



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 12<sup>th</sup> April, 2019

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

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 BHAIKAB 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 <b>‘Student and Institutional Growth and Success’</b>
Organizer:	University of Science & Technology, Meghalaya
Venue:	NKC Auditorium
Duration of the Programme:	7 days
Date of the commencement:	5 <sup>th</sup> April, 2019
Date of Conclusion:	12 <sup>th</sup> 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, 9<sup>th</sup> 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 5<sup>th</sup> 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 Dayb 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.



## BRIEF REPORT

**VENUE:** NKC Auditorium, USTM

**DATE:** 03/06/2019 to 09/06/2019

- |                                      |                                                             |
|--------------------------------------|-------------------------------------------------------------|
| <b>1. NAME OF THE PROGRAM</b>        | <b>: Faculty Development Program</b>                        |
| <b>2. TOPIC OF THE PROGRAM</b>       | <b>: ‘Student Centric Curriculum and Teaching Learning’</b> |
| <b>3. ACADEMIC YEAR</b>              | <b>: 2018-2019</b>                                          |
| <b>4. NUMBER OF RESOURCE PERSONS</b> | <b>: 2</b>                                                  |
| <b>5. NUMBER OF PARTICIPANTS</b>     | <b>: 44 (Attach the list)</b>                               |
| <b>6. ORGANIZED BY</b>               | <b>: USTM under IQAC initiative</b>                         |
| <b>7. TEACHER IN-CHARGE</b>          | <b>: Dr. Rashmi Baruah</b>                                  |
| <b>8. BRIEF PROGRAM REPORT:</b>      |                                                             |

This seven days Faculty Development Programme on ‘**Student Centric Curriculum and Teaching Learning**’ was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 03/06/2019 to 09/06/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 44 participants/ faculty members from various departments of USTM. Two experts-Prof. D. P. Agarwal, honourable Former Chairman, UPSC and Prof. Mukulesh Baruah, Director AIM and ONGC Chairman, have been called as Resource Persons for the program who have shared their knowledge related to various sub topics like Student Centric Curriculum, Curriculum Innovation for Promoting Start-ups, Student Centric Teaching Learning Pedagogy etc.

## PHOTO GALLERY



*Few representative photographs of the Programme*



**LIST OF FACULTY MEMBERS PARTICIPATED IN THE FDP**

Sl no	Name of the faculty	Name of the Department
1	DR.JATINDRA NATH GANGULI	Department of Chemistry
2	DEBOJA SHARMA	Department of Applied Biology
3	DEBASHISH BORAH	Department of Applied Biology
4	DR MILU RANI DAS	Department of Botany
5	MAUTUSHI DAS	Department of Botany
6	DR SHIVANI SAXENA	Department of Physics
7	MR BIPLAB KR DEY	Department of Business Administration
8	SABITA DUTTA	Department of Commerce
9	DR W.YANCEY M. MOMIN	Department of Business Administration
10	DR SUPARNA DHAR	Department of Sociology
11	DR ENAMULLAH	Department of Physics
12	DR. ANIMESH GOGOI	Department of Botany
13	DR PINKIMANI GOSWAMI	Department of Mathematics
14	DR SUFIAN AHMED TAPADAR	Department of Botany
15	DR CHAYANIKA BORUAH	Department of Mathematics
16	DR PRIYANKA KASHYAP	Department of Applied Biology
17	PALLAVI GOGOI	Department of Applied Biology
18	SUDIPTA NAG	Department of Zoology
19	DR ABDUR RASHID	Department of Commerce
20	SUBHASH LIMBU	Department of Commerce
21	AJIJUR RAHMAN	Department of Economics
22	DR. ABDUR R AHMED	Department of Economics
23	DR. BEDABATI CHOUDHURY	Department of Botany
24	DR.BAKTIAR HUSSAIN	Department of Zoology
25	REJAUL KARIM AHMED	Department of Zoology
26	DR.BULBUL ACHERJYA	Department of Zoology
27	DR ALPANA CHOUDHURY	Department of Sociology
28	MS.GIRIMALLIKA SARMA	Department of Social Work
29	MS.SANGITA MAHANTA	Department of Social Work
30	MS.PRAMASA SAIKIA	Department of English
31	MS.SUKANYA KASHYAP	Department of English
32	MS. RINIVA THAKURIA	Department of English
33	SONY KUMARI	Department of Applied Biology
34	DR.SARIFUDDIN GAZI	Department of Chemistry
35	MS.FARIZA SAIDIN	PQSE
36	MS. SARMISTHA CHOUDHURY	PQSE
37	DR AFSANA AMIN	Department of Sociology
38	GAUTAM GOGOI	Department of Library Science
39	DR SWARUP JYOTI BAISHYA	Department of Earth Science
40	DR MAYURI DEVI	Department of Physics
41	MR NITU BORGHAIN	Department of Physics
42	GITUMONI SARMA	Department of Mathematics
43	MS. TAJBINA YASIN	PQSE
44	DR NAZIA PARVEEN	Department of Sociology

