Internal Quality Assurance Cell (IQAC)
&
Centre for Continuous & Lifelong learning for Professional Excellence
5th Faculty Induction Program- REPORT (1st to 3rd April 2025)

Day 1: Coordinators: Dr. Ashwini P and Dr. Vijaya Vageesh Y

A faculty development programme was organised by IQAC and CCLPE, JSS AHER
The program commenced by offering Pranams to lotus feet of His Holiness Jagadaguru Dr. Sri Shivarathri Rajendra Mahaswamiji and seeking the blessings of Jagadguru Sri Shivarathri Deshikendra Mahaswamiji.

The inaugural function was held at Medical Education Unit of JSS Medical College.

Mysuru, Karnataka, India

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Session 1 started with the session on **Overview of JSS Mahavidyapeetha & JSSAHER, Dr. Vishal Kumar Gupta.** He spoke about the legacy of Suttur math, and **Mahavidyapeetha** . Dr. Vishal emphasised on the establishment and working environment of the university. He spoke about the MOUs and Varuna campus.


Session 2 by **Dr. Mamatha H K, Dean, JSS of Health System and Management System**, delivered a talk on "**Team building and Leadership**" where she gave comprehensive knowledge about how a leader is evolved and how he/she takes his subordinate with them. Madam also gave an hands-on team building activity which will emphasised on how to build a team and effective management of the team. She also gave an insight about Do's and Don'ts for an effective team management.
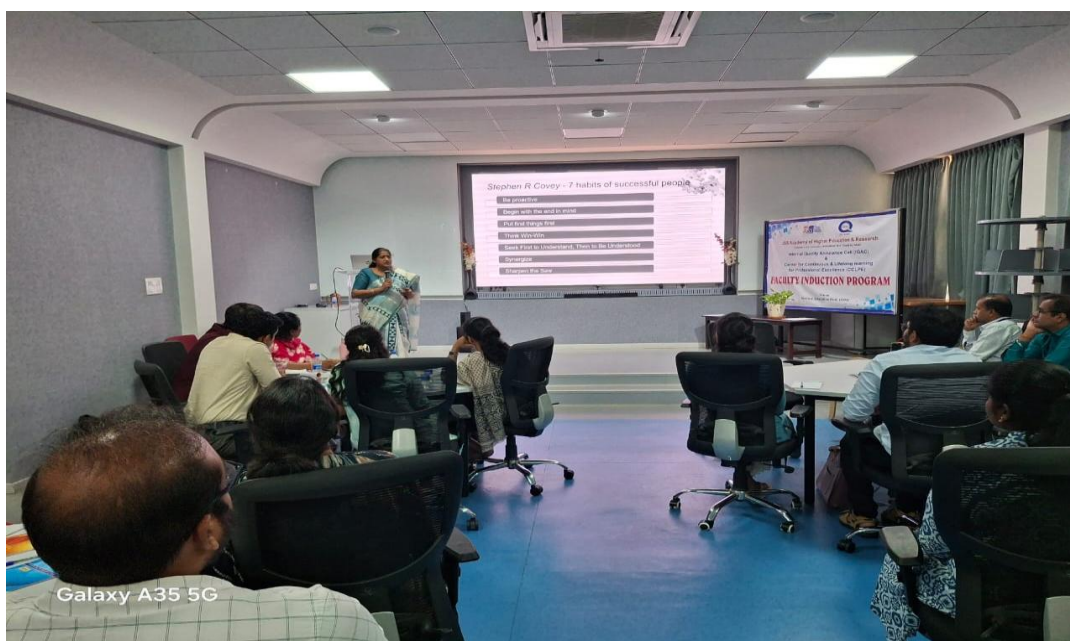
Session 3 , **Mr. CC Hiremath**, **Finance Officer** of JSSAHER, enlightened about the "**Service Rules and Regulations**" which covered about the mechanism of pay scale fixation, increment added according to the years of service and leave entitlement. Rules and procedures are one thing which makes an 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.
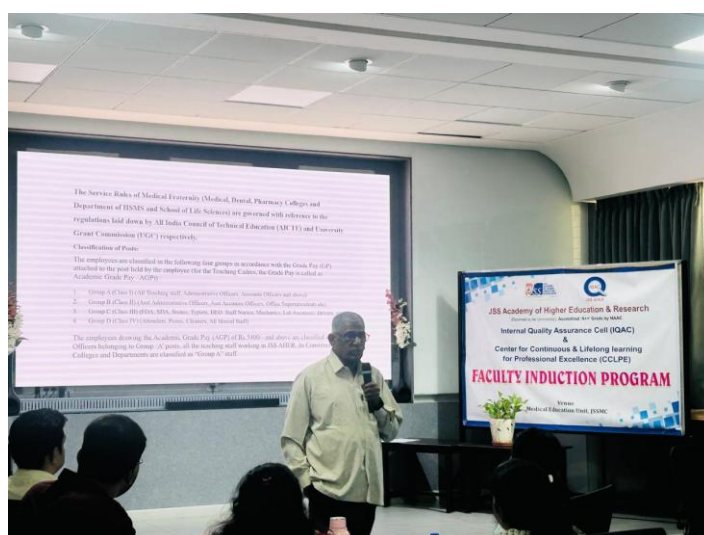
Session 4: Dr. Madhu B, Deputy Dean of Research delivered a talk on **"Building Research Culture among students – Support and Opportunities".** She emphasised that research activities, publications and patents will enhance the faculty performance and linked

with their promotion. JSSAHER being research driven university; she gave an insight about infrastructure facilities available for research. She stressed on collaborative research involving interdisciplinary approach for a better publication. She also talked about the intramural research funds available as seed amount for the research

Session 5: **Dr. Dhakshayini MR**, **Principal, JSS Dental College** delivered a talk on "**Roles & Responsibilities of faculty**". She talked about how evolution of education happened with era and respectively the role of the teachers. She defined the importance of roles and responsibilities in workplace required for clarity, accountability, conflict resolution and improvement in self.

Session 6: Dr. Pramod Kumar TM, Principal, JSS College of Pharmacy, Mysuru delivered a talk on **"Personality Development"**. He said that personality development is the process of enhancing one's character, behaviour and communication skills to become more confident and effective. It involves self-awareness, emotional intelligence and continuous learning to adapt to various situations. A well developed personality fosters confidence, patience and leadership making teachers more inspiring and approachable. It also enhances problem solving skills and adaptability in diverse teaching environments. Moreover, an engaging personality creates a positive learning atmosphere, motivating students to participate actively. Ultimately, personality development enables teachers to be role models, shaping students academic and personal growth.

Session 7: Curriculum Development was presented by Dr. **Praveen Kulkarni**, **Vice-Principal, JSS Medical College**. He emphasized on the importance why a curriculum is developed. He told about the components and basic principles of curriculum design which includes clarity, capacity, consistency and commitment. He explained about the Kerns six steps approach for curriculum development. He talked about the levels of curriculum but at the same time insisted on balance in the levels of curriculum which includes intended curriculum, delivered curriculum and learnt curriculum.

Session 8: Value Added Courses was delivered by Dr. Vijaya Vageesh, Associate Professor of Physiology, JSSMC. She emphasised on what is value added course and how a module of value-added course can be designed.

Day 2:Coordinators: Dr. Divya Rao and Dr. Sheshagiri Dixit

Session 1: "Outcome Based Education" was delivered by Dr. Divya Rao, Associate Professor, DHSMS , JSSAHER . 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.

Session 2 was on "How to give Feedback to students" was presented by **Dr. Madhukesh**, Assistant Professor, Department of Orthopaedics.

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

He emphasized on the importance of feedback and the types of feedback such as formal feedback, informal feedback, constructive feedback and formative feedback. He also threw light on principles of effective feedback which should be timely, appropriate setting, specific & goal oriented. He 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.

The speaker 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.

