:00PM-04:00PM |
| 2 | **Curriculum designing, Outcome based learning and Choice based credit system** | | | | |
| | | Concept of curriculum<br>Different perspectives on curriculum<br>Structure of curriculum and attributes | Dr. S. P. Sangeetha,<br>Vice Principal – Academics,<br>AVIT | 22.7.2022 | FN:09:30AM-12:30PM |
| | | Considerations for designing the curriculum<br>Skills and responsibilities required for curriculum designer | Dr.M.Prabhahar,<br>Head Exam Cell, AVIT | | AN:01:00PM-04:00PM |
| | | Framing curricular objectives and organization of content<br>Curriculum monitoring | Dr. S. P. Sangeetha,<br>Vice Principal – Academics,<br>AVIT | 23.7.2022 | FN:09:30AM-12:30PM |
| | | Taxonomies of Instructional objectives, Student evaluation using Outcome Based Learning<br><br>Levels of learning | Dr. D. Vijendra Babu,<br>Vice Principal – Part-time Studies, AVIT | | AN:01:00PM-04:00PM |
| | | Choice Based Credit System - opportunities and challenges of implementation<br>History and Evolution | Dr.NazeemaTharayil,<br>Director, School of Arts & Science, | 25.7.2022 | FN:09:30AM-12:30PM |
| | | CBCS in comparison to Annual and semester-based system | Ar.M.UmaChakravarthy,<br>Director-School of Architecture & Planning & Dean - Faculty of Architecture –VMRF | | AN:01:00PM-04:00PM |

| 3. | **Teaching, Learning and Assessment** | | | |
|---|---|---|---|---|
| | Understanding the realm of Teaching | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | 26.7.2022 | FN:09:30AM-12:30PM |
| | Role, appropriate use and blending of technology in teaching | | | AN:01:00PM-04:00PM |
| | Strategies of teaching , Lesson Planning | | | FN:09:30AM-12:30PM |
| | Multicultural classrooms and inclusive pedagogies | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | 27.7.2022 | AN:01:00PM-04:00PM |
| | Concept of learning, Perspectives of learning | Dr. L. Prabhu, Vice Principal – Admin, AVIT | 29.7.2022 | FN:09:30AM-12:30PM |
| | Understanding students and their needs | Ar.M.UmaChakravarthy, Director-School of Architecture & Planning & Dean - Faculty of Architecture -VMRF | | AN:01:00PM-04:00PM |
| | Mentoring individual students and student groups | Dr.NazeemaTharayil, Director, School of Arts & Science, | | FN:09:30AM-12:30PM |
| | Assessment and Evaluation Formative and summative Feedback of stakeholders | Prof.Balaganapathy Dy.Director-DoM | 2.8.2022 | AN:01:00PM-04:00PM |
| 4. | **Technology for Teaching and assessment of I-generation** | | | |

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|---|---|---|---|---|
| | Online learning applications & system | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | 3.8.2022 | FN:09:30AM-12:30PM |
| | Use of social media and online library resource | | | AN:01:00PM-04:00PM |
| | Developing e-content | Dr.Jaichandran Dy.Director,Research(VMRF) | 4.8.2022 | FN:09:30AM-12:30PM |
| | IPR and copyright issues, Anti-Plagiarism Tools | | | AN:01:00PM-04:00PM |
| | India's Initiatives in e-learning | Dr.NazeemaTharayil, Director, School of Arts & Science, | 5.8.2022 | FN:09:30AM-12:30PM |
| | Developing effective power point presentation for MOOC | | | AN:01:00PM-04:00PM |
| | ICT based assessment methods | Dr. L. Prabhu, Vice Principal – Admin, AVIT | 8.8.2022 | FN:09:30AM-12:30PM |
| | ICT in the management of marks and feedback | | | AN:01:00PM-04:00PM |
| 5. | **Personal-Emotional Development and Counseling** | | | |
| | Personality and its defining characteristics, Assessment of personality | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | 9.8.2022 | FN:09:30AM-12:30PM |
| | Nature and types of adjustment problems: academic, emotional and social | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | | AN:01:00PM-04:00PM |
| | Student Diversity and Challenges and responsibility in handling them | Prof.B.S.Balaganapathy, Deputy Director -DoM AVIT | 10.8.2022 | FN:09:30AM-12:30PM |