## Detail Report

### 1. SUMMARY SHEET

Name of the Program:	Faculty Development Program on ‘ <b>Student Centric Curriculum and Teaching Learning</b> ’
Organizer:	University of Science & Technology, Meghalaya
Venue:	NKC Auditorium
Duration of the Programme:	7 days
Date of the commencement:	3 <sup>rd</sup> June, 2019
Date of Conclusion:	9 <sup>th</sup> June, 2019
Total Participants:	44
Total Male Participants:	17
Total Female Participants:	27
Total Resource Person attended:	Two

### 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, 9<sup>th</sup> 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 ‘**Student Centric Curriculum and Teaching Learning**’ was inaugurated by Dr. P. K. Goswami, Vice Chancellor, University of Science & Technology, Meghalaya, on 3<sup>rd</sup> June, 2019 at the NKC Auditorium of USTM Campus. He explained about the need and expectations of participants from this FDP. Dr. R. K. Sharma given his opinion on present importance and existence of Student Centric Curriculum.

### 4. About the various sessions of the Program:

This seven days Faculty Development Programme on **Student Centric Curriculum and Teaching Learning** was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 03/06/2019 to 09/06/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 44 participants/ faculty members from various departments of USTM.

Various sessions started after the inaugural session and the resource persons for this seven days FDP were Prof D. P. Agarwal, Hon’ble Former Chairman, UPSC and Prof. Mukulesh Baruah, Director AIM.

The topic of discussion on Day 1 and Day 2 was the **Student Centric Curriculum** and it was taken by Prof D.P. Agarwal. According to him adopting student centric curriculum is very necessary for the educational institutions. He added that in this curriculum structure, students have opportunities and increased responsibility to identify their own learning needs: to find, choose, and incorporate resources, and to construct their own knowledge based on their needs and interests.



*Prof. D. P. Agarwal delivering the lecture*

Prof Agarwal said that the student-centered curriculum encourages students to find their passions and paths in education and follow them, resulting in students' gaining their structures of knowledge rather than simply being carriers of a standard, identical knowledge base imparted to all students. Students are not encouraged to just memorize information but are led to work with and use the information they are given, both individually and with other members of the class.



*Prof. D.P. Agarwal delivering lecture to participants on Day 2*

The topic of discussion on Day 3 was 'Curriculum Innovation for Promoting Star-ups' and it was taken by Prof D P Agarwal. He said that the entrepreneurial spirit at the university level is willing and eager: nearly 90 percent of young people believe that entrepreneurship education is important, according to the Young Entrepreneur Council.





*Welcoming the resource person by Academic Registrar on Day 3*

According to Prof. Agarwal, with the advent of the internet, free access to resources, and lowered barriers to entry, students can now start companies with minimal capital. He also added that in India, innovation is still not the epicentre of education. In order to achieve the cultural and attitudinal shift and to ensure that ‘Innovation and Start-up’ culture is the primary fulcrum of our higher education system a policy framework and guidelines are the need of this hour. According to him these guidelines will enable institutions to actively support their faculty, staff and students to participate in innovation and entrepreneurship (I&E) related activities, thus encouraging students and faculty to consider start ups and entrepreneurship as a career option.

**“Student Centric Teaching and Learning”** was the topic of Day 4 and Day 5 of the FDP which was successfully taken by Prof D.P. Agarwal.