Session 3 was on Assessments and Evaluation, by **Dr. Sudeendra Bhat**, Controller of Examinations. Assessment focuses on gathering information about learning and progress, while evaluation involves making judgments or decisions based on that information. Sir spoke on the examination process at JSSAHER , which consists of pre-examination, examination and the post examination process. He explained in detail the various steps in each process. Once the examination process is completed, and results declared, all the marks cards are uploaded to the digi-locker, where students can download. Sir displayed the various platforms on examinations . He also showed the evaluation process in the JSSU portal

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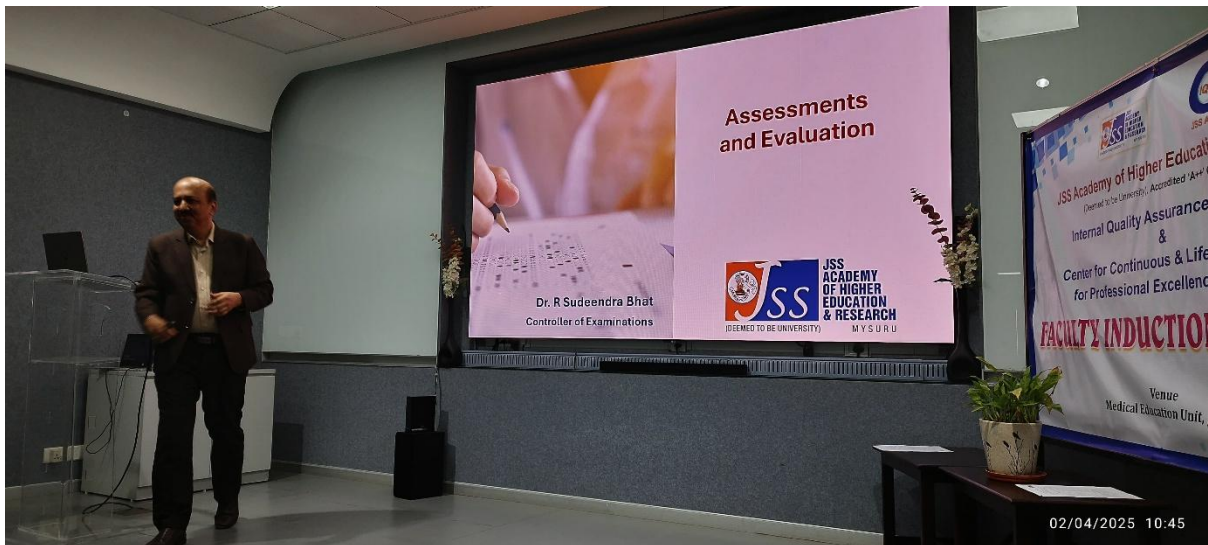
Session 5: was on "How to give reflection by students/ Reflective writing" by **Dr. Sunila S**, Associate Professor, Department of Prosthodontics, Convener DEU. She started with an activity on reflective writing.

Reflection requires attitudes that value the personal and intellectual growth of oneself and of others. Metacognition is effective learning requires an active monitoring of one's own cognitive processes. Thus, reflective practice simply another way of encouraging you 'to think about what you're doing'? Metacognition is Effective learning requires an active monitoring of one's own cognitive processes.

She discussed the importance of Reflective writing, which is important for learning, therapeutic relationship and professional development. She also explained the Schons model for learning. She emphasised on the layers of reflective writing, guided reflection template and examples to emphasize the same

Session 6 was on "How to engage students in large group teaching," **Dr. Bhagyalakshmi A**, Professor, Department of Orthodontics, JSSDC, member DEU

Lecturing or large group teaching is one of the oldest forms of teaching. Whatever their reputation, lectures are an efficient means of transferring knowledge and concepts to large groups. They can be used to stimulate interest, explain concepts, provide core knowledge, and direct student learning. An important question for any teacher to consider when planning a teaching session is, "how can I help my students to learn during my lecture?" There are several different techniques you can use to aid student learning in a large group setting. She emphasized the importance of how you should be able to interact with the students, convert a lecture to interactive one, and use methods like, simulations, debates and other models for learning. She discussed the importance of learning pyramid, and asking questions for better understand the topic.
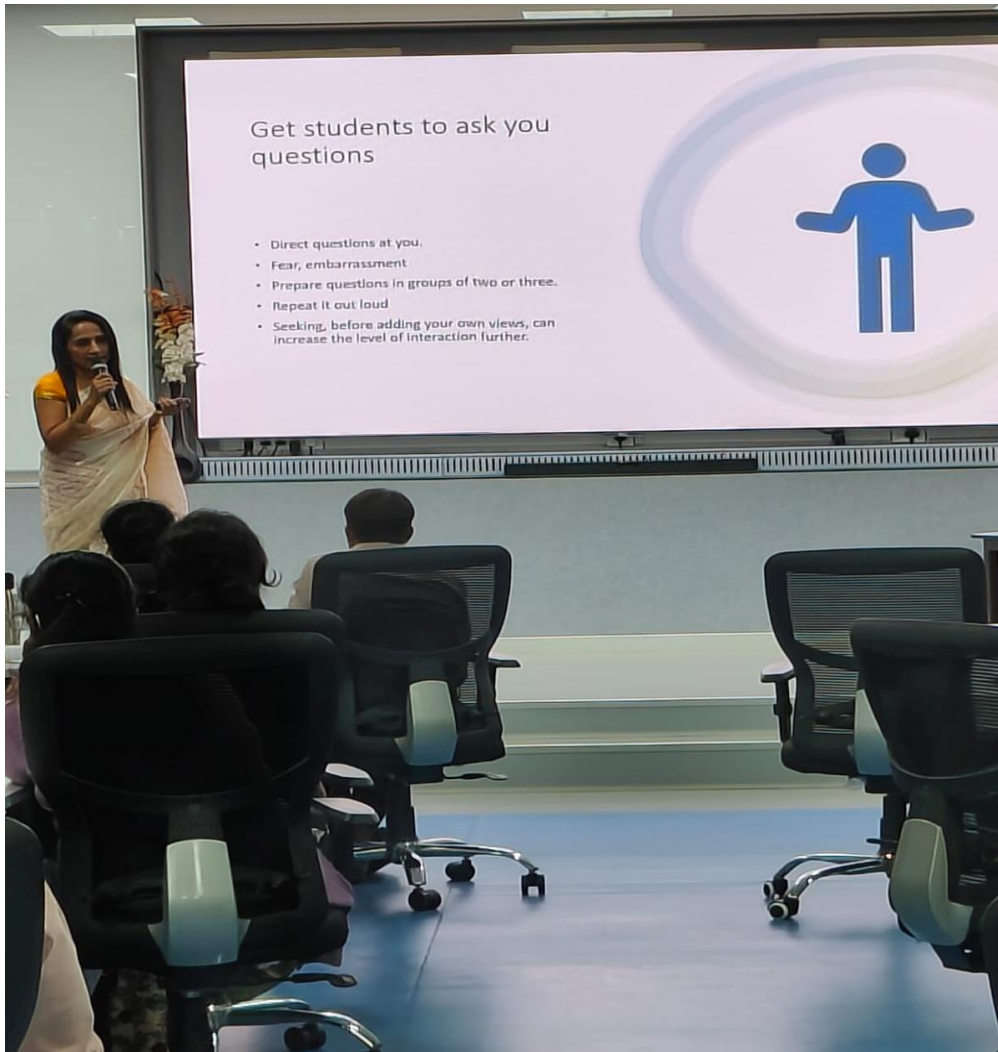
Session 6 was on "How to engage students in small group teaching," **Dr. Pushpa V H,** Professor, Department of Pharmacology , Member MEU, JSSMC.

Small group teaching methods, like think-pair-share, guided discussions, and collaborative tasks, foster active learning and student engagement by encouraging interaction and peer learning. It is Student-centered, Interactive and Social, Focus on Application and Transfer, Collaborative Learning are some of the characteristics of this method.

She emphasized the advantages , benefits of small group teaching, role of teachers, disadvantages. She discussed the stages, steps, methods of small group learning

Session 7 was on "How to motivate students for Self-directed learning," **Dr. Pushpalatha K,** Professor, Department of Anatomy, Convener, CCLPE, Member secretary MEU, JSSMC.

Dr. Puspha spoke on the steps to self-directed learning, stages in SDL, characteristics, role of teacher to facilitator and how we go about it and how we achieve it. She emphasized on the disadvantages as well as barriers to self-directed learning

Session 8 was on "Adult learning principles/ how to manage students ," **Dr. Sheshagiri Dixit, Asst** Professor, Department of Pharmaceutical Chemistry, JSSCPM, Member CCLPE. Dr. Dixit emphasised on the challenges between undergraduate and post graduate learning. He spoke on the Adult Learning Theory, its assumptions, Characteristics, Principles, reflection on andragogy vs pedagogy. He emphasised that the difference was because of the experience and the adult learning principles that are ingrained in the postgraduates.
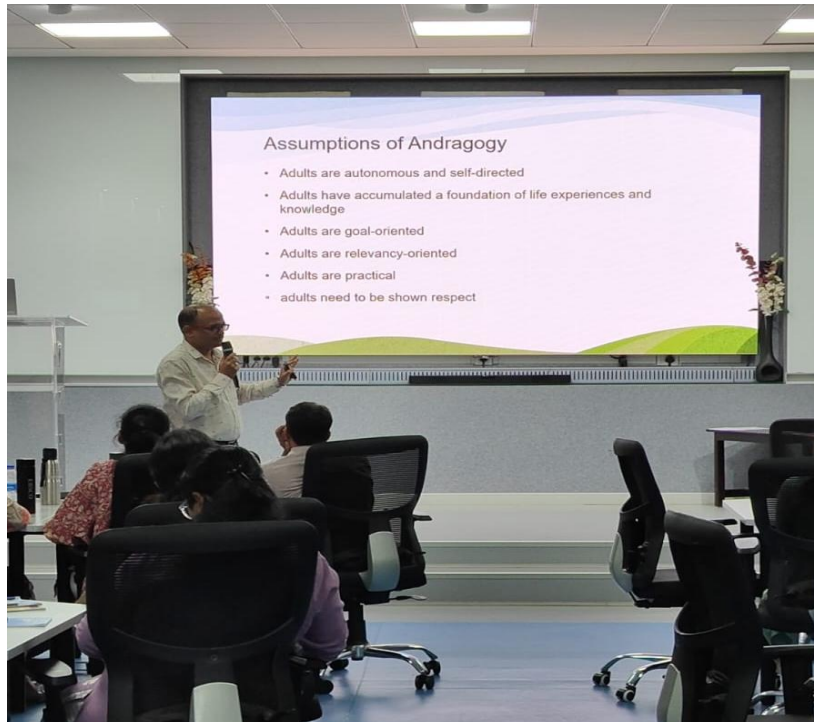
Session 9 was on "Participation in ranking – an orientation ," **Dr. Mahalakshmi AM, Asst** Dean, BQS, JSSAHER.

