

Internal Quality Assurance Cell (IQAC)

&

Centre for Continuous & Lifelong learning for Professional Excellence

Faculty Induction Program

Batch-2 of Faculty induction program from **13th to 15th June 2023.**

Day 1 started with the ice breaking sessions where parts of nursery rhymes were given to the participants and they were asked to find the other part of the rhyme.



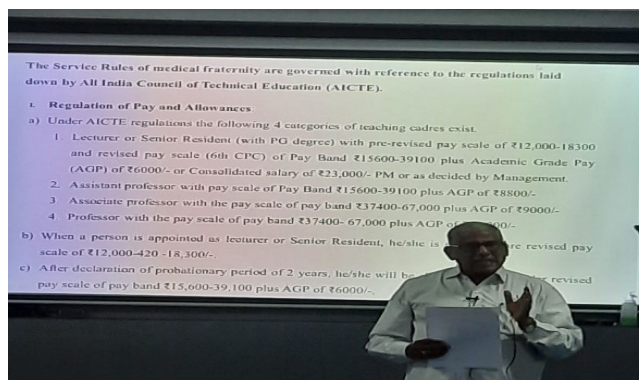
The session was coordinated by Dr. Divya Rao and Dr. Vijaya Vageesh

Session by Dr. Pramod Kumar, Dean of Faculty for Pharmacy, Principal of JSS College of Pharmacy, delivered a talk on “Team building and Leadership” where sir gave an



comprehensive knowledge about how a leader is evolved and how he takes his subordinate with them. He also threw light on how to build a team and make it work efficiently.

Mr. CC Hiremath, Finance Officer of JSSAHER, enlightened about the “Service Rules and Regulations” which covered about the mechanism of pay scale fixation, increment added according to the years of service and leave entitlement. Rules and procedures are one thing which makes an



organisation. An organization can be defined simply by looking at their employees and the kind of work culture they are part of. Employees and Culture act as a mirror for your organization face.

After the manpower, it is the rules which define what type and how the culture of the company goes. So every employee in the organization should understand the rules, so that work moves on smoothly in an effective manner.

Dr. Dhakshini M R , Dean – Faculty of Dentistry , Principal, JSSDCH gave an overview of what are the “Roles and responsibilities of the faculty” in our university putting an emphasis on attendance register, classes, clinical duties and research activities.



The best education is not given to students; it is drawn out of them. Faculty

development is the process of providing professional development training and coaching to faculty members to help them improve their work performance, particularly in specific areas such as teaching and research. Faculty help keeps the institution running not only by teaching the students, but also by acting as motivator and innovators, contributing to various workloads like approving new curriculum, developing academic calendar, managing student grievances, and ensuring the excellent educational experience for every student.

Session was on How to give Feedback to students was presented by Dr. Divya Rao, Associate Professor, DHSMS.

She spoke about the ways of giving the feedback to the students. Dr. Divya started with the small activity where she asked the participants about the feedback they had received during their learning.

She emphasized on the importance of feedback and the types of feedback such as formal feedback, informal feedback, constructive feedback and formative feedback.

She also threw light on principles of effective feedback which should be timely, appropriate setting, specific & goal oriented. She emphasised that importance of feedback ,as it served as a useful for learning, facilitating change, improving performance, reinforcing positive behaviours and corrects undesirable ones and it should be valued by students.

She also added on the barriers to good feedback such as time constraint, lack of motivation, it may be the dignity for the giver, receiver may be complacent

Dr. Manoj Pandey, Associate Professor & Head of Clinical Psychology delivered a talk on “Teachers as Mental Health facilitators”

A facilitator is a person who assists a group of people in grasping at their common targets and in achieving them without any intervention on his/her behalf.

Sir emphasized the importance of how as a teacher and clinician, we have to maintain our mental health by managing the time for well-being of self. Once practised we can guide our students the methods of distress and helping at an initial level.

STRESS MANAGEMENT

Stress is a normal psychological and physical reaction to the demands of life. A small amount of stress can be good, motivating you to perform well. But many challenges daily, such can push you beyond your ability to cope. Stress management gives you a range of tools to reset and to recalibrate your alarm system. It can help your mind and body adapt (resilience).