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|---|---|---|---|---|
| | Stress Management | | | AN:01:00PM-04:00PM |
| | Counselling strategies for better personal and class adjustment- | Dr. L. Prabhu, Vice Principal – Admin, AVIT | 11.8.2022 | FN:09:30AM-12:30PM |
| | Individual and group counselling,Ethical and moral codes of counseling | | | AN:01:00PM-04:00PM |
| 6. | **Research, Professional Development and Academic Leadership** | | | |
| | Conceiving both teaching and research to strengthen the connections between the two | Dr. R.Jaichandran, Dy. Director (Research), VMRF | 12.8.2022 | FN:09:30AM-12:30PM |
| | Building effective teaching-research links at the curriculum level | Dr. L. Prabhu, Vice Principal – Admin, AVIT | | AN:01:00PM-04:00PM |
| | Designing inter-disciplinary and collaborative research projects in specific disciplines | Dr.NazeemaTharayil, Director, School of Arts & Science, | 16.8.2022 | FN:09:30AM-12:30PM |
| | Conducting Discipline-specific Research: planning, and writing a research proposal, fundingopportunities, involving students in research | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | | AN:01:00PM-04:00PM |
| | Software tools for research and for plagiarism check: Latex, Bibliographic, End Note, BibTex,Turnitin, Statistical, other open-sources tools; data in the public domain | Dr. R.Jaichandran, Dy. Director (Research), VMRF | 17.8.2022 | FN:09:30AM-12:30PM |
| | Quantitative, qualitative and mixed methods of research, Preparing to become a PhD guide: roles and responsibilities | Dr. R.Jaichandran, Dy. Director (Research), VMRF | | AN:01:00PM-04:00PM |

| | | Role of academic heads and faculties for quality higher education | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | 18.8.2022 | FN:09:30AM-12:30PM |
|---|---|---|---|---|---|
| | | Fundamentals of Strategic and Transformational leadership, Developing organization aspiration and strategy for growth | Dr. L. Prabhu, Vice Principal – Admin, AVIT | | AN:01:00PM-04:00PM |
| 7. | **Academic Integrity** | | | | |
| | | Defining academic integrity, Honor codes and honor pledges | Dr.Jayaraj, Director,AVIL | 19.8.2022 | FN:09:30AM-12:30PM |
| | | Plagiarism: types, issues and consequences | Dr. R.Jaichandran, Dy. Director (Research), VMRF | | AN:01:00PM-04:00PM |
| | | Challenges of academic integrity in the time of Information technology | Dr. L. Prabhu, Vice Principal – Admin, AVIT | 22.8.2022 | FN:09:30AM-12:30PM |
| | | Ethical conduct of research, Publication ethics, Issues of unauthorized collaboration | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | | AN:01:00PM-04:00PM |
| | | Consequence for academic dishonesty | Mr.Rajasekar, Senior Manager- HR | 23.8.2022 | FN:09:30AM-12:30PM |
| | | Ways of promoting academic integrity, Importance of academic integrity in high qualityacademic and research outputs | Dr.Jayaraj, Director,AVIL | | AN:01:00PM-04:00PM |
| 8. | **Constitutional Values, Human Rights & Fundamental Duties** | | | | |

| | | Connect between Constitutional values and education, Human Rights, Fundamental Duties | Prof.P.Rajasekaran Deputy Registrar (Administration), VMRF | 24.8.2022 | FN:09:30AM-12:30PM |
|---|---|---|---|---|---|
| | | Implications for the teaching, learning and research | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | | AN:01:00PM-04:00PM |
| | | Caste, class and gender in the classroom | Dr.Jayaraj, Director,AVIL | 25.8.2022 | FN:09:30AM-12:30PM |
| | | Role of education in creating a more equal and just society, Looking beyond stereotypical generalizations | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | | AN:01:00PM-04:00PM |
| | | Importance of 'universal' values – truth, righteous conduct, peace, non-violence | Dr.Jayaraj, Director,AVIL | 26.8.2022 | FN:09:30AM-12:30PM |
| | | Anchoring professional ethics in universal values | Dr.Jeyaraj Director,AVIL | | AN:01:00PM-04:00PM |
| 9. | **Environmental Consciousness and Sustainable Development Goals** | | | | |
| | | Health and Environment- | Dr. Vaishnava Devi Director Incharge,FAHS | 29.8.2022 | FN:09:30AM-12:30PM |
| | | Economy- Decent work and Economic growth, Industry innovation and infrastructure | Dr.Jayaraj, Director,AVIL | | AN:01:00PM-04:00PM |
| | | Social Justice | Dr.Jayaraj, Director,AVIL | 30.8.2022 | FN:09:30AM-12:30PM |