She emphasised the importance of rankings as rankings evaluate institutional performance through factors such as academic reputation, employer perception, research output, spending, infrastructure and student satisfaction. High rankings improve an institution's reputation, attract international talent, and secure funding. She spoke on the national, international ranking, its challenges and the current rank bank of JSSAHER

Session 10, was on "E - content development," by **Dr. Shylaja KC, Asst** Professor, CDOE.

She spoke on the structure, content and process of e-content. She emphasised on objectives, sources, types, steps in, tools in development , platforms, assessments of e-contents. She explained the 4 quadrants for self-learning materials. She also spoke on the advantages and challenges in the e-content development.

Session 11, was on "**Student support mechanisms**," by **Dr. Nayanabai S, Asso Professor**, Student support cell, JSSMC.

Student support mechanisms in higher education encompass a wide range of services designed to enhance the learning experience and promote student success, encompassing academic, financial, and personal well-being aspects.

The committees are constituted for the welfare of the student in terms of safety and well-being, academic wellbeing, leadership qualities, professional development and extracurricular activities, role of placement cell. She explained the roles and responsibilities of student grievance redressal committee, international student cell, internal complaints committee, student council at JSSAHER

Day 3: Coordinator: Dr. Shilpa Palaksha & Dr. Supreeth

Session 1:Day 3 started with the 1ˢᵗ session on **Overview of JSSU online portal**, Mr. Dhananjaya A N, Assistant CIO, IT department, JSS AHER was the resource person. The JSS U online portal was explained in detail, the resource person showcased each tab. It was an effective session; the explanation was clear, and participants showed great interest in understanding.
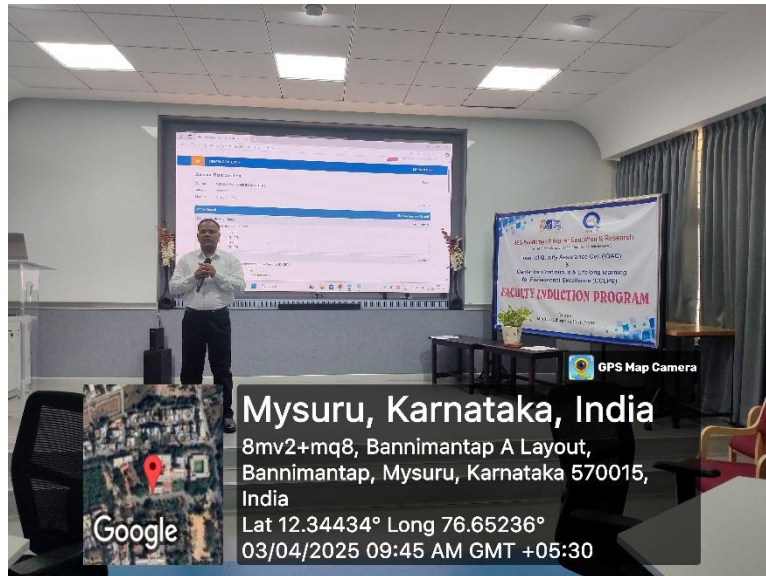
Session 2:The topic **library and online resources** was delivered by Dr Sheeba Pakkan, Bibliometrician, JSS AHER. The Resource person explained the platform developed in collaboration of all the library centers by JSS AHER and EBSCO for accessing literature resources online. She showcased the scopus platform in detail for the benefit of participants. The resource person explained how to search using "Key Words".
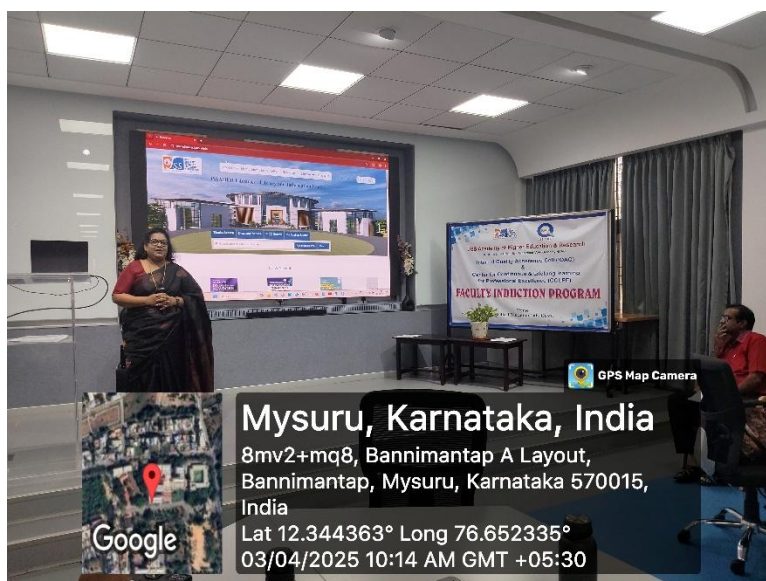
Session 3:One of the best ways of **support for students is through mentorship**, Dr Shilpa Palaksha, Associate Professor, JSS College of Pharmacy, JSS AHER was the resource person. During her talk she explained the need for mentorship, its origin history, and ways of mentorship. The session was interactive as the participants were requested to share their experiences. Overall the session carried the message of how to successfully implicate the mentorship in the curriculum.

Session 4: Dr Supreeth, Assistant Dean, IQAC, JSS AHER delivered the talk on TAPAS, the in house appraisal system. He explained in detail about the TAPAS available at JSSU online platform, the various categories of the appraisal system, how to enter the details, the allocation of marks and the process of approval was also covered. He emphasized how to plan the annual activites that is necessary for getting the maximum score.
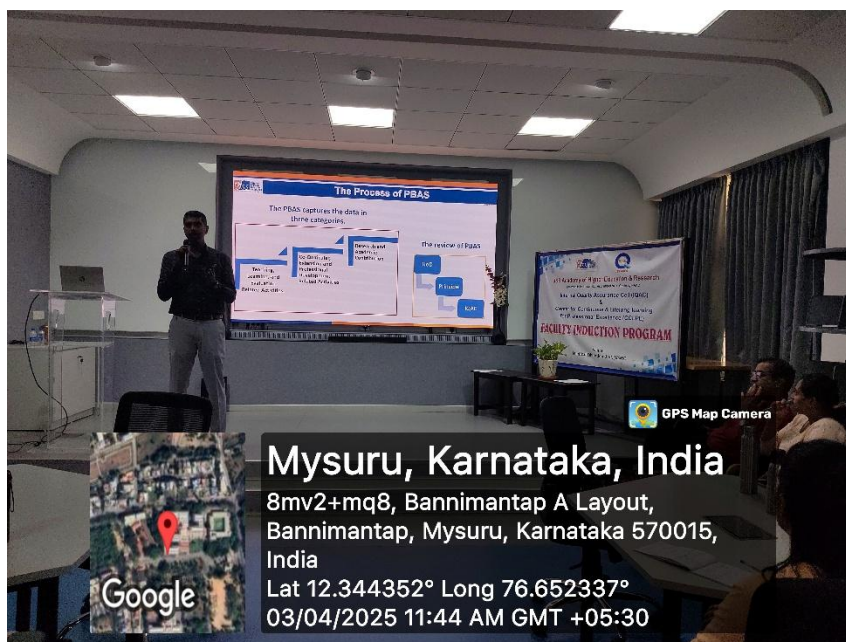
Session 5: Dr Archana S delivered a talk on **simulation-based learning**, she emphasized the importance of such kind of teaching, how it improves the learning ability along with skill development. She explained how we can implicate different faculty fields. The various types of simulations modules available, the challenges and the importance of AI in such teaching was also explained.

