

**Internal Quality Assurance Cell (IQAC)**  
&  
**Centre for Continuous & Lifelong learning for Professional Excellence**  
**Faculty Induction Program**

**Coordinators: Dr. Divya Rao and Dr. Ashwini P**

**Batch 3** Faculty induction program was conducted from **26<sup>th</sup> to 28<sup>th</sup> 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. Ashwini P**

Day 1 started with the session on **Outcome Based Education** by **Dr. Vijaya Vageesh** , Associate Professor, JSSMC.

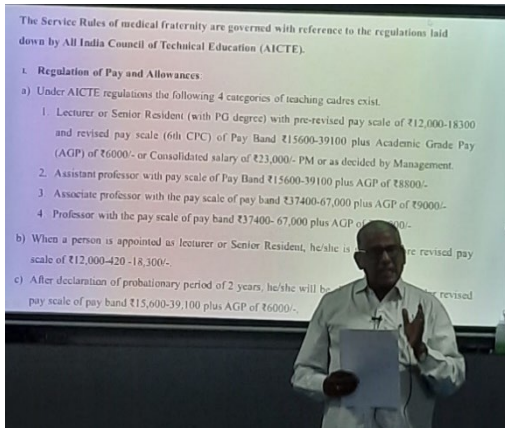


“Outcome Based Education” was delivered by Dr. Vijaya Vageesh, Associate Professor, Department of Physiology, JSS Medical College . The session emphasizes on the significance of outcome-based education. Outcome-based education (OBE) is an educational approach that focuses on defining the desired learning outcomes and assessing whether students have achieved those outcomes. The importance of OBE lies in the following areas:

- Clarity of learning objectives
- Student-centered approach
- Accountability and assessment
- Continuous improvement

The session focused on formulating the program outcomes in a broader way and program specific outcomes, graduate attributes as well as course outcomes according to Bloom’s Taxonomy.

Finally, the session was ended by emphasizing the framing of the program outcomes and course outcomes as the outcome is finally to attain the vision and mission of the institute.



**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.

**Curriculum Development** was presented by **Dr. Divya Rao**, Associate Professor, DHSMS. She emphasized on the importance of the steps involved in the curriculum development. Curriculum development refers to the process of designing and creating an educational curriculum



for a specific course, program, or educational institution. Some of the points highlighted by **Dr.**



**Divya Rao** in curriculum development is as following steps: Needs Assessment, Establish Goals and Objectives, Content Selection, Learning Activities, Instructional Materials, Assessment and Evaluation, Implementation, Monitoring and Review, Continuous Improvement. Finally, she 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. Mamatha HK , Dean of Management studies , Associate Professor** 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.



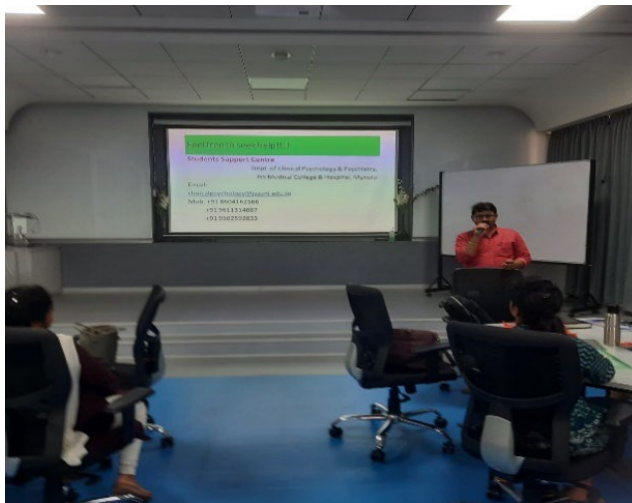
**Dr. Raghu Ram Achar , Assistant Dean IQAC ,** gave an overview of what are the “**Research based Pedagogical Tools**.”

It is a specific approach to classroom teaching that places less emphasis on teacher-centered learning of content and facts and greater emphasis on students as active researchers.

In a research-based learning approach, students actively search for and then use multiple resources, materials, and texts in order to explore important, relevant, and interesting questions and challenges. They find, process, organize and evaluate information and ideas as they build reading skills and vocabulary.

Teachers play a key role in the success of research-based instruction by engaging and involving students in information gathering and processing. While teachers might occasionally provide information through lectures, and textbooks are used as a source of information, there is an emphasis placed on students learning how to seek out and process resources themselves.