| | | Role of teachers and higher education institutions in supporting nation | Prof.B.S.Balaganapathy, Deputy Director -DoM AVIT | | AN:01:00PM-04:00PM |
|---|---|---|---|---|---|
| 10 | | **Strategic Planning and Management** | | | |
| | | Goals and objectives of management, Vision/mission document Preparation | Prof.P.Rajasekaran Deputy Registrar (Administration), VMRF | 1.9.2022 | FN:09:30AM-12:30PM |
| | | SWOT analysis, Work planning and its management | Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT | | AN:01:00PM-04:00PM |
| | | Dynamic status of faculty members and enrolled students in the institutions | Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT | 2.9.2022 | FN:09:30AM-12:30PM |
| | | Preparing strategic plans to coordinate at state and institutional levels | Dr. L. Prabhu, Vice Principal – Admin, AVIT | | AN:01:00PM-04:00PM |
| | | Envisioning Future - Developing Organization Aspiration and Strategy for growth, | Dr.G.Selvakumar, Principal, AVIT | 3.9.2022 | FN:09:30AM-12:30PM |
| | | Develop the roadmap of excellence: from vision strategy, Create and develop a shared vision | Prof.P.Rajasekaran Deputy Registrar (Administration), VMRF | | AN:01:00PM-04:00PM |

## 2.**LIST OF RESOURCE PERSONS**

| S.No. | Name and Designation |
|-------|----------------------|
| 1. | Prof.P.Rajasekaran<br>Deputy Registrar (Administration), VMRF |
| 2. | Dr. R.Jaichandran,<br>Dy. Director (Research), VMRF |
| 3. | Dr.G.Selvakumar,<br>Principal, AVIT |
| 4. | Dr.NazeemaTharayil,<br>Director, School of Arts & Science, |
| 5. | Ar.M.UmaChakravarthy, Director-School of Architecture & Planning &<br>Dean - Faculty of Architecture -VMRF |
| 6. | Prof.B.S.Balaganapathy, Deputy Director -DoM AVIT |
| 7. | Dr.Jayaraj,<br>Director, AVIL |
| 8. | Dr. S. P. Sangeetha,<br>Vice Principal – Academics, AVIT |
| 9. | Dr. L. Prabhu,<br>Vice Principal – Admin, AVIT |
| 10. | Dr. D. Vijendra Babu,<br>Vice Principal – Part-time Studies, AVIT |
| 11. | Dr.M.Prabhahar,<br>Head Exam Cell, AVIT |