Session 6: Pre Lunch session was on the topic **Internal Compliance Committee**, Dr Ashwini P, Associate Professor, Coordinator of education units for department of University, JSS AHER was the resource person. She explained the UGC guidelines for constituting the committee, the history and its impact. In her talk she explained the guidelines for filing the complaint, the mechanism for the process of the compliant and the punishment involved. Her talk also highlighted the members involved in the committee at university and institutional level.
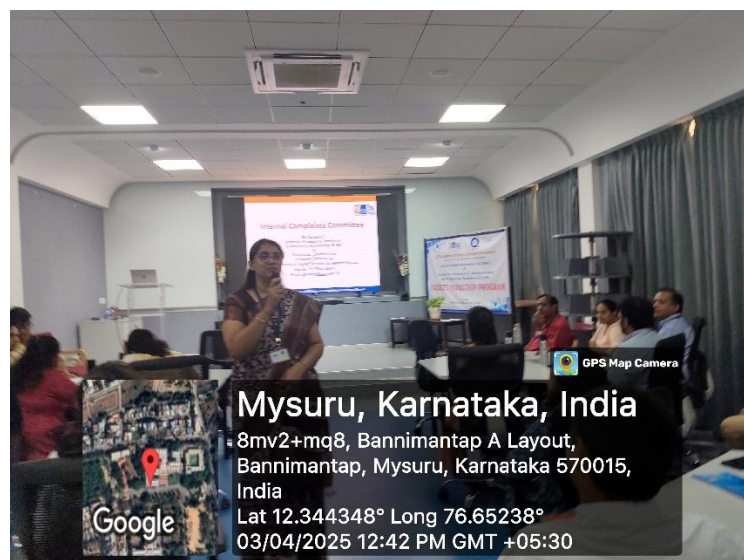
Session 7: Meeting etiquette is an essential component for any professional, this topic was delivered by Sri Satish Chandra, Administration Officer, JSS Medical College. The speaker had an interactive session, eliciting the minute things that adds greater to mannerism. He emphasized the fact of learning from our surroundings and implicate in our day to day like. The language, body posture, how to initiate the meeting, and the presence of mind required during the conversion were explained.

Session 8: The session on Communication was delivered by Dr Sudeendra Bhat, COE, JSS AHER. The resource person demonstrated the effectiveness of proper communication and its impact. He illustrated using many examples. The importance of rightful communication in any form i.e., verbal, non-verbal and written.

Session 9: For the session on **Stress Management**. The resource person was Dr. Kishor M, Professor and Head, Department of Psychiatry, JSS Medical College. The ways stress is experienced and strategies to overcome were explained clearly. He used real life examples that conveyed the message to the participants.

Session 10: The Last Session of the Day was delivered by Dr Prashanth V, Dean Research, JSS AHER. He spoke on grant writing and funding agencies. He started the session in explaining the steps of grant writing. He could make the session more interesting with the narration of his experiences in successfully bringing the grants. He explained the Scopus funding institutional. The opportunity available and the way to approach was briefed.

The Day was concluded by the valedictory, Dr Prashanth V, Dean Research, JSS AHER, Dr Praveen Kulkarni, Vice Principal, JSS MC, Dr Pusphalatha, Codrdinator, CCLPE and Dr. Supreeth, Assistant Dean IQAC, JSS AHER chaired. Feedback from the participants was taken, which reflected positive and most effective. Certificate was distributed to the participants and a vote of thanks presented by Dr. Ashwini P Member CCLPE, JSS AHER.
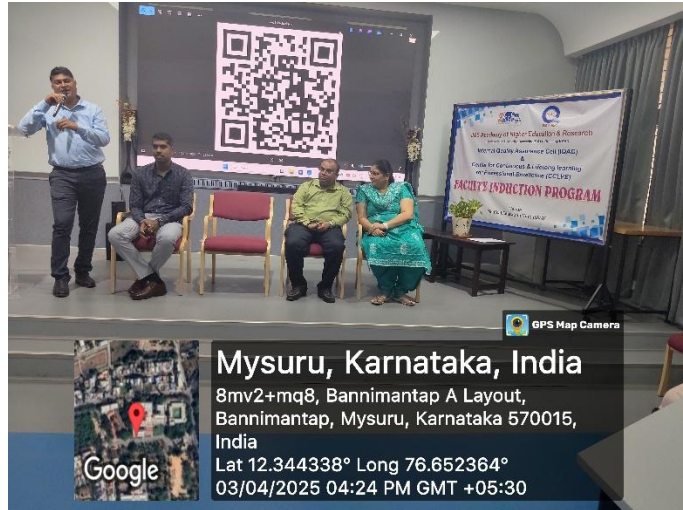
Feedback Analysis

Team building & Leadership
49 responses
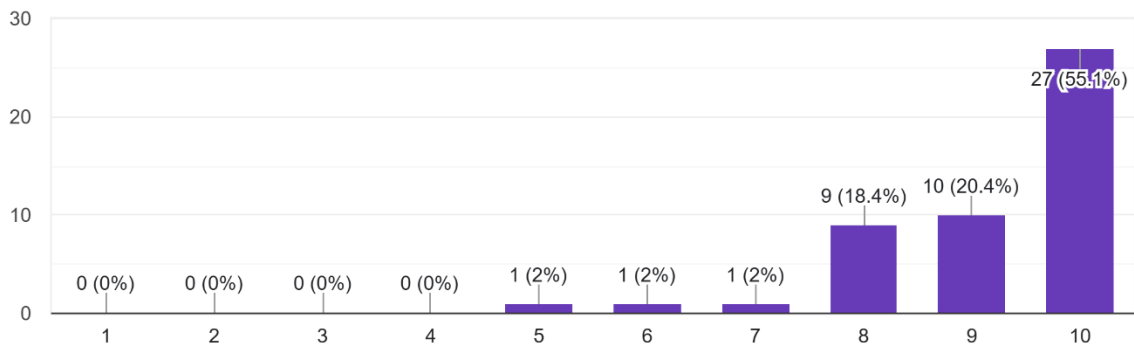
Service rules & regulations

49 responses
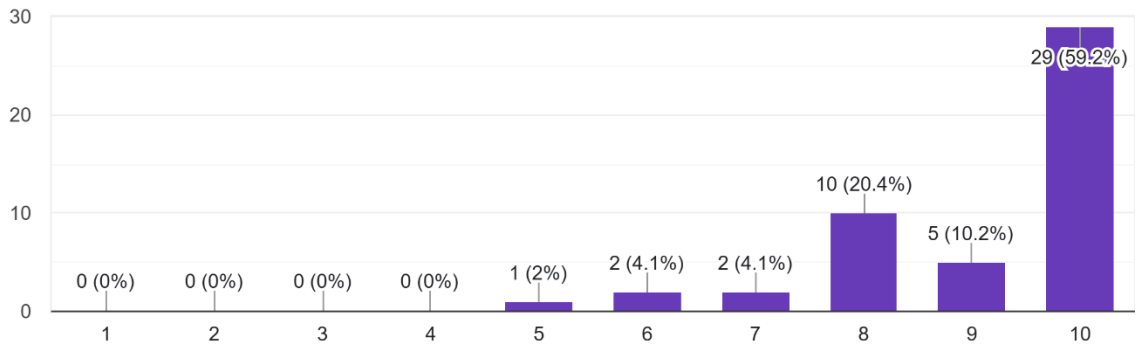
Building Research Culture among students – Support and Opportunities

49 responses
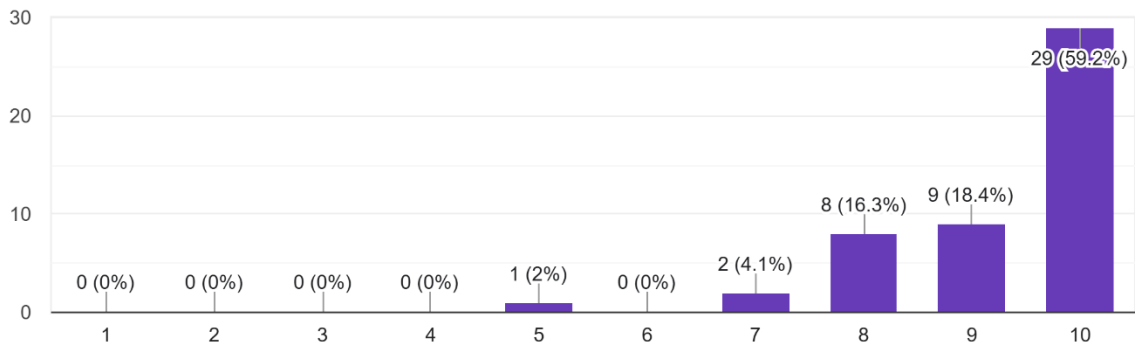
Roles & Responsibilities of faculty