Dr. Kishor M is the professor and Head , department of Psychiatry delivered the talk on Stress management . He spoke on Stress Management =Wellbeing. He emphasized teaching as profession Less Stress in More Passionate Teachers, Lowest Suicide Rates : Across the Region- Across the World. He emphasised on Have some really good friends, and Clear the stress- Be in the Nature to be free.

COMMUNICATION: VERBAL, NONVERBAL AND WRITTEN by Dr. Mamatha HK , Associate Professor and Dean of Management studies.

Communication plays a very important role in the management of any organization. As it is a tool for sharing thoughts, ideas, opinions and plans in various parts of an organization. Good communication is required not only in building relationships but also for a successful organisation. That is why communication is having tremendous importance in the organization. One should have effective communication for advancement in the career.

Sir emphasised on the importance of intrapersonal , interpersonal communication , 6Cs of communication, how to improve perception by the receiver, using the voice effectively, how to be an active listener, Importance of nonverbal communication, codes of nonverbal communication, body language, gestures and mannerism.

He also emphasised on the perception of people and how to perception influences us in our behaviour. Sir also stressed on the importance of written communication and how to improve the communication.



Day 2 started with the session of **Dr. Praveen Kulkarni, Vice Principal, JSS Medical College,** on “**Curriculum Development**”.

Curriculum development refers to the process of designing and creating an educational curriculum for a specific course, program, or educational institution.

Sir mentioned that curriculum is a sophisticated blend of educational strategies, course content, learning outcomes, educational experiences,

assessment, the educational environment and the individual student’s learning style, personal timetable and programme of work.

Sir mentioned about the difference between syllabus and curriculum. Curriculum is the broader aspect which comprises of syllabus and teaching program.

Sir also mentioned about the components of the curriculum which includes:

- Goal, objectives and outcome
- Content/Subject matter
- Teaching learning process
- Assessment and Evaluation

Sir explained about the Kren’s 6 steps approach for designing the curriculum.

Finally, he concluded that the curriculum development is an iterative process that requires collaboration and input from various stakeholders, such as educators, administrators, subject matter experts, and learners themselves. The process should be responsive to the needs of the learners and reflect the goals and values of the educational institution or system.



Dr. Ashwini P: Value Added Programs

“Value added Programs” was delivered by Dr. Ashwini P, Associate Professor and Coordinator, Department of Microbiology, JSS AHER. Value-added courses refer to additional courses or programs that are designed to complement and enhance the core curriculum of students. These courses provide opportunities for students to gain specialized knowledge, skills, and

experiences beyond their regular academic studies. They are aimed at expanding students' horizons, developing their interests, and preparing them for a competitive job market.

Dr. Ashwini emphasized on the importance of value-added programs. Madam mentioned about the objectives of value-added programs and JSS AHER guidelines for framing the syllabus for VAP. She also explained about the purpose and duration of the VAP. Course content and pattern of assessment was briefly explained by Dr. Ashwini.

Madam also explained about the importance of documentation of the process involved in starting the VAP's, attendance, and also the assessment process. Course coordinator shall maintain all the documents and shall run the course.



Adult learning Principles: Dr. Vijaya Vageesh



Dr. Vijaya started the session with what is the drive for adult learning, followed by what is adult learning, its principles and theories of adult learning. She also gave the difference between the andragogy and pedagogy and different methods of adult learning.

Malcom Knowles was the person who told about how adult have distinct and unique characteristics of learning.

Madam also mentioned about principles of adult learners and also about the barriers and motivation for learning. Dr. Vijaya emphasized on theories of adult learning.

