Theni Melapettai Hindu Nadargal Uravinmurai

NADAR SARASWATHI COLLEGE OF ARTS & SCIENCE, THENI

Re - Accredited by NAAC with 'B+' Grade

Approved under 2(f) and 12(B) Status of UGC

Permanently Affiliated to Mother Teresa Women's University, Kodaikanal

An ISO 9001:2015 Certified Institution

INTERNAL QUALITY ASSURANCE CELL

Report on Faculty Induction Programme

Faculty in higher education normally join the teaching profession without any formal training in teaching, learning or classroom management. Thus, the training is required as essential eligibility criteria for their appointment. In order to ensure qualitative growth of education faculty need to be strengthened and their ongoing professional development need to be given due attention. This demands a compulsory induction programme for freshly recruited faculty in colleges.

Internal Quality Assurance Cell, Nadar Saraswathi College of Arts & Science, Theni organized a **Faculty Induction Programme** to refresh the new faculty and familiarize the effective academic practices to be followed in the academics.

Objectives of the Programme

- To enable the faculty to understand their roles and responsibilities in Higher Education and to impart essential professional skills, competencies and attitudes.

- To help the participants to understand the structure, functioning, governance, rules and regulations of the Institution and to orient them to become potential partners of institute.

- To explain and motivate the faculty to adopt learner – centric approaches of teaching and classroom management.

- To enable the faculty, to develop & understand various methods of evaluation and assessment

- To enable the faculty to familiarize the distinctions of curricular reforms, curriculum design and development in university and college in the context of inter-disciplinarity, with specific reference to CBCS.
- To empower the faculty to get familiar and adopt with ICT integrated learning and new educational approaches to teaching – learning.
- To orient the faculty with the process of generating new learning materials for enrichment of online open access platforms
- To provide research orientation to young faculty towards integrating research with pedagogy and innovative classroom practices.
- To sensitize and acquaint faculty with practical knowledge in emotional balance of self and student-counselling and mentoring.
- To provide knowledge about different models of leadership to the participants in order to enhance their academic leadership skills.
- To enable the faculty to learn the principles of strategic planning and management.
- To help the participants develop coherent and comprehensive understanding of the models of university governance and administration.

Modules of the Induction Training Programme

- Module 1: Higher Education and its Ecosystem
- Module 2: Personal-Emotional Development and Counselling
- Module 3: Strategic Planning and Management
- Module 4: Environmental consciousness & Sustainable Development Goals
- Module 5: Technology for Teaching and assessment of I – Generation
- Module 6: Academic Integrity
- Module 7: Teaching, Learning and assessment
- Module 8: Curriculum designing, Outcome based learning and Choice based credit system
- Module 9: Research, Professional Development and Academic Leadership
- Module10: Constitutional values, Human Rights and Fundamental Duties
- Module 11: Utilization of Library

Duration

In order to complete all the modules, the entire programme was held from 12th November to 24th November 2021 at Kamarajar Arangam, NSCAS, Theni.

Day 1
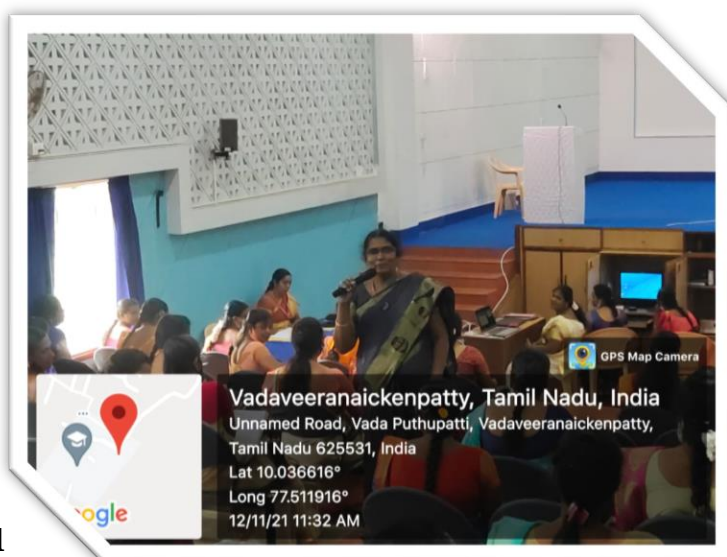
Inauguration

With the blessings of Almighty and support of Management, the programme was inaugurated by **Dr.S.Chitra,** Principal, Nadar Saraswathi College of Arts & Science, Theni. **Dr.P.Meenambigai,** IQAC Coordinator and Assistant Professor, welcomed the gathering.

