



Unveiling Excellence

USTM

Brief Report *on* Faculty Development Programme 2018-19

UNIVERSITY OF SCIENCE & TECHNOLOGY, MEGHALAYA



BRIEF REPORT

VENUE: D Block, USTM

DATE: 5th April to 12th April, 2019

- | | |
|--------------------------------------|--|
| 1. NAME OF THE PROGRAM | : Faculty Development Program |
| 2. TOPIC OF THE PROGRAM | : ‘Students and Institutional Growth and Success’ |
| 3. ACADEMIC YEAR | : 2018-2019 |
| 4. NUMBER OF RESOURCE PERSONS | : 5 |
| 5. NUMBER OF PARTICIPANTS | : 45 (Attach the list) |
| 6. ORGANIZED BY | : USTM under IQAC initiative |
| 7. TEACHER IN-CHARGE | : Dr. Rashmi Baruah |
| 8. BRIEF PROGRAM REPORT: | |

This seven days Faculty Development Programme on ‘**Students and Institutional Growth and Success**’ was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 05/04/2019 to 12/04/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 45 participants/ faculty members from various departments of USTM. Five experts have been called as Resource Persons for the program who have shared their knowledge related to various sub topics like Creativity & Excel Leads to Organizational Success, Innovative & Effective Teaching for Institutional Growth, Students feedback Tool for Institutional Growth, Need of Industry Linkage for Institutional Success etc.

PHOTO GALLERY



Few representative photographs of the FDP

LIST OF FACULTY MEMBERS PARTICIPATED IN THE FDP

Sl no	Name of the faculty	Name of the Department
1	DR PAPIYA DUTTA	Department of Rural Development
2	DR. SANKAR THAPPA	Department of Business Administration
3	ROBIUL AWAL	Department of Commerce
4	DR. PAYEL CHAUDHURI	Department of Business Administration
5	DR. RASHMI BARUAH	Department of Business Administration
6	DR RITUN CHAKRABORTY	Department of Physics
7	DR BHAIRAB SARMA	Department of Computer Science
8	MS.JYOTI HATI BORUAH	Department of Business Administration
9	DR KANAK C. BORA	Department of Computer Science
10	DR HARI PRASHAD JAISHI	Department of Physics
11	RISHIPARNA CHOUFHURY	Department of Computer Science
12	DR MOUSUMI CHOUDHURY	Department of Business Administration
13	SAMUJJAWAL DEV SHARMA	Department of Business Administration
14	CHANDRANI ROY	Department of Business Administration
15	POLAKSHI BHATTACHARYA	Department of Economics
16	NABASHMITA BORDOLOI	Department of Commerce
17	DR SUJIT SIKDAR	Department of Commerce
18	DR.PRANTI DUTTA	Department of Economics
19	DR. SAMIR UL HASSAN	Department of Economics
20	SATYAKAM AGARWALA	Department of Applied Biology
21	MS.NINJA BEGUM	Department of Applied Biology
22	DR.JYOTISHMAN DEKA	Department of Botany
23	DR. TARUN CHANDRA SARMA	Department of Botany
24	DR DIPANKAR DUTTA	Department of Zoology
25	DR ALIKA PHUKAN BORA	Department of Zoology
26	DR RANJAN KALITA	Department of Mathematics
27	MR BAHARUL ISLAM	Department of Sociology
28	DR NABARUN PURKAYASHTHA	Department of Sociology
29	DR SANDEEP GUPTA	Department of Sociology
30	DR. EAHYA AL HUDA	Department of Earth Science
31	DR.ANINDITA BHETTACHARYA	Department of Earth Science
32	DR.UTTAM THAPA	Department of Chemistry
33	DR.JESMIN BEGUM	Department of Chemistry
34	DR.MOUTUSI DAS	Department of Chemistry
35	DR.ANIRUDDHA KUMAR BARO	Department of Political Science
36	DR.SARU JOSHI	PQSE
37	MS. HIMI SAIKIA	PQSE
38	MS. PUNITA B DEORI	PQSE
39	DR MAHSINA RAHMAN	Department of Economics
40	DR MUKUTOR RAHMAN	Department of Library & Information
41	DR BIRSON INGTI	Department of Applied Biology
42	DR DIPTIKA TIWARI	Department of Applied Biology
43	DR SAILENDRA GOYARI	Department of Applied Biology
44	DR MOHD. ZAKI SHAMIM	Department of Applied Biology
45	BHOPENDRO MADAR	Department of Social Work