Dr. Vijaya Vageesh: Adult learning Principles



Internal Compliance Committee: Dr. Shilpa Palaksha



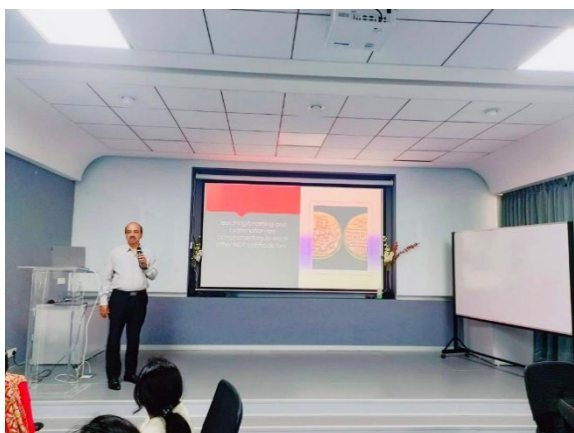
Dr. Shilpa Palaksha, Associate Professor, Department of Pharmacy Practice, JSSCP, Mysuru explained what internal compliance committee (ICC) is, need to establish. She briefed a real-life story that led to the establishment of the POSH act which was passed by supreme court. She also detailed about the requirements for framing the committee. Dr. Shilpa explained what the roles and

responsibilities of the ICC and sexual harassment cell. Participants were informed about welcomed act and unwelcomed act. The procedure for raising a complaint and the process of handling the complaint was explained in detail. The session was concluded with the showcasing of in-house developed mechanism for raising an issue of concern.

Dr. Shilpa Palaksha: Internal Compliance Committee



Assessments and Evaluation: Dr. Sudeendra Bhat



Sir started the session by saying that teaching/learning and examination are complementary to each other NOT contradictory. Bhat Sir focussed on the examination process which include, error free, fair, unbiased, assess the learning outcomes, time bound, confidentiality. Sir mentioned about stages of examinations such as Pre examination, During examination and Post examination. The process involves the question paper setting, invigilation duties, malpractice committee and evaluation process. Sir detailing explained about the evaluation process focussing on coding the answer scripts, double valuation, third valuation and deviation in marks. Sir also focussed on data entry and result announcement.

Sir emphasized on general guidelines to be followed by the students and asked the faculty to instruct the students to follow the guidelines.

Sir high lightened about the JSSU online portal and applications of web modules, digital valuation system and on-screen marking.

Evaluation : Anywhere valuation and centre valuation. Sir mentioned about the synopsis and dissertation submission and will be sent to three evaluators.



E-Governance portal where students will be having mobile app where they will get the notification of examination timetable and results. The app can also be used by faculty as well.

Research Avenues & Opportunities at JSS AHER – Dr. Prashanth Vishwanath



Dr. Prashanth started the session by thanking the leadership for encouraging the research activities in JSS AHER. Sir emphasized on the art of grant writing and the characteristics of successful grant. Sir mentioned that all the faculty should follow the certain steps while writing the grant such as: Generate ideas, find a matching funding

opportunity, Background research, Writing a technical portion, Checking with administration, Submit and forget.

Sir mentioned to be original in writing the grant, as new tools are available to check plagiarism even from ChatGPT. Sir also gave a glimpse of key questions asked by funders and reviewers.

Funders may also ask about the return

on investment. Common grant proposal mistakes made by the faculty is addressed by the Sir and asked the faculty. National Research Foundation, a new funding agency is coming up and Sir mentioned to take advantage of it. He explained about the funding institutional.com which is subscribed by JSS AHER using which researcher can find opportunities both nationally and internationally. The platform is very useful tool to identify the agencies, that offer opportunity based on your area of expertise. Sir explained the importance of the tool and its implications. He concluded that faculty should always look into interdisciplinary research and succeed in getting the grant and publications.



Visit to Skill and Simulation Lab- Agrahara Campus, JSS AHER.

As a part of induction programme, new faculty of JSSAHER visited skill and simulation centre located at the old OPD block JSS hospital in Agrahara Campus.

Dr. Archana addressed the faculty and briefed about the need for skill lab and were oriented

about simulation-based education. They were explained about facilities available and the departments utilising them. Focus was laid on how they can implement skill-based training in their particular curriculum. Later they had walk through session of centre where they saw all the simulators and facilities available.





Skill and Simulation Lab- Agrahara Campus, JSS AHER.

Visit to Media Centre 1 & 2- Agrahara Campus, JSS AHER.

Participants visited the media centre 1 & 2 in the Agrahara Campus, JSS AHER. Three batches were made, and they were explained about recording process, editing process and the procedure of booking a media centre facility in our JSSU Online portal by Ms. Shalini and Ms. Deeksha M Shetty.



Media Centre 1 & 2, Agrahara Campus, JSS AHER