48 responses
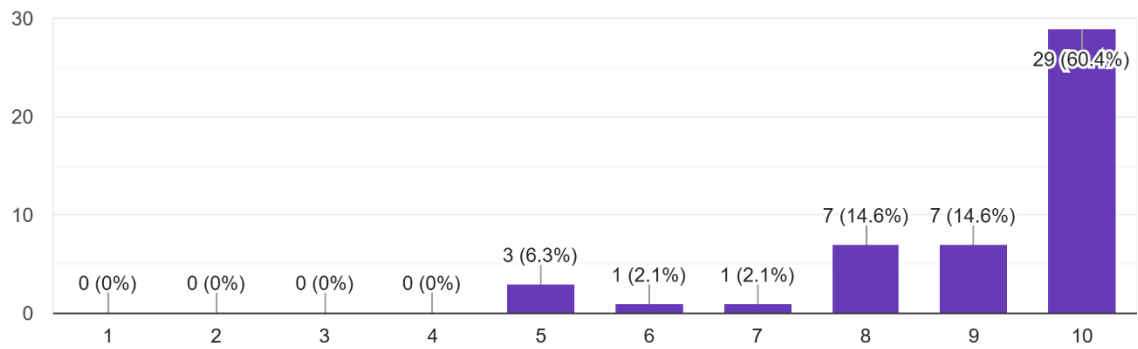
Teachers as mental health facilitators
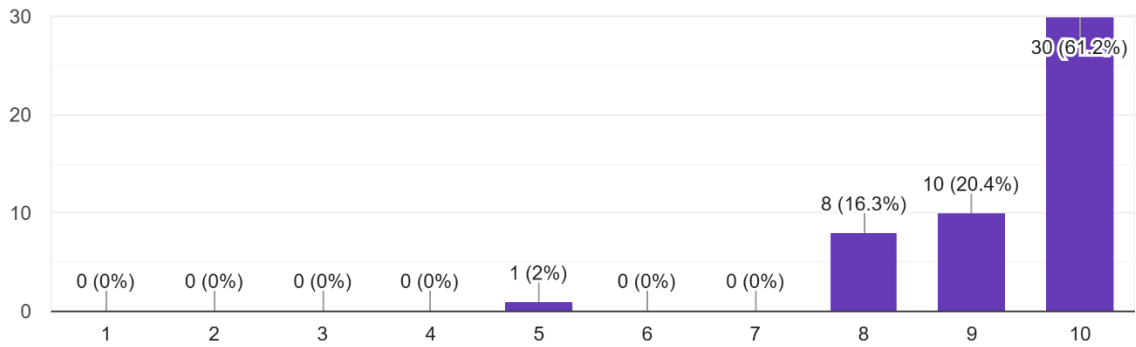
36 responses
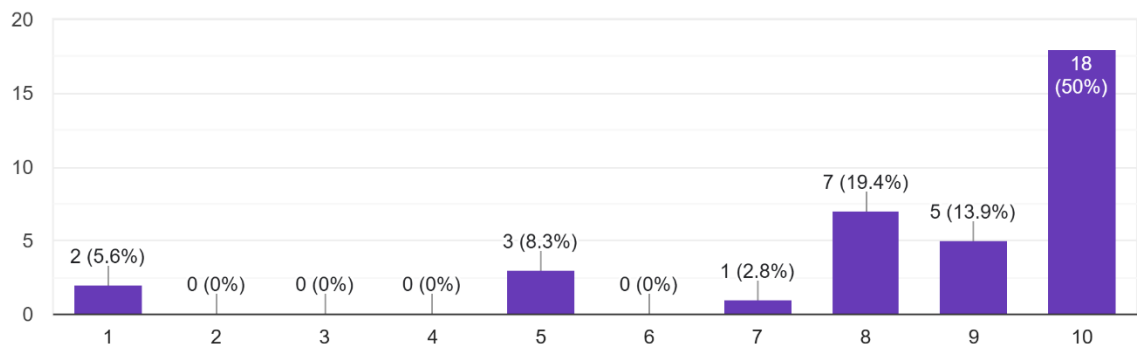
Personality development

49 responses
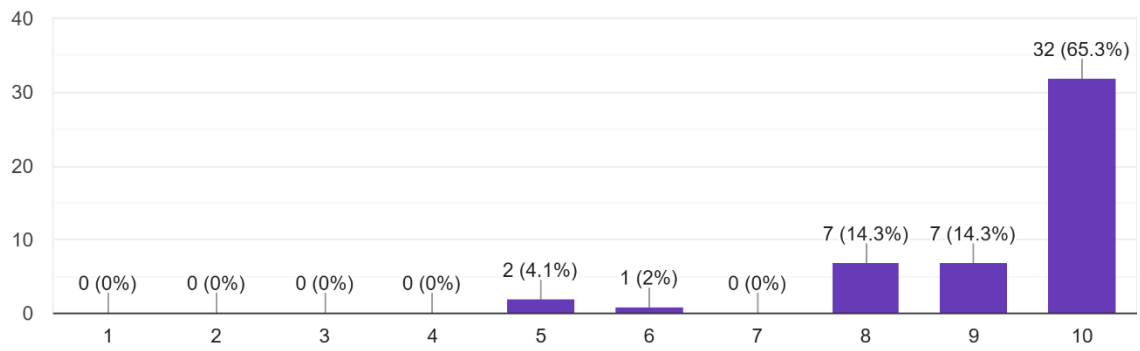
Curriculum development

49 responses
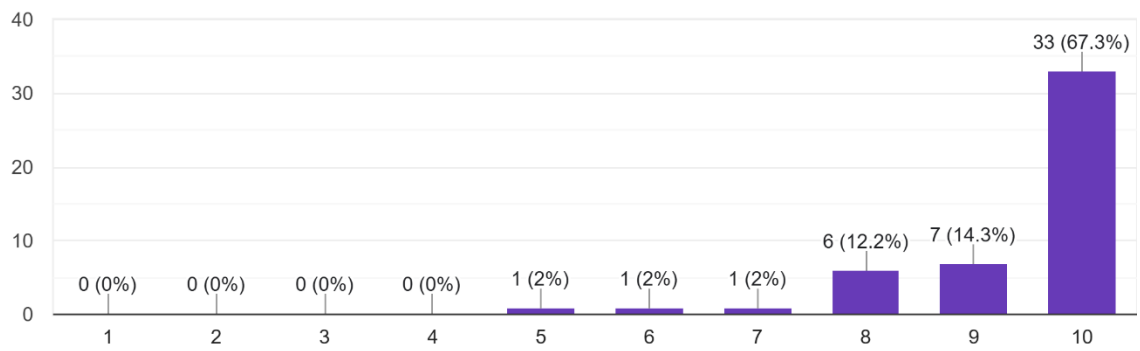
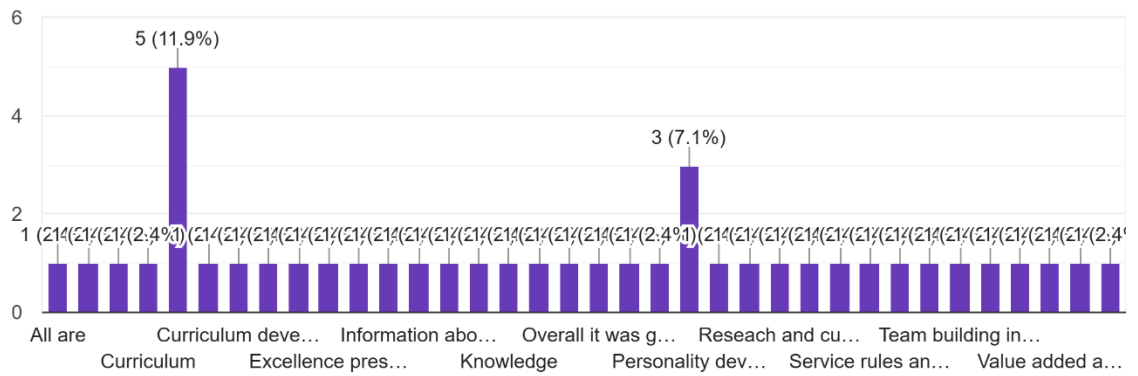## Value added courses

49 responses

What was most interesting in the sessions?