Module 1: Higher Education and its Ecosystem

The module1 was presented by **Dr.S.Chitra,** Principal, NSCAS. In this session she explained and motivated faculty regarding their role and contribution of college to higher educational sector. First, she shared about the history of college and milestones of the institution and management. She pointed that college can help in great deal to produce leadership in all sphere. She described the academic and Non – academic role of teachers in college. She provided effective method of transacting / disseminating knowledge to the teachers. She imparted the faculty members about the professional traini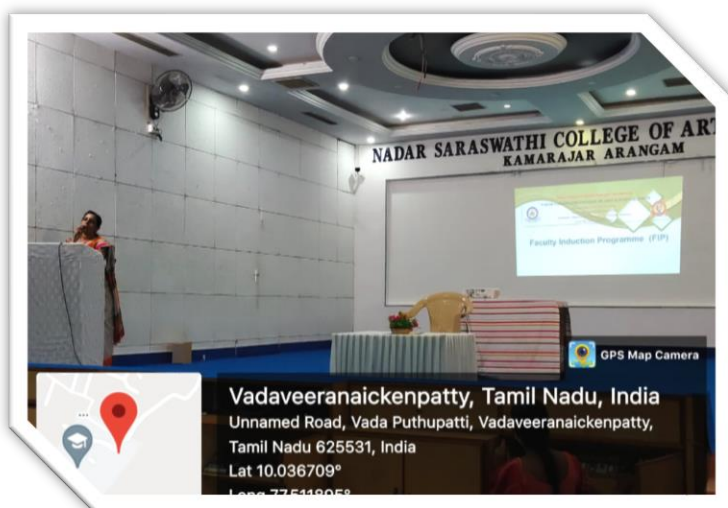ng which enhance their essential competencies, skills and attitudes. She mentioned the importance of human values and also the importance of spirituality, medication in our daily life which will provoke and help the faculty to improve their patience to handle student community. She explained faculty members about the current challenges and opportunities in higher education implication for everyday classroom. She also described about NAAC, ISO, UGC 2(f) and 12(B) accreditation of college. She insisted

the faculty to know how to address the problems of the students and constructive approach towards teaching and support for students learning. She also mentioned about the code of conduct, professional ethics, professional relationship and network to faculty members. She concluded her speech with institutional planning of the education and development. Her session is not only a lecturer session but also very interactive and live session with the help of motivational videos.

Day 2

Module 2: Personal-Emotional Development and Counselling

This session was presented by **Dr.A.Komathi,** Vice principal & Head, Department of CS & IT, NSCAS. She started her speech about personality development of the faculty members with specific behavioural tendencies. She stated that faculty members have to understand themselves and colleagues which will make the working environment more creative and cohesive. She explained about need of understanding

student's community like socioeconomic status of students, thinking and learning capacity of the students. She also discussed how to make adjustments with academics, cultural, financial, emotional, social and intellectual to develop their self-regulatory behaviours. She insisted faculty members to understand the stress of the students and its impact at different levels. She shared many ideas to faculty members regarding, how to reduce their stress and how to balance their family and teaching career. She trained faculty members how to counsel students and what are all the strategies should use during counselling for better personal and class adjustments.

Day 3

Module 3: Strategic Planning and Management

Third session was presented by **Mrs.Susheela Sankar,** Vice principal and Head, Department of Management Studies, NSCAS. She deliberated her speech on stress and time management and highlighted the importance of guidance to identify the strengths and weakness of the individuals and at the same time work on their strengths and area of interest to do wonder in future. She also motivated the faculty members to understand the decentralized planning, democratized planning and perspective planning which help them in envisioning their future.

Day 4

Module 4: Environmental consciousness & Sustainable Development Goals (SDG)

Fourth session was presented by **Dr.A.Saranya,** Head, Department of Microbiology, Biochemistry and Zoology. In her key note address she insisted the role of faculty members in environmental consciousness and sustainable development goals for a future society. She tagged faculty members to identify their critical role in the march of nation towards attaining sustainable

development goals; also she motivated the faculty members to realize their role by appropriately integrating sustainable development goals into their teaching and research. She described about the role of teaching faculty and higher education institution in supporting nation to attain SDG and also necessity of SDG for a better society. She also advised the faculty members to understand the importance of their role in developing SDG towards student's community, which will help the society towards environmental consciousness.

