



Faculty Induction Programme
for Faculty
of Universities/Colleges/ Institutes

16th November to 14th December , 2018



Organized by

School of Education

Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya

(A Central University Established by Parliament by Act No. 3 of 1997)

Gandhi Hills, Wardha-442001 (Maharashtra)

Website: hindivishwa.org

Under the scheme of
Pandit Madan Mohan Malviya National Mission on Teachers and Teaching
(PMMMNMTT)
Department of Higher Education, Ministry of Human Resource
Development, Government of India

Faculty Induction Programme

Background

Teachers in higher education generally join the teaching profession without any formal training in teaching-learning or classroom management. Nor does the higher education system have any pre-requisites of such training as the essential eligibility criteria for their appointment. In order to ensure qualitative growth of education in general and higher education in particular, the teachers need to be strengthened and their ongoing professional development need to be given due attention. This necessitates a mandatory induction programme for freshly recruited teachers in universities, colleges and other higher education institutions.

The Group of Secretaries (GoS) on Education and Social Development, Government of India, has recommended one month **Induction Training Programme** for freshly/recently recruited faculty in Universities, Colleges and Institutions of Higher Education. The induction programme will include teaching and research methodologies (flip classrooms, collaborative learning, case approach), use of ICT, curriculum structure and design, sensitization to gender and social diversity, professional ethics, sharing of best practices and updating of developments in their field of study, etc.

As per UGC Regulations on Minimum Qualifications For Appointment of Teachers and Other Academic Staff in Universities and Colleges And Measures For The Maintenance of Standards in Higher Education, 2018, 18(VII & VIII) An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNTT) scheme shall also organize such induction programmes as per their mandate. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centers of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.

Objectives of the Induction Training Programme

- To sensitize and motivate the faculty to adopt learner-centric approaches of teaching and classroom management.
- To enable the faculty to get acquainted with and adopt ICT integrated learning and new pedagogic approaches to teaching- learning.
- To enable the faculty develop understanding of various methods of evaluation and assessment and use different assessment tools in diversified settings.
- To help the participants understand the structure, functioning, governance, rules and regulations in Institutions of Higher Education and to orient them to become potential partners in institute building.
- To enable the faculty understand their roles and responsibilities in Higher Education and to impart essential professional skills, competencies and attitudes
- To enable the faculty to conceptualise the nuances of curricular reforms, curriculum design and development in universities and colleges in the context of interdisciplinarity, with specific reference to CBCS.
- 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 orient the faculty with the process of generating new learning materials for enrichment of online open access platforms.
- 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: Roles and responsibilities of a Faculty / Academics in Higher Education

Module 2: University Structure and Functioning

Module 3: Curriculum Design and Content Development

Module 4: Pedagogic Techniques & Teaching and Learning Methods

Module 5: Assessment and Evaluation

Module 6: Research in Higher Education

Module 7: Personal-Emotional Development and Counselling

Module 8: ICT: effective use of technology for teaching, learning and evaluation Module

Module 9: E-Content Development & MOOCs

Module 10: University Governance and administration

Module 11: Academic Leadership

Module 12: Strategic Planning and Management

Duration

The entire programme will be residential and, in order to complete all the modules, it will ideally require 150-200 hours. Programme will be held from 16th November to 14th December 2018.

Target Group

Applications are invited from newly recruited faculty from Universities/Colleges/Institutes of Higher Education to enroll for the programme. Preferences will be given to those teachers working in Universities or Colleges under Sections 2(f) and 12 B of the UGC Act, 1956. For participation in programme you need to fill attached application and send on email id . inductionmgahv2018@gmail.com

Latest by 5th November, 2018.

TA and Accommodation

Travelling allowance up to 3rd AC , Accommodation and food will be provided by university during induction programme.

Organizing Committee

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(Hon'ble Vice Chancellor)

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