42 responses

Objectives, Outcome based education, Program outcome & Course outcome

45 responses
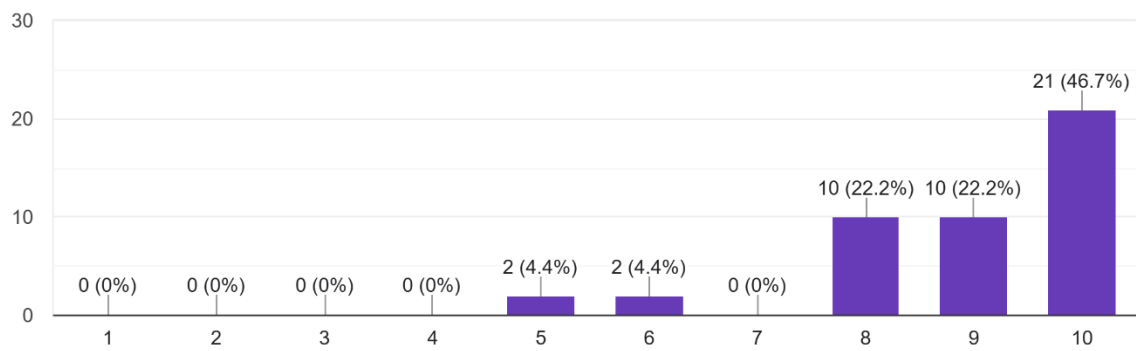
How to give Feedback to students

45 responses
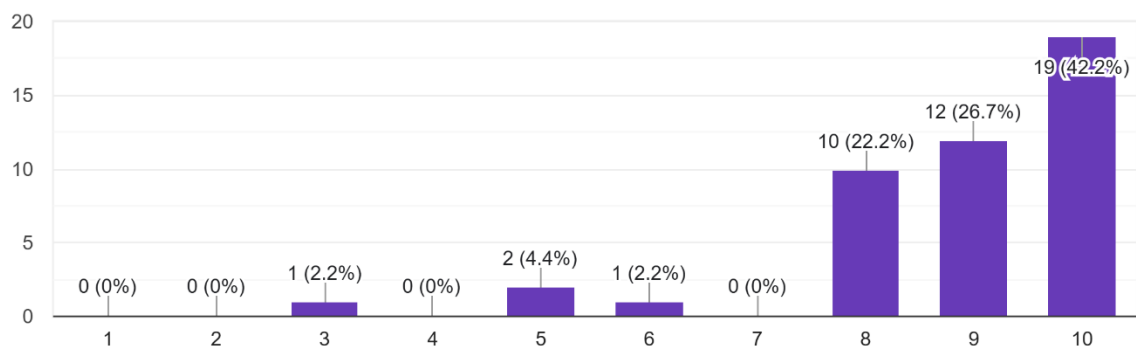
Assessments and Evaluation

45 responses
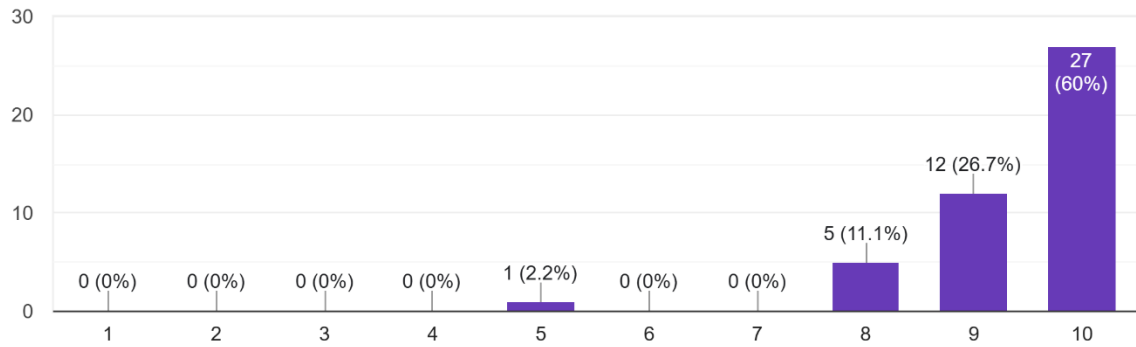
How to give reflection by students/ Reflective writing

45 responses
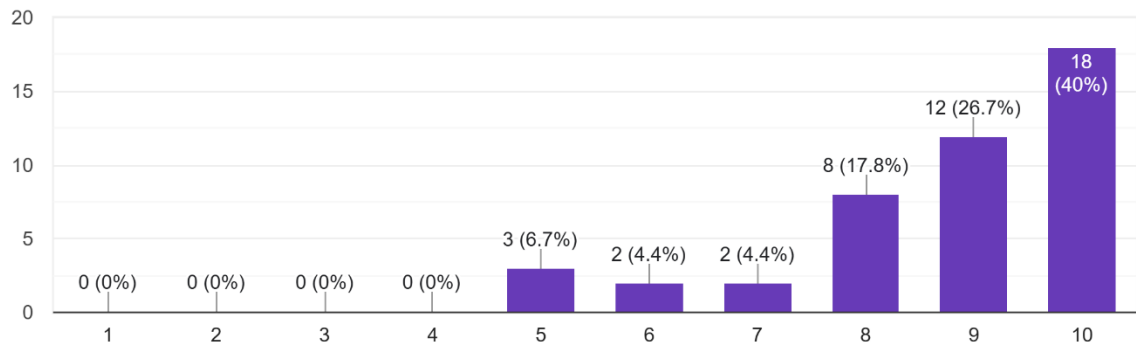
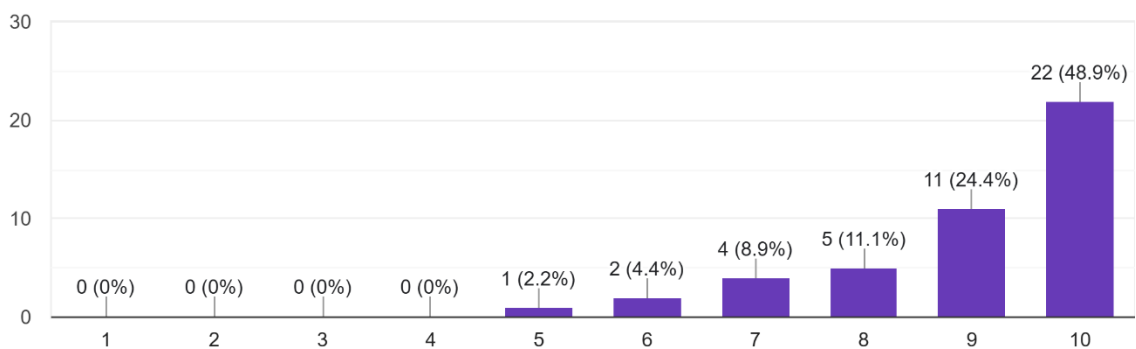## How to engage students in large group teaching
45 responses

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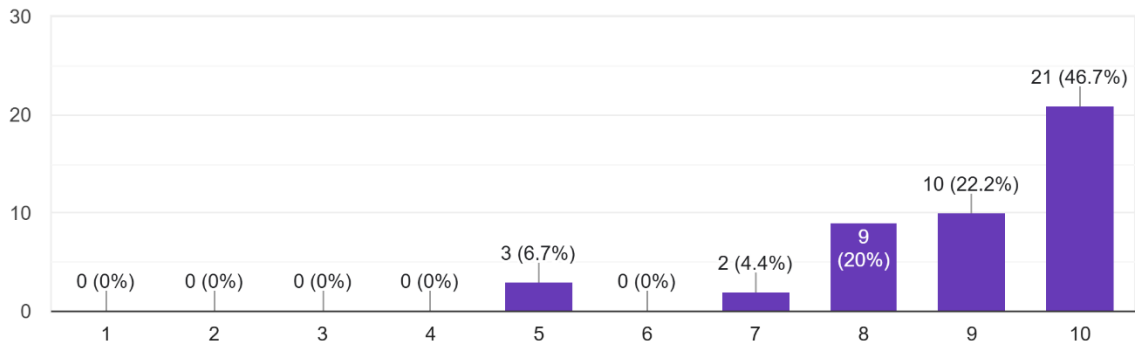
How to engage students in small group teaching techniques
45 responses

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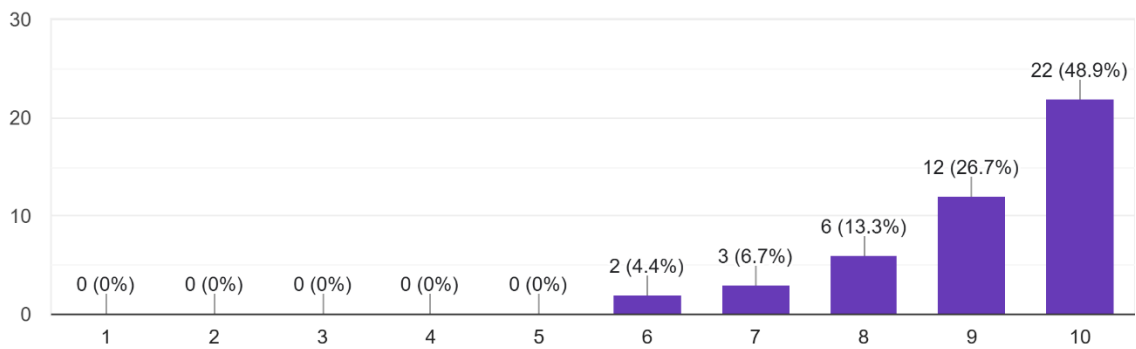
How to motivate students for Self-directed learning
45 responses

0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (2.2%)	2 (4.4%)	4 (8.9%)	5 (11.1%)	11 (24.4%)	22 (48.9%)
1	2	3	4	5	6	7	8	9	10