Detail Report

1. SUMMARY SHEET

Name of the Program:	Faculty Development Program on ‘ Student and Institutional Growth and Success ’
Organizer:	University of Science & Technology, Meghalaya
Venue:	NKC Auditorium
Duration of the Programme:	7 days
Date of the commencement:	5 th April, 2019
Date of Conclusion:	12 th April, 2019
Total Participants:	45
Total Male Participants:	26
Total Female Participants:	19
Total Resource Person attended:	Five

2. About Organizer:

University of Science & Technology, Meghalaya is the first State Private University on Science & Technology in entire North East India, sponsored by Education Research and Development Foundation (ERDF). The University is being established in more than 400 acres of picturesque landscape surrounded by tranquil led greenery in Assam Meghalaya border, just one kilometer from GS Road, Baridua, 9th mile, opposite to CRPF Camp, Ri-Bhoi District of Meghalaya. It is about 85 kilometers from Shillong, the Capital of Meghalaya and 6 kilometers from Dispur, the Capital of Assam and 36 kilometers from Guwahati International Airport. The University is also having its own helipad within the campus.

3. Inauguration:

This faculty development program on “**Quality Enhancement and Assurance of Learning**” was inaugurated by Dr. P. K. Goswami, Vice- Chancellor of University of Science & Technology, Meghalaya, on 5th April, 2019 at the NKC Auditorium of USTM Campus. He explained about the need and expectations of participants from this FDP. The co-ordinator of the program Dr. Rashmi Baruah, Associate Professor, Business Administration Department has given the welcome speech. Dr. Ajmal Borbhuiyan, Academic Registrar, USTM has also given a brief explanation about the program.

4. About the various sessions of the Program:

This seven days Faculty Development Programme on “**Student and Institutional Growth and Success**” was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 05/04/2019 to 12/04/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 45 participants/ faculty members from various departments of USTM.

Various sessions started after the inaugural session. The resource person for the sessions on Day 1 and Day 2 of the Faculty Development Programme was Dr. Mridul Hazarika, VC, Guwahati University and the topic of discussion was “**Creativity and Excel Leads to Organizational Success**”.



Resource person Dr. Mridul Hazarika delivering lecture to participants in Day 1

Dr Hazarika mentioned that creation of innovations was an accidental process. However today it is overwhelmingly a targeted activity. According to Dr Hazarika in today's society innovations are understood as vital for social and economic development. Dr Hazarika stressed that innovations do not come up by themselves. Creativity is an important condition for innovations to occur. He said that in order for organization to be creative, it is especially important to improve and save its human resources. According to him the individual creativity is one of main factors which influence the expression of creativity in higher levels such as organizations and society as well.



Faculty members along with resource person Dr. Mridul Hazarika in Day 2

Mr Hazarika mentioned that creativity is often associated with different human features and abilities. According to Dr Hazarika creative personality from one simple idea or suggestion is able to create more ideas, thoughts and creations.



Faculty members along with resource person at the end of the session

He mentioned that restriction of resources can restrict creativity, because employees will be busy for a longer time searching for additional resources, rather than developing new products or services. He concluded with the note that leaders have to provide financial, human, time and other necessary resources which are necessary for the team to generate creative solutions.

The topic of discussion on Day 3 and Day 4 of the FDP was “**Need of Industry Linkage for Institutional Success**’ and the resource person was Mr. Debasish Saha, AVP, Sri Srai Sahaj EVS Ltd. He has highlighted the need to take collaboration between universities and the industry to the next level by enabling the latter to lead curriculum design and delivery through partnership models which include apprenticeships, hands-on training, real-life simulations and specialised employer training programmes.



Resource person Mr. Debasiah Saha delivering lecture to participants

Most academicians and industry front liners are on the same page when it comes to collaboration. The benefits are numerous via the enhancement of research and innovation through joint research projects, delivery of innovative commercial products, improvements in teaching, learning and enrichment of students' knowledge and their employability, as well as providing new streams of funding to tertiary institutions.

Most universities here have formalised collaboration with the industry in the areas of curriculum development, teaching and learning, research and development, consultancy as well as securing suitable industrial placements for students as part and parcel of a tertiary institution's core responsibilities.

The topic of discussion on Day 5 of the FDP was “**Innovative & Effective Teaching for Institutional Growth**” and the resource person was Prof Sohail Sabir. According to Prof Sohail Sabir education should be converted into a sport and learning process so that it can generate interest in the students and motivate them to stay back in the institution than to run away from it. Prof Sabir mentioned that educational institutions should become fun and thrill to students rather than burden and boredom.



