



VINAYAKA MISSION'S
RESEARCH FOUNDATION

(Deemed to be University under section 3 of the UGC Act 1956)

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 – GURUDAKSHITA –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	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	18.7.2022 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	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	19.7.2022 AN:01:00PM-04:00PM
	UGC Acts and Schemes	Dr.G.Selvakumar, Principal, AVIT	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	20.7.2022 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 Different perspectives on curriculum Structure of curriculum and attributes	Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT	22.7.2022	FN:09:30AM-12:30PM
	Considerations for designing the curriculum Skills and responsibilities required for curriculum designer	Dr.M.Prabhakar, Head Exam Cell, AVIT		AN:01:00PM-04:00PM
	Framing curricular objectives and organization of content Curriculum monitoring	Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT		FN:09:30AM-12:30PM
	Taxonomies of Instructional objectives, Student evaluation using Outcome Based Learning Levels of learning	Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT	23.7.2022	AN:01:00PM-04:00PM
	Choice Based Credit System - opportunities and challenges of implementation History and Evolution	Dr.NazeemaTharayil, Director, School of Arts & Science,		FN:09:30AM-12:30PM
	CBCS in comparison to Annual and semester-based system	Ar.M.UmaChakravarthy, Director-School of Architecture & Planning & Dean - Faculty of Architecture –VMRF	25.7.2022	AN:01:00PM-04:00PM

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

	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

	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, funding opportunities, 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			

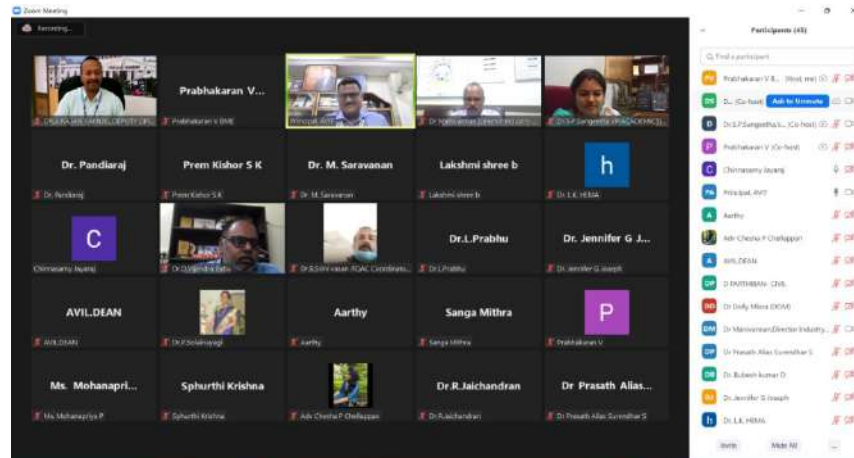
	Connect between Constitutional values and education, Human Rights, Fundamental Duties	Prof.P.Rajasekaran Deputy Registrar (Administration), VMRF	24.8.2022	FN:09:30AM-12:30PM
	Implications for the teaching, learning and research	Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT		AN:01:00PM-04:00PM
	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 Deputy Registrar (Administration), VMRF
2.	Dr. R.Jaichandran, Dy. Director (Research), VMRF
3.	Dr.G.Selvakumar, Principal, AVIT
4.	Dr.NazeemaTharayil, Director, School of Arts & Science,
5.	Ar.M.UmaChakravarthy, Director-School of Architecture & Planning & Dean - Faculty of Architecture -VMRF
6.	Prof.B.S.Balaganapathy, Deputy Director -DoM AVIT
7.	Dr.Jayaraj, Director, AVIL
8.	Dr. S. P. Sangeetha, Vice Principal – Academics, AVIT
9.	Dr. L. Prabhu, Vice Principal – Admin, AVIT
10.	Dr. D. Vijendra Babu, Vice Principal – Part-time Studies, AVIT
11.	Dr.M.Prabhakar, Head Exam Cell, AVIT

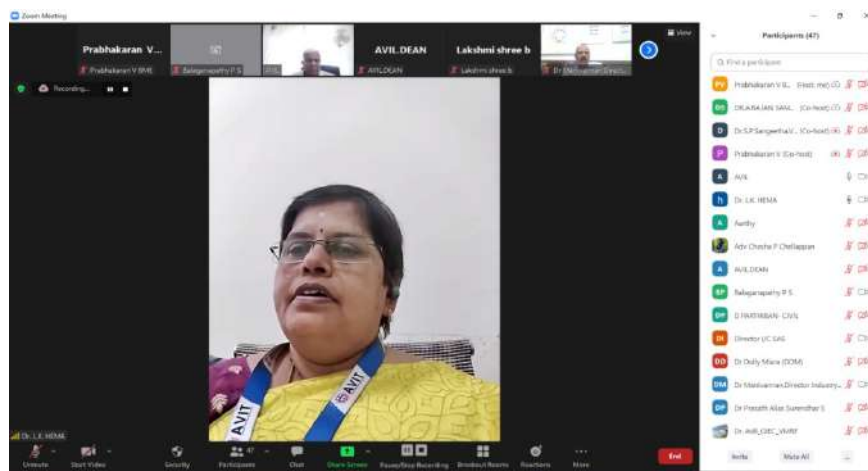
3.PHOTOGRAPHIC EVIDENCE FOR VARIOUS EVENTS