Adult learning principles/ how to manage students
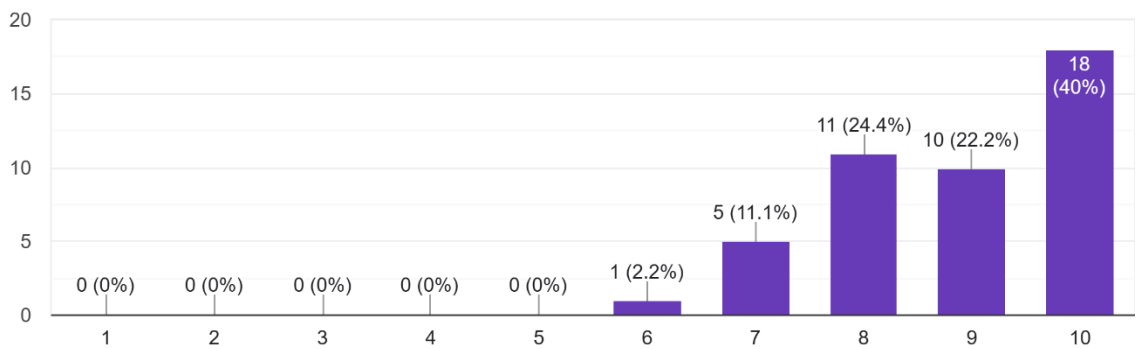
44 responses
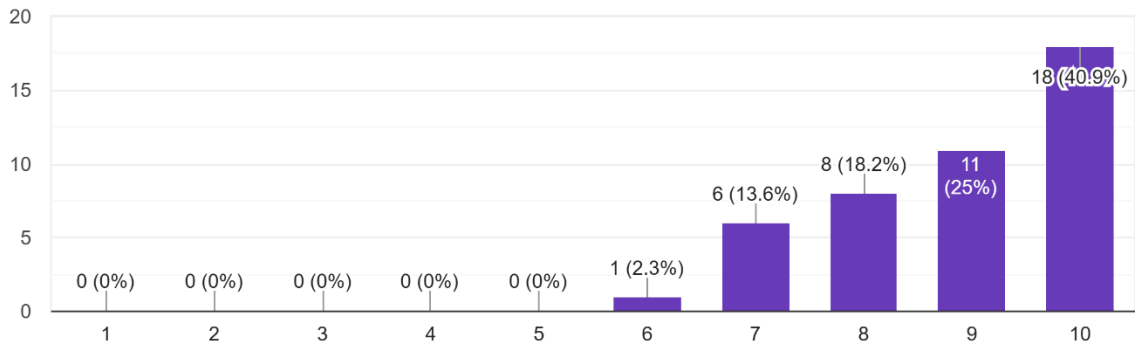
Participation in ranking- orientation

45 responses
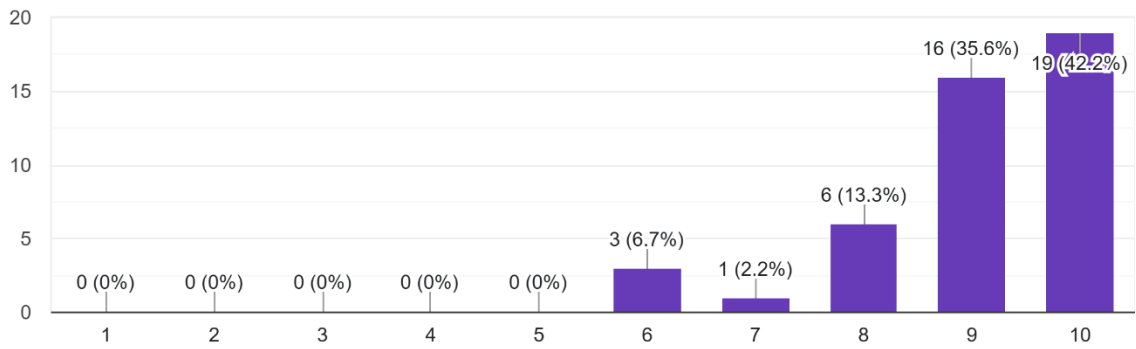
Student support mechanisms/ committees
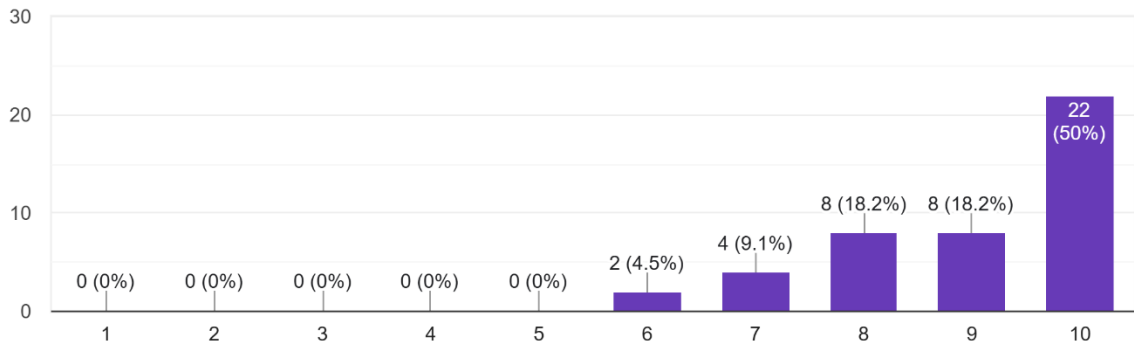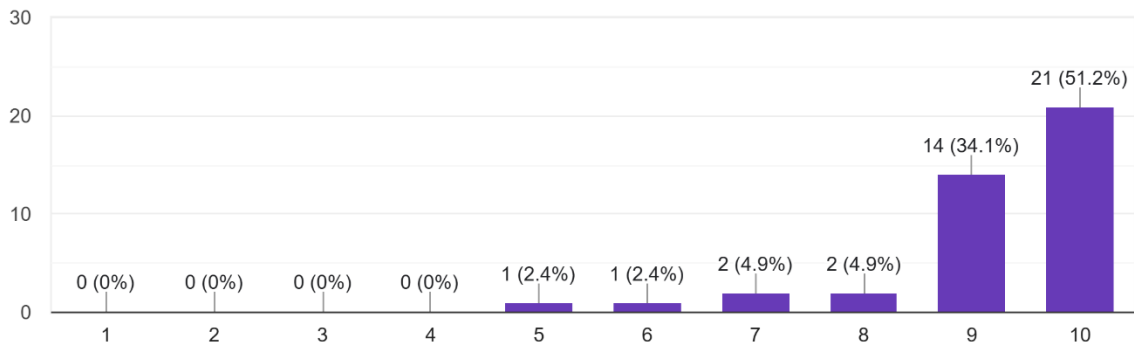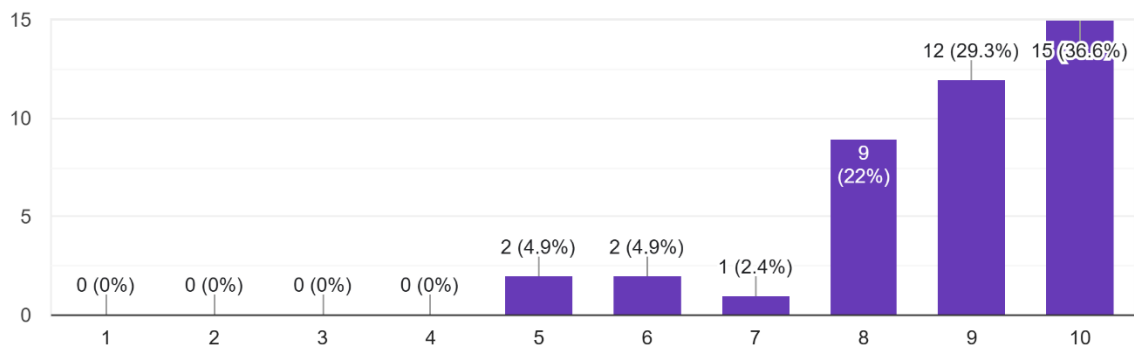
45 responses

E content development

44 responses

0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (4.5%)	4 (9.1%)	8 (18.2%)	8 (18.2%)	22 (50%)
1	2	3	4	5	6	7	8	9	10

Overview of JSSU online portal

41 responses

0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (2.4%)	1 (2.4%)	2 (4.9%)	2 (4.9%)	14 (34.1%)	21 (51.2%)
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Library & Online resources