Resource person Prof. Sohail Sabir delivering lecture on Day 5

Prof. Sabir stressed that it is an integral part of their growth and help them become good citizens. According to him education is an engine for the growth and progress of any society.



Faculty members attending Day 5 of the FDP

He mentioned some of the innovative and effective teaching methods for institutional growth are use of humor, role playing, words –words approach, Z-A approach are the ideas that can very well be practiced. According to Prof Sabir currently, many institutions are moving towards problem-based learning as a solution to producing graduates who are creative and can think critically, analytically, and solve problems. Prof Sohail Sabir also mentioned that mind map can be used by teachers to explain concepts in an innovative way. According to him these are much quicker to make and much easier to remember and review because of their visual quality. Also he highlighted that using humour in teaching is a very effective tool for both the teacher and student.

Prof Sohail Sabir also focussed that role playing and scenario analysis is mostly used in organizations that try to analyze a problem pertaining to the organization, and this is also used in management institutions. Thus he concluded that teaching depends upon successful mode of communication and Innovation though we mean the changes that we propose to be included in our medium of communication or even inclusion of some other elements in communicating information.

The topic of discussion on the Day 6 of the Faculty Development Program was ‘**Students feedback Tool for Growth**’ and resource person was Dr. Anthony Mathew.



Introduction of resource person of Day 6 of the FDP

Dr. Mathew explained that evaluation is an integral part of any kind of education. Although there are various methods of teachers' evaluation as well as for students' evaluation, but organization will have to be very careful to choose the best suited method.

He also added that feedback while being an important part of the learning process, is often misunderstood and poorly constructed. A common complaint of feedback by the receiver is that the sender or giver only focuses on the negative aspect of the performance without providing any positive comments. Also, the feedback process is intended to be interactive where the receiver can disagree, ask a question, repeat information for understanding, or otherwise talk back in the communication process, whereas it often is not.



Faculty members attending the Program on Day 6

Dr. Mathew also added that another mistake with the feedback is that instructors are the only ones providing feedback in the student learning process. The reality is that students also provide feedback to instructors and to their peers. So, recognizing and incorporating the different parties in the feedback communication process is important for student learning.

The Day 7 of the Faculty Development Program held on 12/04/2019. The topic of discussion was **‘Individual work Vs. Team work for Institutional Success’** and resource person was Ms. Srijia Chandak, HR Head, Adhunik Cement, Assam.



Faculty members along with resource person Ms. Srijia Chandak on Day 7

Ms Srijia emphasised that it is important that students learn to function in a team environment so that they will have teamwork skill when they enter the workforce. According to her students learn best from tasks that involve doing tasks and involve social interactions.

Ms Chandak added that one of the first things that an instructor must recognize is the difference between an individual working as part of a group and an individual working as part of a team. This does not mean that the individual is no longer important; however, it does mean that effective and efficient teamwork goes beyond individual accomplishments. She added that the most effective teamwork is produced when all the individuals involved harmonize their contributions and work towards a common goal. Ms Srijia also

highlighted that it is important that students learn to function in a team environment so that they will have teamwork skill when they enter the workforce. According to her students learn best from tasks that involve doing tasks and involve social interactions. Working in teams increases collaboration and allows brainstorming. As a result, more ideas are developed and productivity improves.



Faculty members attending Day 7 of the FDP

This seven days Faculty Development programs was designed to make the faculty members understand how our success as an institution requires to carefully assess our students' short-term objectives along with giving importance to Industrial linkage and innovative effective teaching to help them achieve their goals and thereby the institutional success.

5. Valedictory Function

The programme came to an end with valedictory programme on 12th April, 2019, with an address by the Academic Registrar of USTM. He explained briefly the importance of students growth for the overall Institutional success. The program co-ordinator gave a summary of the program, distributed the certificates to the participants and then ended the FDP with vote of thanks.

6. Resource Person

Five experts related to the topics have been called as Resource Persons for the program. They are Dr. Mridul Hazarika, V.C. Guwahati University, Mr. Debasish Saha, AVP, Sri Srai Sahaj EVS Ltd.; Prof. Sohail Sabir, Aligarh Muslim University, Dr. Anthony Mathew, NUEPA, New Delhi and Ms. Srijita Chandak, HR Head, Adhunik Cement, Assam.

Campus

Techno City, Khanapara, Kling Road, Baridua

9th Mile, Ri-Bhoi, Meghalaya-793101

Ph. 0361-2895030/ 07002303751/ 098540-23060

E-mail : ustm2011@gmail.com

Web : www.ustm.ac.in