## 3.PHOTOGRAPHIC EVIDENCE FOR VARIOUS EVENTS
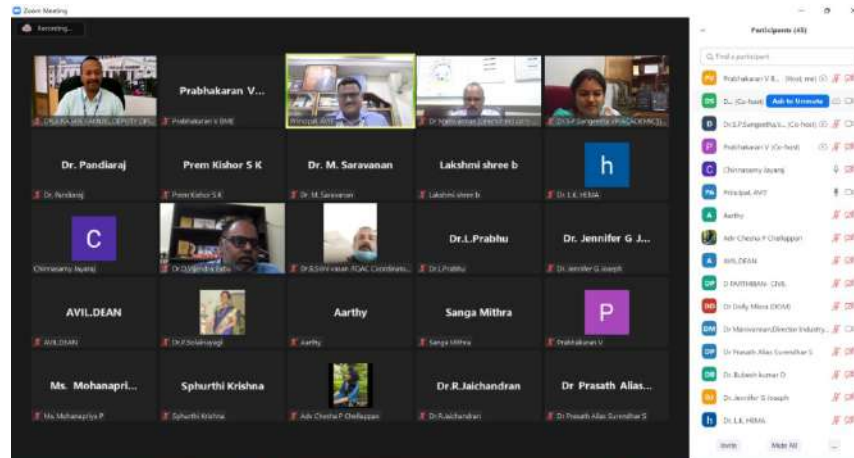


**Inaugural Ceremony  of   Virtual FIP, Guru – Dakshta**



**Felicitation  Address By  Dr.NazeemaTharayil, Director, School of Arts & Science**



**Vote of Thanks by  Dr. L. Hema , HoD of ECE & BME,  and Co-coordinator, ACCE**

**Session by Dr.G. Selvakumar, Principal, AVIT**



**Session by Dr.NazeemaTharayil, Director, School of Arts & Science**



**Session by Dr.Jaichandran, Deputy .Director Research,VMRF**

**Session by Prof.B.S.Balaganapathy,Deputy Director -DoM AVIT, Dean - Faculty of Management, VMRF**



**Session by Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT**



**Session by Dr.Jayaraj,Director,AVIL**

**Session by Dr. L. Prabhu, Vice Principal – Admin, AVIT**



**Session by Ar.M.UmaChakravarthy, Director-School of Architecture & Planning & Dean - Faculty of Architecture -VMRF**



**Session by Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT**

**Session by Mr.Rajasekar, Senior Manager- HR focused on the HR Policies of VMRF-DU**



**Session by Dr.M.Prabhahar, Head Exam cell,AVIT**

## . **REPORT OF THE VARIOUS TRAINING COMPONENTS**

The Faculty Induction Programme (FIP): Guru–Dakshta 2022 (A scheme of UGC), organized by AVIT Centre of Continuing Education (ACCE) for the newly joined faculty of AVIT,SAS and SAS was inaugurated on 18.07.2022 at 9.30 am in online mode. It began with an invocation song, Tamil Thai Vazhthu. Welcome address was delivered by Dr. S.P.Sangeetha, Vice Principal -Academics, Coordinator of ACCE and she stated the purpose behind the FIP. Special Address was given by Dr.A.Rajan Samuel, Deputy Director-Academics, VMRF-DU, Salem. The inauguration ceremony was felicitated by Dr.G.Selvakumar, Principal, AVIT, Dr. NazeemaTharayil, Director, SAS, Dr. Jeyaraj, Director, AVIL, Dr. Vincent Arputharaj, Dean, AVIL, and Prof. B.S. Balaganapathy, Deputy Director, DoM& Dean Faculty of Management. Dr. L. Hema, HoD of ECE & BME, and Co-coordinator, ACCE delivered a Vote of Thanks. The whole programme was hosted by Lakshmishree, Assistant Professor, BME.

The Induction program was conducted from 18.07.2022 to 05.09.2022 covering all the 10 modules prescribed by the UGC, the contents are delivered by 180 hours of lectures. The keynote speakers during the lecture of module 1 focused on the Higher education ecosystem in India. Dr.G.Selvakumar, delivered his speech on national and global trends in higher education and the need for code of conduct, professional ethics, professional relationship and networking in education. Dr. R. Jai Chandran,Dy.Director,Research ,VMRF through an interactive session withthe participants enlightened the current challenges and opportunities in Indian higher education. Dr. Jeyaraj,Director,AVIL addressed on the University Act, statutes, Ordinances and its role and importance in governance,Institutional planning and development. Dr.S.P.Sangeetha,VP(Academics) Addressed the about the constructive approach towards teaching and support for students learning.Ecosystem around the University/ college -MHRD, State Departments of Higher Education, UGC, NAAC, NIRF, CEC, INFLIBNET, various regulatory bodies implications of their role were well explained by Dr.Prabhu,VP(Admin).

Module 2 covered the topics on curriculum designing, outcome-based learning and choice-based credit system. Dr. Sangeetha delivered a talk on the different perspective of a curriculum and intellectual ideas on Framing curricular objectives and organization of content. Dr. D. Vijendra Babu, gave an informative lecture on taxonomies of Instructional objectives, Student evaluation using Outcome Based Learning. The opportunities and

challenges in implementation of choice based credit system was addressed by well-informed keynote speaker Dr. NazeemaTharayil,Director(Arts &Science).

Module 3 focused on teaching, learning and assessment. Keynote speaker Dr. D. Vijendra Babu,VP(Part time studies) delivered his lecture on Multicultural classrooms and the importance of inclusive pedagogies. The importance of understanding students and their needs was explained by the keynote speaker Dr. M.UmaChakravarthy. Understanding the realm of Teaching and effective methods of conducting Assessment and Evaluation was very well presented by Dr.M.Prabhahar. Module 4 was themed under Technology for Teaching and assessment of I-generation in which the experts in the relevant area delivered address on the various Online learning applications & systems that can be implemented effectively,  the importance of the use of social media and online library resource were discussed and methods to Develop e-content was explained to the participants. Dr.Jaichandran,Dy.Director(Research)delivered his address on IPR and copyright issues and various Anti-Plagiarism Tools through an interactive session.