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

Teaching is Helping”. The teacher must adopt the role of facilitator, not a content provider. “You cannot teach a man anything. You can only help him, discover it within himself.” 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 destress and helping at an initial level.



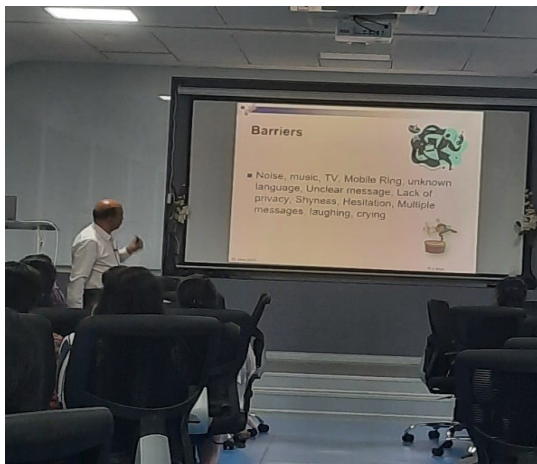
## STRESS MANAGEMENT

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



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.

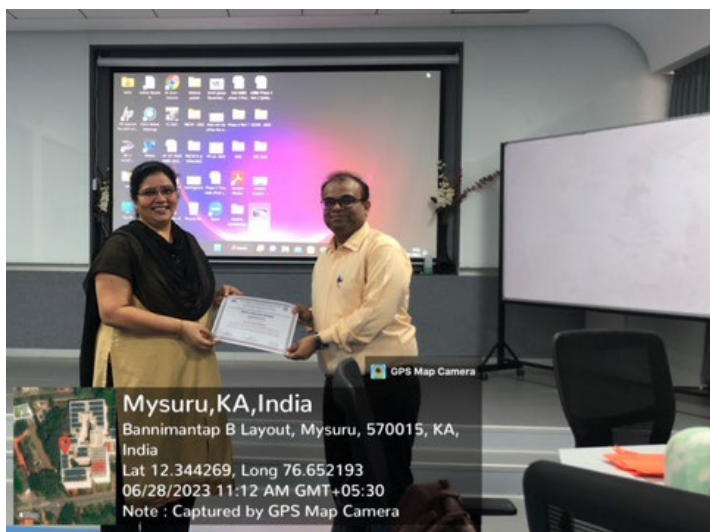
He also emphasised on the perception of people and how to perception influences us in our behaviour. Sir also stressed on the importance of written communication and how to improve the communication.

### Dr Suma MN “Student support through effective mentorship”

“Student support through effective mentorship” by the Dean of Allied Health Sciences, JSS AHER, Dr Suma MN. She discussed on the important role a teacher can play in the life of a student as a mentor and highlighted on how a mentor can play a pivotal role for providing personal as well as academic guidance to students through live examples.



The second session was by **Dr Praveen Kulkarni** on “Supporting students to develop humane attributes in Medicine through Health Humanities” was an interesting and interactive one. It made the participants believe and understand the significant role art and humanities can play in shaping students to become better doctors equipped with humanistic skills and values.



**Dr Praveen Kulkarni: “Supporting students to develop humane attributes in Medicine through Health Humanities”**





**Dr Vishal Gupta: “Collaboration & Networking”.** Dr Vishal Gupta, Dean of Academics, JSS AHER took up the next session to orient the participants about “Collaboration & Networking”. He gave an insight about the various international and national collaborations of JSS AHER and how this kind of collaborations and networking has helped the university to be on top.

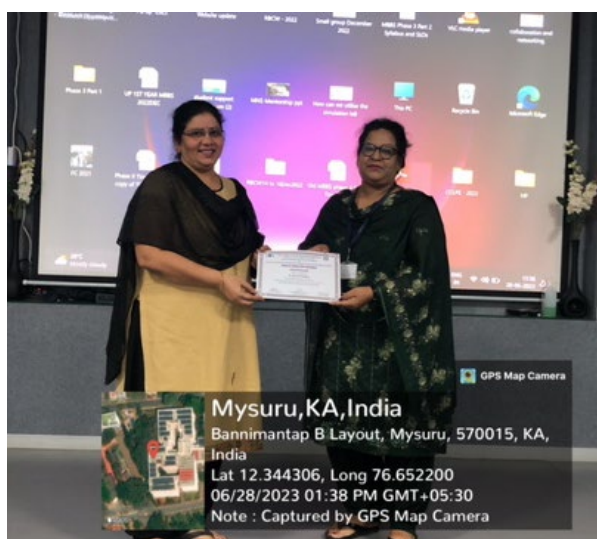
**Mr Dhananjay: “Overview of JSSU online portal”.**

Following this was an orientation session by Mr. Dhananjay, System Analyst, JSS HAER who gave an “Overview of JSSU online portal”, how the portal should be utilized by the faculty, and he also demonstrated about how to use JSS AHER Learning Management System (LMS).