Inaugural Ceremony of Virtual FIP, Guru – Dakshta



Felicitation Address By Dr.NazeemaTharavil, 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.Prabhakar, 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 speaker of 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:

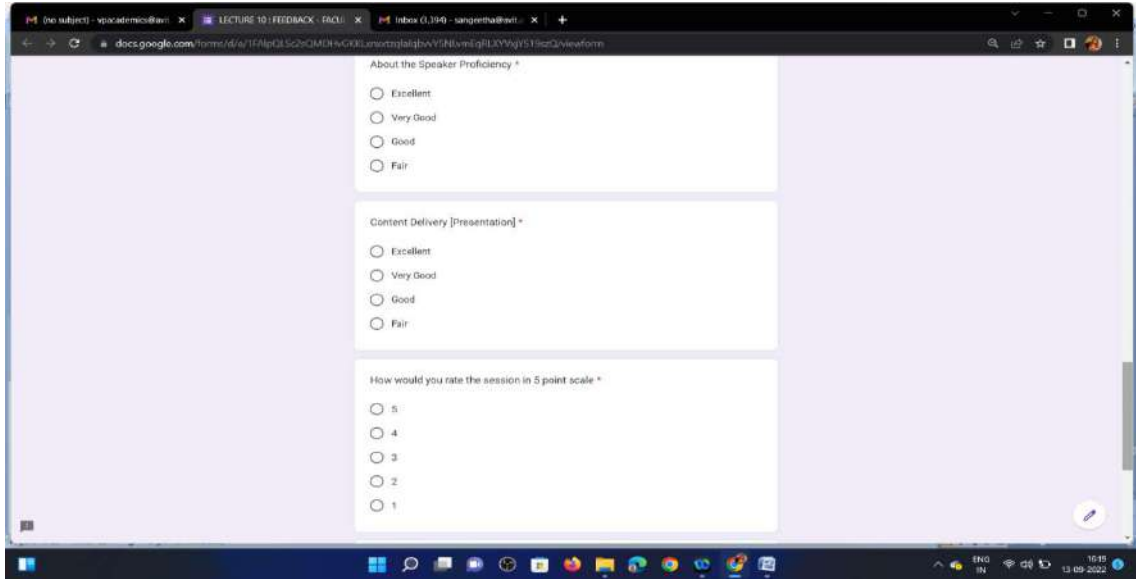
<https://forms.gle/joo5v3rAxznM7hV67>

The screenshot shows a Google Form titled "LECTURE 10: FEEDBACK - FACU". The form is displayed in a browser window. The fields visible are:

- Email *
- Salutation *
 - Dr
 - Mr
 - Mrs
 - Ms
- Full Name *
- Designation *
- Organization *

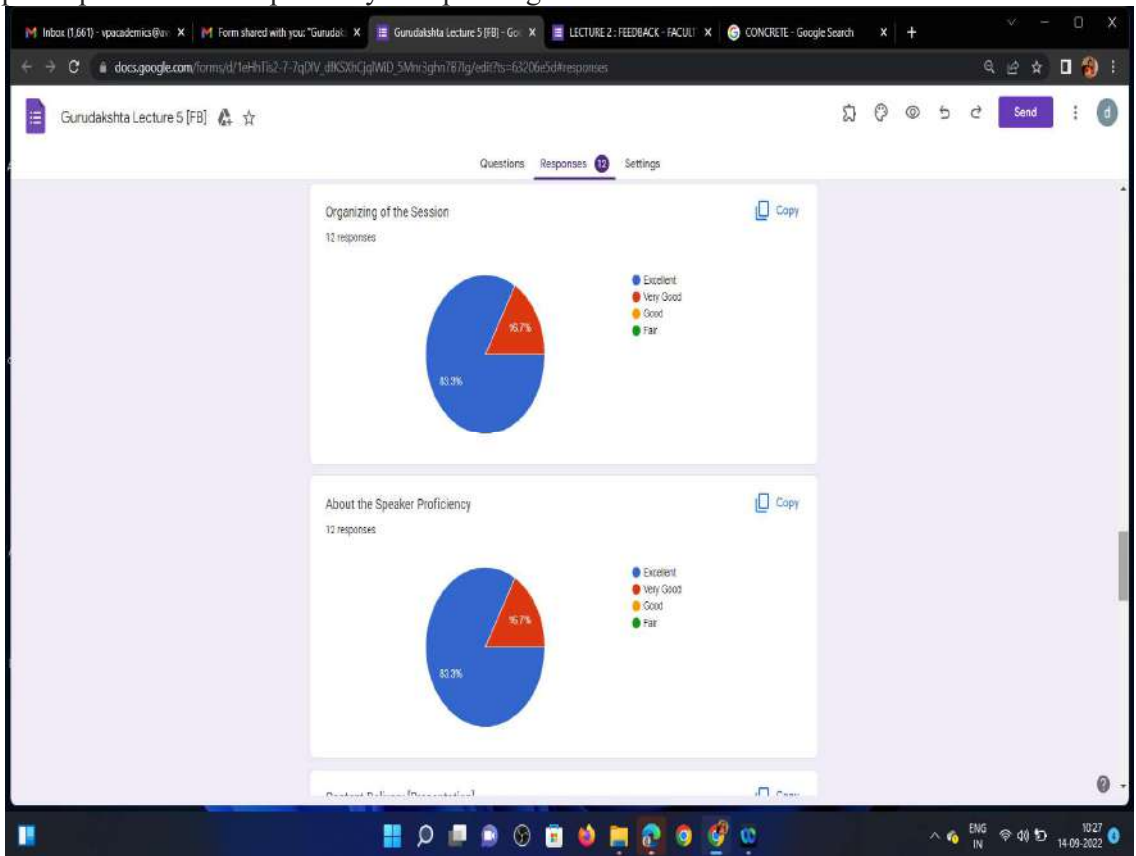
The screenshot shows the continuation of the Google Form titled "LECTURE 10: FEEDBACK - FACU". The fields visible are:

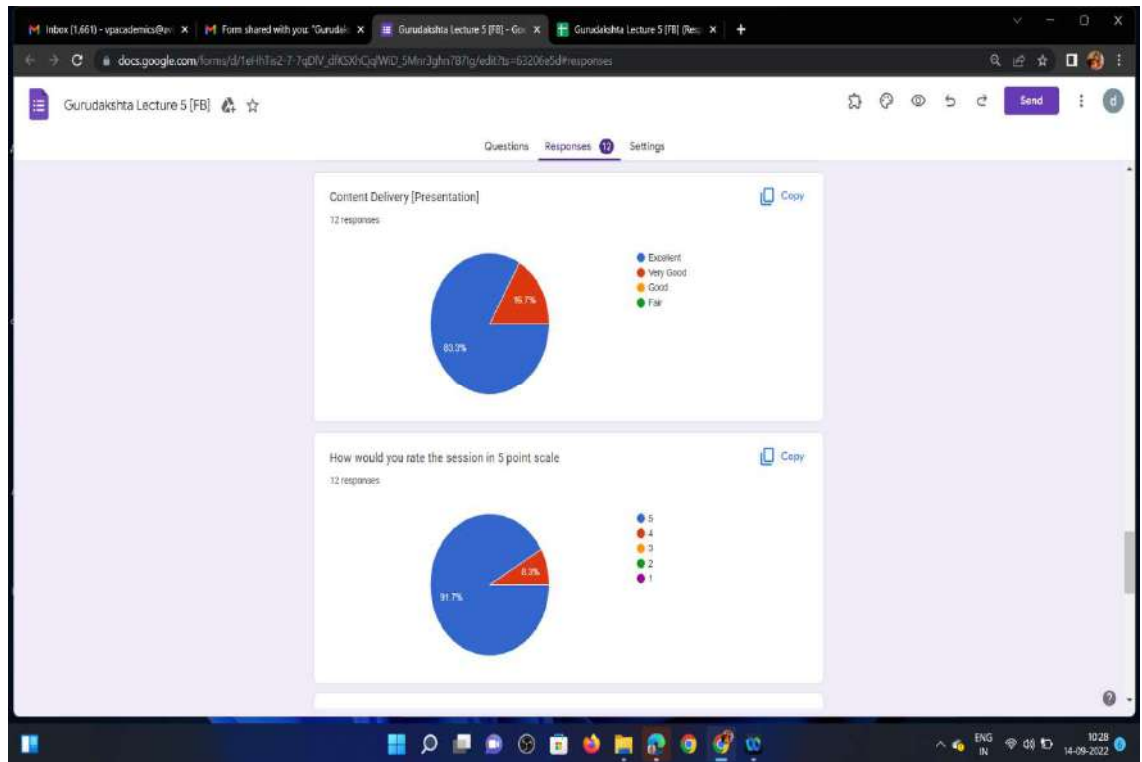
- Department *
 - BME
 - CSE
 - BIOTECH
 - SAS
 - MBA
 - AVIL
 - Other: _____
- Phone Number [WhatsApp Number] *
- Organizing of the Session *
 - Excellent
 - Very Good
 - Good
 - Fair
- About the Speaker Proficiency *



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 PARTICIPANTS 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