Module 5 Lecture topics were related to Personal-Emotional Development and Counseling. Prof.B.S.Balaganapathy, delivered a thought provoking lecture on Student Diversity and Challenges and responsibility in handling them and the importance of Stress Management. Importance and need for individual and group counselling, Ethical and moral codes of counselling were also discussed.

Module 6 was focused on Research, Professional Development and Academic Leadership. How to Conduct a Discipline-specific Research, its planning, and writing a research proposal along with various funding opportunities that helps involving students in research  was delivered by Dr. D. Vijendra Babu. The various Software tools for research and for plagiarism check like Latex, Bibliographic, End Note, BibTex, Turnitin, Statistical and other open-sources tools and data  that are available in the public domain was in detailed enlightened by the keynote speaker Dr. R.Jaichandran.

Module 7 was focused on Academic Integrity, Eminent speakers of the day delivered lectures on Challenges of academic integrity in the time of Information technologyEthical conduct of research, Publication ethics, and Issues of unauthorized collaboration. Ways by which academic integrity can be promoted and the Importance of academic integrity in high qualityacademic and research outputs through an interactive session. Module 8 was themed

under Constitutional Values, Human Rights & Fundamental Duties. The Connection between Constitutional values and education, Human Rights, Fundamental Duties,The Role of education in creating a more equal and just society was explained by speakerof the day Dr.Jayaraj, Director, AVIL

Module 9 was themed on Environmental Consciousness and Sustainable Development Goals. Eminent speakers for the day delivered their address on economy- Decent work and Economic growth, the need for Industry innovation and infrastructure and also on the various role of teachers and higher education institutions in supporting the development of our nation was discussed through interactive sessions with the participants. Module 10 was focused on Strategic Planning and Management SWOT analysis, the lectures enlightened the participants on work plan and its management, The status of faculty members and enrolled students in the institutions were discussed, talk on envisioning Future by Developing Organization Aspiration and Strategy for growth which can be implemented was delivered by Dr.G.Selvakumar. Ways to develop the roadmap of excellence in education from vision strategy,Create and develop a shared vision. The Program was very much valued by the participants who gave encouraging feedback and appreciated all the keynote speakers and the efforts of the organizers for conducting this faculty induction Program effectively.

# 5.FEEDBACK REPORT AND ANALYSIS

Google forms were created for each session and it was circulated to all participants.
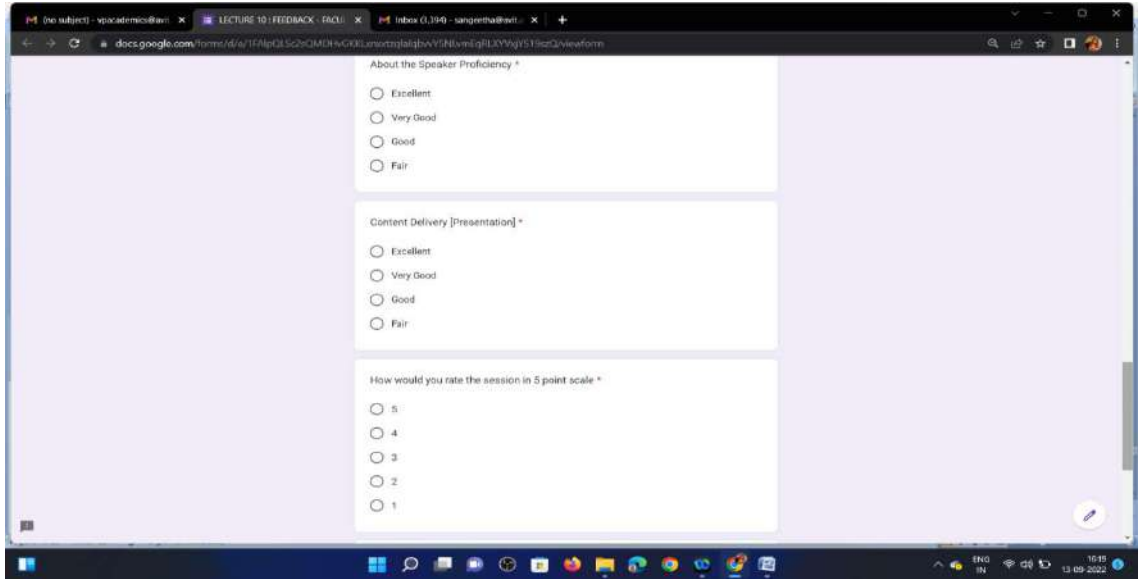A sample google form link and format is given below:

https://forms.gle/joo5v3rAxznM7hV67

## FEEDBACK ANALYSIS

Since all the sessions were handled by experienced faculty it was well received by the participants and a sample analysis report is given below
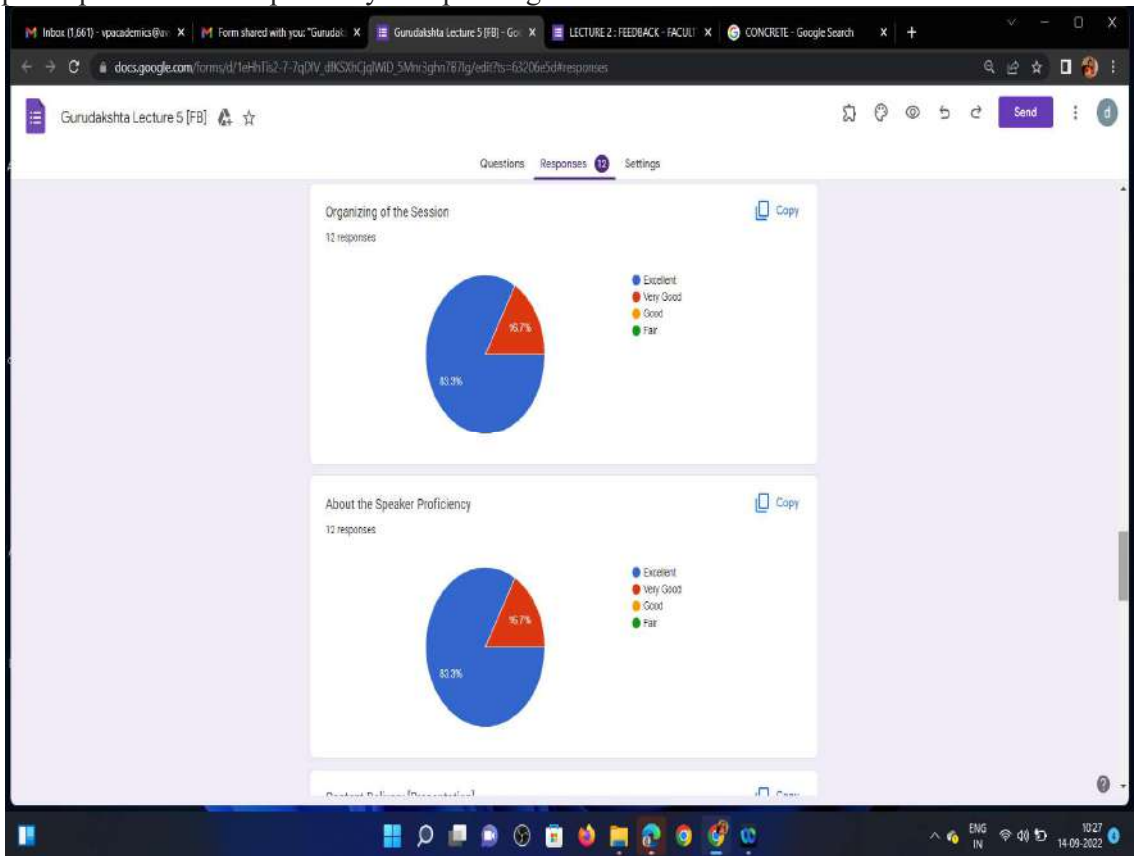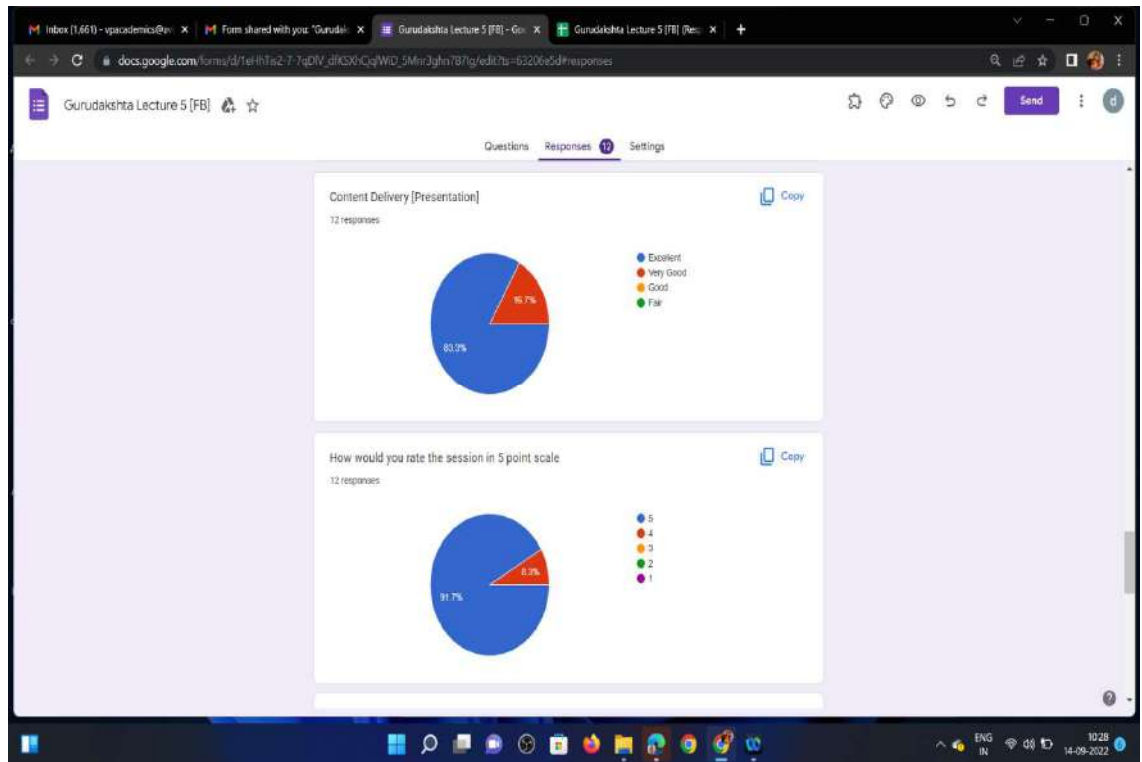
6. **List of Faculty who successfully completed the program for obtaining the Certificate from the University.**