**Dr Sunil: Performance Based Appraisal System (PBAS):** The next session was about “PBAS” taken up by the Head of Community Medicine, JSS Medical College, Dr Sunil. He explained what PBAS is and why it is important. He described how a faculty’s performance via PBAS can assist in academic growth of a employee working in higher educational institute.

### Dr Sheeba Pakkan: “Library & Online Resources”



The next session was on “Library & Online Resources” with the speaker, Dr Sheeba Pakkan, Bibliometrician of JSS AHER. In this session, participants understood how e resources of library can create opportunity for better learning. The speaker also lectured on the understanding of analysis of our scientific publications.

### Dr Bhagyalakshmi A: “Value Added Course”

Post lunch, the first session was on “Value Added Course” by Dr Bhagyalakshmi A, JSS Dental College & Hospital. The session oriented the participants about the importance of value-added program in higher education institutes and how it supplements the curriculum to make students better prepared to meet educational demands of the society.



### Dr Satishchandra: “Personality Development”:



Next session was by **Mr. Satishchandra Administrative Officer, JSSMC** who delivered a talk on “Personality Development” where he gave an insight about the importance of knowledge to be acquired around us and how it helps in self-development. He emphasized on the disciplinary nature of a faculty

with the belongingness to the work and workplace.



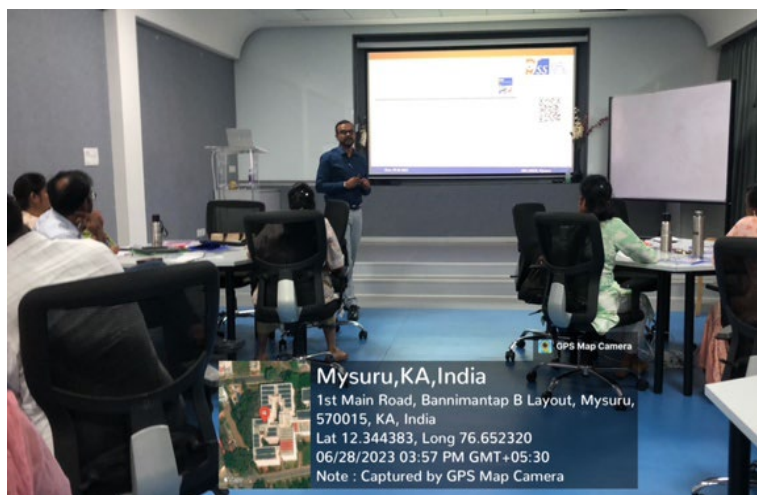
### **Dr Ashwini P: “How to give feedback to students”.**

The next session was on “How to give feedback to students” by **Dr Ashwini P**, Asso Professor, Faculty of Life Sciences who emphasized on the importance of feedback and the types of feedback such as formal feedback, informal feedback, constructive



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

### **Dr Chandan S: “Research avenues & opportunities”.**



The last session was by **Deputy Dean of Research, JSS AHER, Dr Chandan S** who discussed on “Research avenues & opportunities”. He gave awareness about the research culture followed at JSS AHER. He shared the support and opportunities rendered by the research division

in publishing the scientific papers, along with the financial support. He also focused on the JSSAHER overseas fellowship for the scholars and Academia-Industry collaborative research projects. Various funding projects for faculty were suggested for applying for grants.

## Valedictory Program

The three days program came to end with a valedictory program with dignitaries,

**Dr Madhusudhan Purohit, Dean, IQAC, Dr Raveesha, Dean, Faculty of Life Sciences, Dr Chandan S, Deputy Dean, Research, Dr Pushpalatha, Convenor, CCLPE.**



During which the Dean of IQAC suggested “PRERANA” title for the activities conducted by the CCLPE. Followed by the concluding remarks, few participants shared their feedback about the event. The feedback received was positive and encouraging. Participation certificates were distributed to all the actively

involved participants by the dignitaries.

Vote of Thanks was given by Dr Pushpalatha, Convenor of CCLPE.

The day ended with high tea and networking.