Prof D P Agarwal emphasised that a student-centred teacher tries to create an environment that will motivate the college students to discover new skills and knowledge. He said that teachers are no longer supposed to transfer facts into passive students’ heads but rather facilitate their discovery of relevant information. He explained that each student is unique, and each student has the right to proper education that helps him or her to grow and do their best in their field of interest. Mr Agrawal added that student-centred learning environment have been shown to be effective in higher education. They have been defined specifically within higher education as both a mind set and a culture within a given educational institution and as learning approach broadly related to, and supported by, constructive theories of learning. They are characterised by innovative methods of teaching which aim to promote learning in communication with teachers and other learners and which take students seriously as active participants in their own learning and foster transferable skills such as problem-solving, critical thinking, and reflective thinking.



*Participants attending the session on Day 5*

Prof D P Agarwal also mentioned that **ethics in education** has been given a lot of importance over the years and institutions are designing courses that help students understand these ethics. He emphasised that **ethics in education** are applicable on both the instructors as well as the students. While it's the teacher's job to make the students aware about these ethics the school management often takes it upon them to familiarize the instructors with the ethics that are relevant to their profession. He also highlighted that in most educational institutions, there is a total lack of the concept of human development and nation building in the education process. The emphasis instead, is on money-making and materialism. He added that this has resulted in the gradual erosion of values among people and the body politic. According to him this trend needs to be reversed if India has to survive as a nation and acquire its due place in the world. The only way to arrest this decline is in providing value-orientation in our educational system..

The topic of discussion on Day 6 and Day 7 was 'Student Centric Teaching Learning Pedagogy' and it was taken by Prof Mukulesh Baruah, Director, AIM.



*Resource person Prof. Mukulesh Baruah delivering lecture*



According to him Student-centered learning is also known as learner-centered education. It is broadly encompasses methods of teaching that shift the focus of instruction from the teacher to the student. He added that Student-centered learning puts students' interests first, acknowledging student voice as central to the learning experience.



*Faculty members attending the FDP in Day 6*

Prof. Mukulesh Baruah told that there are some characteristics in a student centred learning. He added that in student-centered classrooms, students are the focus and they play the center role where they are actively engaged in their learning process in a collaborative nature along with their peers and under the guidance of their teacher.

## **5. Valedictory Function**

This seven days Faculty Development programs was designed to make the faculty members understand the student centric curriculum and teaching learning pedagogy -which are very much important for the development of new generation students. The programme came to an end with valedictory programme on Day 7 (9<sup>th</sup> June, 2019), with an address by Dr. Ajmol Barbhuiya, the Academic Registrar of USTM. He explained briefly the importance of student centric curriculum and teaching learning pedagogy in today's scenario. 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**

Two experts related to the topics have been called as Resource Persons for the program of seven days. They were Prof D. P. Agarwal, Hon'ble Former Chairman, UPSC and Prof. Mukulesh Baruah, Director AIM.



## BRIEF REPORT

**VENUE:** NKC Auditorium, USTM

**DATE:** 21<sup>st</sup> June to 29<sup>th</sup> June, 2019

- |                                      |                                                          |
|--------------------------------------|----------------------------------------------------------|
| <b>1. NAME OF THE PROGRAM</b>        | <b>: Faculty Development Program</b>                     |
| <b>2. TOPIC OF THE PROGRAM</b>       | <b>: ‘Quality Enhancement and Assurance of Learning’</b> |
| <b>3. ACADEMIC YEAR</b>              | <b>: 2018-2019</b>                                       |
| <b>4. NUMBER OF RESOURCE PERSONS</b> | <b>: 3</b>                                               |
| <b>5. NUMBER OF PARTICIPANTS</b>     | <b>: 42 (Attach the list)</b>                            |
| <b>6. ORGANIZED BY</b>               | <b>: USTM under IQAC initiative</b>                      |
| <b>7. TEACHER IN-CHARGE</b>          | <b>: Dr. Rashmi Baruah</b>                               |
| <b>8. BRIEF PROGRAM REPORT:</b>      |                                                          |

This eight days Faculty Development Programme on ‘**Quality Enhancement & Assurance of Learning**’ was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 21/06/2019 to 29/06/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 42 participants/ faculty members from various departments of USTM. Three experts have been called as Resource Persons for the program who have shared their knowledge related to various sub topics like Quality Enhancement, Total Quality Management, TQM and Assurance of Learning etc.