| | LIST OF PARTCIPANTS ELIGIBLE TO RECEIVE CERTIFICATES | | |
|---|---|---|---|
| | GURU DAKSHTA - FACULTY INDUCTION PROGRAMME 2022 | | |
| S.No. | Name | Department | Designation |
| 1 | Dr. Solainayagi | CSE | Assoc. Prof |
| 2 | Dr. M. Adimoolam | CSE | Professor |
| 3 | Ms. Sasikala | Biotech | Assistant Professor |
| 4 | Ms. P.Mohanapriya | Biotech | Assistant Professor |
| 5 | Dr. Prasath Alias Surendhar S | BME | Associate Professor |
| 6 | Dr.B,Srinivasan | SAS | Associate Professor |
| 7 | Dr. M.Rajendhiran | SAS | Assistant Professor |
| 8 | Dr.R.Kamaraj | SAS | Assistant Professor |
| 9 | Dr Dolly Mishra | MBA | Assistant Professor |
| 10 | Dr.Sankaralingam Pandiaraj | AVIL | Associate Professor |
| 11 | Ms. Chesha P Chellappan | AVIL | Assistant Professor |
| 12 | Mr. Krishna Kishore Padala | AVIL | Assistant Professor |
| 13 | Ms. Sphurthi Krishna | AVIL | Assistant Professor |
| 14 | Ms. Gnana Sanga Mithra .S | AVIL | Assistant Professor |
| 15 | Dr. Saravanan | AVIL | Assistant Professor |
| 16 | Ms. Aarthy .G | AVIL | Assistant Professor |
| 17 | Dr. R. Sathish | AVIL | Assistant Professor |
| 18 | Ms.Nandhini RO | AVIL | Associate Librarian |