41 responses

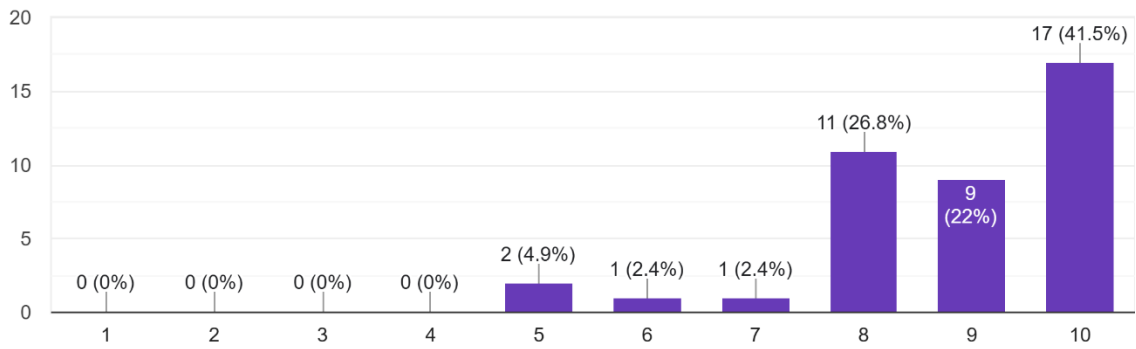|									
0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (4.9%)	2 (4.9%)	1 (2.4%)	9 (22%)	12 (29.3%)	15 (36.6%)
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Research avenues & opportunities
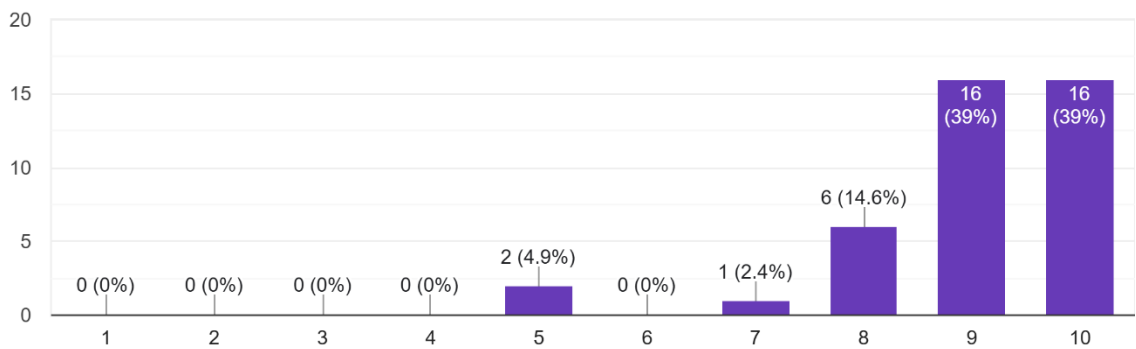
40 responses
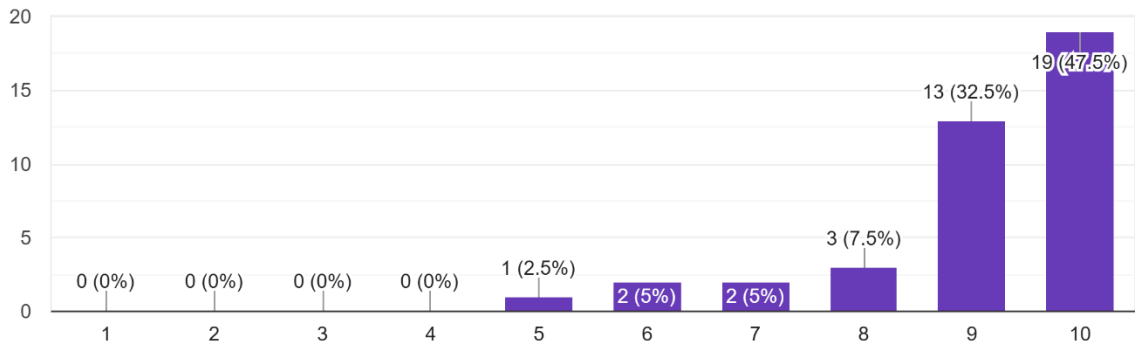
Student support through effective mentorship
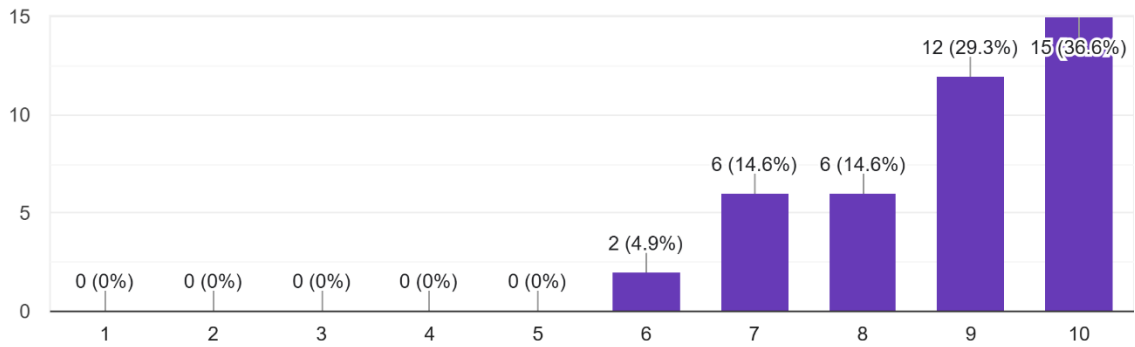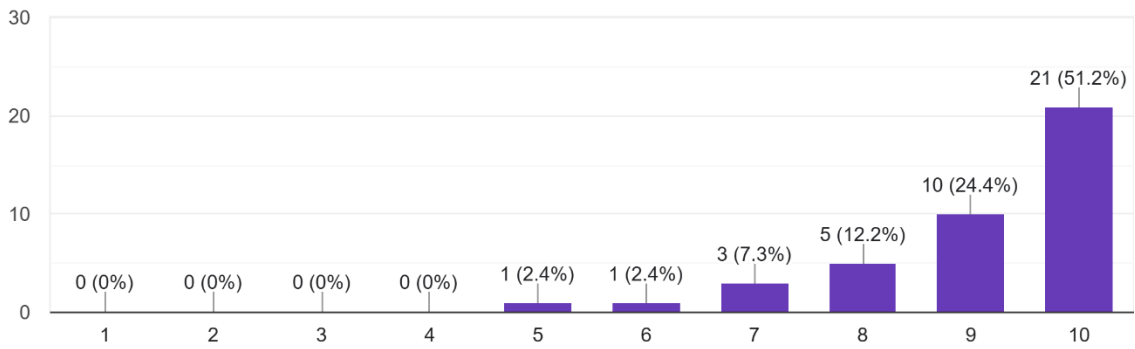
41 responses

Simulation based learning

41 responses

Internal compliance committee

41 responses

Meeting etiquette

41 responses

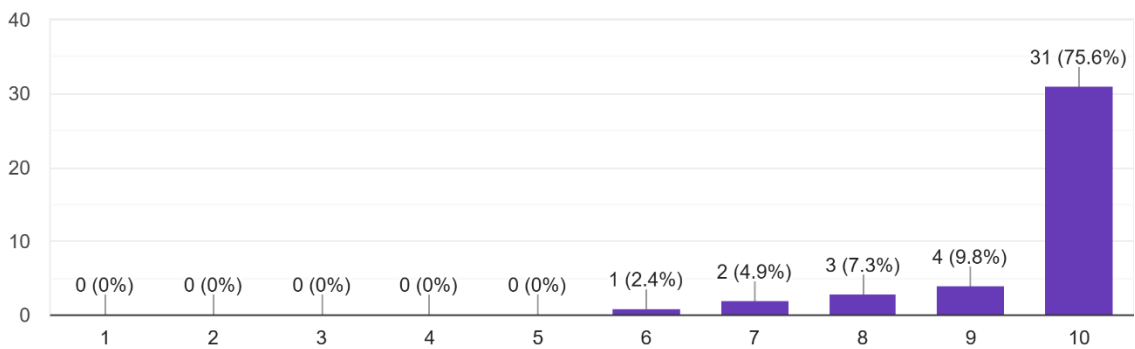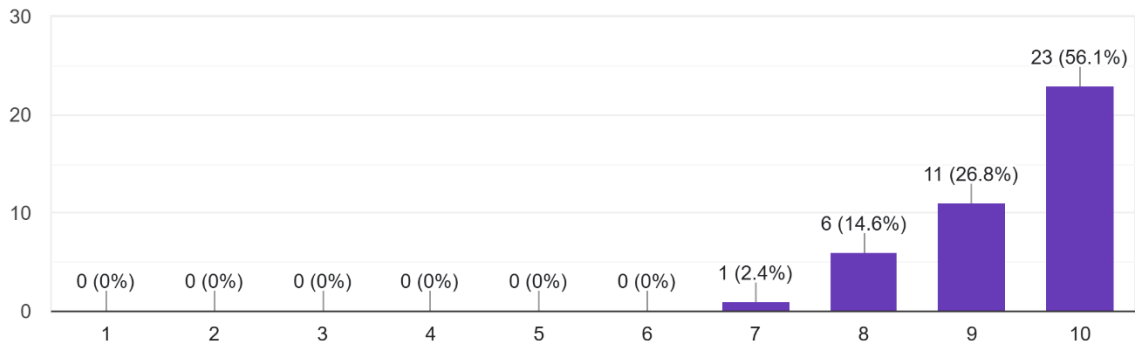## Communication- verbal, nonverbal & written

41 responses

Stress Management

41 responses

PBAS

41 responses