## PHOTO GALLERY



*Few representative photograph of the FDP*

## LIST OF FACULTY MEMBERS PARTICIPATED IN THE FDP

Sl no	Name of the faculty	Department
1	DR SANCHITA ROY	Department of Physics
2	DR MD.ABDULBARIK	Department of Computer Science & Electronics
3	JEEMANI KALITA	Department of Computer Science
4	DR DAYANANDA GOSWAMI	Department of Computer Science & Electronics
5	SALMA BEGUM	Department of English
6	DR RAMEN JAMATIA	Department of Chemistry
7	DR NIBEDITA DAS	Department of Botany
8	DR RAFIUL AMIN LASKAR	Department of Botany
9	DR NASIFA SHAHNAZ	Department of Chemistry
10	DR KIMTY DAS	Department of Sociology
11	DR ARABINDA C. NATH	Department of Chemistry
12	DR ARZUFA KHANOM	Department of Earth Science
13	DR.SERAM ANIL SING	Department of Applied Biology
14	DR SAIYYAD ALAMDAR HUSAIN	Department of Applied Biology
15	DR. JAYABRATA SAHA	Department of Applied Biology
16	CICIWANBOK SYIEMLEIH	Department of Social Work
17	MONALISA RABHA	Department of Social Work
18	DR KANKANA BORAH	Department of Earth Science
19	DR R. S. F. AKHTAR	Department of English
20	DR JAYANTA M. TAMULY	Department of English
21	DR PRIYAMBADA DEVI	Department of Sociology
22	DR.KUGHATOLI V. AYE	Department of Sociology
23	DR PALME BORTHAKUR	Department of Earth Science
24	DR ROSELINE JAHAN	Department of Earth Science
25	LALIT SAIKIA	Department of Earth Science
26	GAYETRI SAIKIA	Department of Rural Development
27	DR SAMHITA BHARADWAJ	Department of English
28	DR.DURLOV SAIKIA	Department of Chemistry
29	DR SUBHASHISH ROY	Department of Chemistry
30	NAYANJYOTI HAZARIKA	Department of Social Work
31	DR AMRITA CHOUDHURY	PQSE
32	DR ZACHARIAS TIRKEY	PQSE
33	DR ANGONJAM ANNU DEVI	PQSE
34	MR RUPAM ROY	Department of Business Administration
35	DR JOYJIT HAZARIKA	Department of Political Science
36	MS.NANDITA BARMAN	Department of Library Science
37	DR NAZEER HUSSAIN	Department of Political Science
38	DR KUNJA KUSUM KAKOTY	PQSE
39	DR JUNALI CHETIA	PQSE
40	ALI BORDOLOI	PQSE
41	LILIKA K. ZHIMOMI	Department of Rural Development
42	MS.SUDESHNA NATH	PQSE

## Detail Report

### 1. SUMMARY SHEET

Name of the Program:	Faculty Development Program on ‘ <b>Quality Enhancement and Assurance of Learning</b> ’
Organizer:	University of Science & Technology, Meghalaya
Venue:	NKC Auditorium
Duration of the Programme:	8 days
Date of the commencement:	21 <sup>st</sup> June, 2019
Date of Conclusion:	29 <sup>th</sup> June, 2019
Total Participants:	42
Total Male Participants:	19
Total Female Participants:	23
Total Resource Person attended:	Three

### 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, 9<sup>th</sup> 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 21<sup>st</sup> June, 2019 at the NKC Auditorium of USTM Campus. He explained about the need and expectations of participants from this FDP. Dr. Alpana Choudhury, Director, Student Affair, USTM has given his opinion on present importance and need of Quality Enhancement and Assurance of Learning in today's scenario.

### 4. About the various sessions of the Program:

This eight days Faculty Development Programme on “**Quality Enhancement and Assurance of Learning**” was successfully conducted at University of Science & Technology, Meghalaya (USTM) from 21/06/2019 to 29/06/2019. The FDP programme received an overwhelming response from the aspirants and finally the programme was attended by a total number of 42 participants/ faculty members from various departments of USTM.

Various sessions started after the inaugural session. From the Day 1 to Day 3 of the Faculty Development Programme, the topic of discussion was “**Quality Enhancement & Assurance of Learning**” and the resource person was Prof. N. Jayasankaran, Former Vice Chancellor, Kanchi University.

Prof N. Jayasankaran stated that the purpose of quality assurance is to ensure that higher education reaches stated standards. However, according to Prof Jayasankaran, some authorities focus on accountability, a term in itself that is seldom defined with respect to higher education.