Day 5

Module 5: Technology for Teaching and assessment of I – Generation

This session was taken by **Mrs.R.Uma,** Head, Department of Computer Application and History. She started her speech by giving brief ideas regarding the online learning applications and system. In her address she mainly conversed about the Learning Management system, multimedia based interactive tutorial, web based lectures, e-books, virtual class, open educational resources delivered over network based electronic devices. She also discussed on educational resources as e-pathusala, MOOCs, Mobile apps, etc., she emphasised on sensitive issues in e-content development which need direct attention and resolution, like factual accuracy and compliance, resources for information etc.,
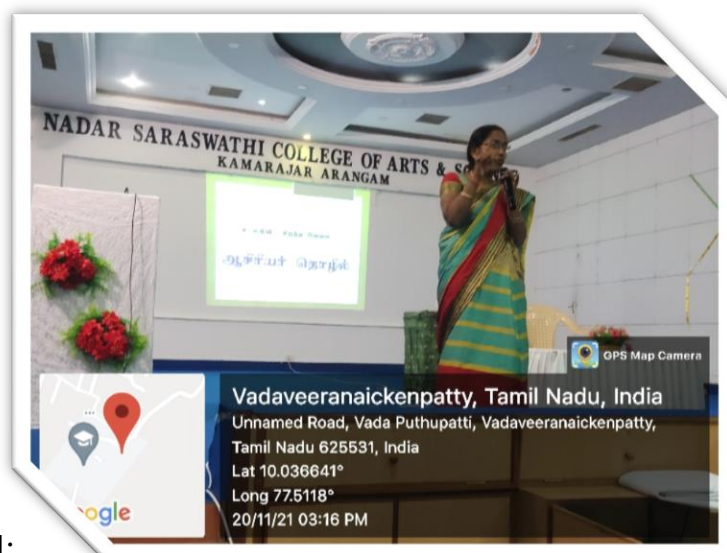
Day 6

Module 6: Academic Integrity

This session was explained by **Mrs.R.Umagandhi**, Head, Department of English, NSCAS. She defined what is academic integrity, need and importance of academic integrity, types, issues and consequences. She mentioned about the challenges of academic integrity in the time of information technology, information literacy and its needs and importance. She discussed about the consequence of academic dishonesty, and she gave the ideas to promote academic integrity in high quality academic and research outputs.

Day 7

Module 7: Teaching, Learning and assessment

This session was presented by **Dr.M.Devaki,** Head, Department of Tamil, NSCAS. In her speech she motivated the faculty members to understand the realm of teaching. She mentioned about the role, appropriate use and blending of technology in teaching. She insisted the strategies of teaching, in that she mentioned about the teacher-centred and student-centred;

their strengths and limitations. She discussed about the lesson planning with basic idea, logic and different types, skills and techniques for writing lesson plans. She mentioned about the effective classrooms with time management, use of humour in teaching, balancing firmness and friendliness, multicultural classrooms and inclusive educations. She discussed about the concept of learning, perspectives of learning. She also insisted the faculty members to understand the students and their needs, how to act a mentor to student group. She concluded her speech by explaining how to evaluate and assess the students in their learning outcomes.

Day 8

Module 8: Curriculum designing, Outcome based learning and Choice based credit system

This session was shared by **Dr.S.Devimeenakshi,** Head, Department of Chemistry and Physics, NSCAS. In her speech she discussed about the curriculum, components of curriculum, considerations for designing curriculum. She mentioned the need of development in curriculum. She discussed how to frame curricular objectives and organization content with appropriate learning resources, Pedagogical principles and assessment integrating and interlinking courses. She also mentioned about the outcome-based education and how it is used to improve the traditional education methods. She also gave idea on choice-based credit system with its opportunities and challenges of implementation comparison to annual and semester-based system. In this she mentioned about the types of courses offered by CBCS and evaluation pattern of CBCS.

Day 9

Module 9: Research, Professional Development and Academic Leadership

This session was presented by **Dr.K.Sivakami,** Head, Department of Mathematics, NSCAS. She discussed about the role of faculty members in research, teaching and overall professional development. She also discussed ways of ensuring integrity and ethics in conducting research. She listed out ideas for conducting interdisciplinary and collaborative research studies, and how to formulate strategies for engaging a meaningful research. She insisted faculty members to understand the dynamics of academic leadership through qualities through excellent communication skills, pro-activity, knowing when to take risks, resilience and passion for what they do.

Day 10

Module10: Constitutional values, Human Rights and Fundamental Duties

This session was explained by **Mrs.T.Krishnaveni**, Head, Department of Commerce, NSCAS. In this she mentioned about the relationship between constitutional values and education. Then she mentioned about the human rights and fundamental duties of faculty members for the implications of right teaching, learning and research. She discussed about the role of education in creating a social justice, looking beyond stereotypical generalizations by learning respect and

tolerance. She discussed about importance of universal values with truth, righteous conduct, peace and non – violence. She discussed about the professional ethics also.

Day 11

Module 11: Utilization of Library and Transport

      This session was presented by **Mrs.G.Shanthi,** Librarian, NSCAS. In this session she mentioned about the importance of utilization of library and availability of resources in library. She discussed about digital resources in library. She motivated the faculty members to utilize library with available journals and e-journals. She mentioned about JOMSA (Journal released by College) and she motivated the faculty members to publish article in our journal. She also informed the faculty members about the coaching classes conducted by library for the benefit of faculty members and students to get good score in the competitive exams. She also insisted faculty members to make use of transport facility provided by college. She explained about the rules to be followed by students as well as by faculty while they are using the buses.

      Finally the Faculty Induction Programme was ended with Vote of Thanks by **Mrs.R.Sharmila,** IQAC Coordinator and Assistant Professor, NSCAS.