*Prof. N. Jayasankaran interacting with participants*

Prof. Jayasankaran said that indeed, quality assurance appears to be understood by many colleagues and institutions as another phrase for ‘accountability’. He also added that quality enhancement is part of a wider framework in which quality control; quality assurance, quality enhancement and transformation are stages in the management of quality. He emphasises that the common belief that quality assurance leads naturally to quality enhancement is not correct, as most quality assurance efforts are by and large concentrated in accountability; and accountability and enhancement are not necessarily connected and sometimes are even in conflict with each other. According to him, if academics are to remain pivotal in efforts to improve the quality of teaching and learning, then more attention needs to be paid, by institutions and external quality bodies, to the importance of the conditions and context of academics’ work. He concluded by highlighting the fact that the variety of perspectives on the relationship between quality assurance and quality enhancement. He said that the two phrases, even if we can get past the definitional issues, relate to a wide range of key issues in higher education and existing research shows that these issues have been important for the last two decades.



*Prof. N. Jayasankaran along with participants at the end of Day 1 session*

The topic of discussion on Day 4, Day 5 and Day 6 of the Faculty Development Programme was **“Principles of TQM & Quality Enhancement”** and Mr Mayank R Mathur had taken the sessions for that for the faculty members.

According to Mr Mathur Total Quality Management is an organization-wide philosophy with its core values centred on continually improving the quality of its product and services, and the quality of its processes, to meet and exceed customer expectations. Our most important customers are the parents of the students He explained that everyone in the organization - from top management to the employees - plays a role in providing quality products and services to customers.



*Faculty members along with resource person Mr. Mayank R. Mathur*

He emphasised that Total Quality Management is an approach that ensures all members of staff play a part in improving the process, products, services and culture of work. According to him Total Quality Management principles are usually employed at the frontline level where clerical; production and low-level managers are very much involved. Hence, Mr Mathur said that the objective of Total Quality Management is to do the right things the first time continuously, thereby saving the time the organization would have used in correcting errors. Mr Mathur highlighted on the fact that Total Quality Management principles are beneficial to any organization because it reduces cost, increases staff morale, reduces errors and increases customer satisfaction. According to Mr Mathur Total Quality Management principles are employed in any organization, profitability is increased while errors and waste are minimized. Consequently, teamwork is boosted and staffs are motivated to perform their duties.





*Mr. Mayank R. Matheu delivering lecture on Day 5 of the FDP*

On Day 7 and Day 8, discussion on the topic “**TQM & Assurance Learning**” was successfully conducted and the resource person was Mr S. Jain, who had taken the sessions in these two days for the faculty members.

He said that the recognition of TQM as a competitive advantage is wide spread around the world. Mr Jain mentioned that the principle of customer focus encourages organizations to consistently search for new customer needs and expectations, and therefore, leads organizations to be innovative in terms of developing and introducing new products as a continual adaptation to the market’s changing needs. Likewise, Mr Jain said, that continuous improvement encourages change and creative thinking in how work is being organized and conducted. He also added that the principles of empowerment, involvement, and teamwork are also substantial in determining the success of organizational innovation variations in measuring innovation performance in organizations. Mr Jain mentioned that the criteria of innovations are the number of innovations, speed of innovation, level of innovativeness (novelty or newness of the technological aspect), and being the “first” in the market. Mr Jain concluded that from a practical point of view, organizations that want to pursue innovation performance are recommended to adopt TQM and co-align it with other practices and techniques relating to research and development (R&D) and technology management.



*Resource person Mr. S. Jain delivering lecture on Day 7 of the FDP*



This eight days Faculty Development programs was designed to make the faculty members understand the importance of Quality Enhancement in Education Sector. Faculty members also have got a idea about enhancement of quality and assurance learning.



*Faculty members along with resource persons at the end of the FDP*

## **5. Valedictory Function**

The programme came to an end with valedictory programme on 29<sup>th</sup> June, 2019, with an address by Dr. Ajmal Barbhuiya, the Academic Registrar of USTM. He explained briefly the importance of Quality Enhancement and Total Quality management in today's scenario. 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**

Three experts related to the topics have been called as Resource Persons for the program. They are Prof. N. Jayasankaran, Former Vice Chancellor, Kanchi University, Mr Mayank R Mathur and Mr. S Jain.

## **Campus**

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