



MHRD  
GOVERNMENT OF INDIA

**MAHARSHI DAYANAND UNIVERSITY, ROHTAK**

(A State University established under Haryana Act No.XXV of 1975)

'A' Grade University Accredited by NAAC



# FACULTY INDUCTION PROGRAMME

**For Faculty  
of Universities/Colleges/Institutes**

**From 07 Jan, 2019 to 05 Feb, 2019**



*Organized by*  
**Faculty Development Centre, Maharshi Dayanand University Rohtak**

*Under the Scheme of*  
**Pandit Madan Mohan Malaviya National Mission  
on Teachers and Teaching (PMMMNTT)**

**Department of Higher Education, Ministry of Human  
Resource Development, Government of India**

# Faculty Induction Programme

## Rationale

Teacher Induction Programmes have significant importance in acculturating newly entrant teachers to their profession. When new teachers enter in profession, they have diverse thoughts, preparations and attitudes towards their professions. It becomes crucial to help them in adjusting to new professional world and inculcate in them the ethos of the organization. Moreover teachers in higher education generally do not go for any professional training for teaching learning process and classroom management. The changing socio-cultural scenario also demands a large number of competencies on the part of teachers in higher education. They need grooming, orientation and skill set to meet the needs of present higher education system.

The Group of Secretaries (GOS) on Education and Social Development has recommended a mandatory one month Induction Training Programme for freshly inducted faculty in Universities/ Colleges/Institutes under Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching (PMMMNTT) for quality improvement in higher education. The Induction programme will include teaching and research methodologies such as flip classrooms, collaborative learning, case study approach, use of ICT in Teaching Learning process, curriculum design and structure, gender sensitization and social diversity, professional ethics, sharing of best practices and updation of developments in their field of study etc.

As per the notification by the UGC wide Gazette of India No. REGD No. DL 33004/99 dated July 18, 2018, the importance of Induction Programme is highlighted for improving the quality of education. These Induction Programmes shall be treated at par with the orientation programmes which are already being run by the Human Resource Development Centers of the UGC for the purpose of requirements of CAS and the institutes shall send faculty members to such programmes in such a phased manner that the teaching aspect does not suffer.

## Objectives of the Induction Programme

- To sensitize and motivate the faculty to adopt the learner centered approaches in teaching learning process.
- To equip the faculty with ICT enabled teaching methodologies.
- To sensitize and motivate the faculty to adopt and practice new pedagogic approaches to teaching learning.
- To enable the faculty to understand the various tools of assessment and evaluation and use them appropriately.



- To enable the faculty to understand the intricacies of curricular reforms, curriculum design and structure in higher education in the context of interdisciplinary and applied approaches.
- To enable the faculty to understand the structure, functioning, governance and roles of institutions of higher education.
- To enable the faculty to understand their responsibilities and role in higher education.
- To develop the essential aptitude, skills and competencies among the faculty for the professional world.
- To equip the faculty with objective and precise research methodologies and enhance their research skills.
- To enable the faculty members to understand and use high impact and innovative pedagogic practices.
- To orient the faculty members with generation of learning material for online open access platform.
- To cultivate ethical values, integrity and professionalism among faculty members.
- To enable the faculty to understand the basic principles of strategic planning and management.

### **Course Structure and Modules of Induction 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 and Teaching and Learning Methods.

Module 5: Assessment and Evaluation.

Module 6: Research in Higher Education.

Module 7: Personal Emotional development and counseling.

Module 8: ICT; Effective use of technology for teaching, learning and evaluation.

Module 9: E-content Development and Moocs.

Module 10: University Governance and Administration.

Module 11: Academic Leadership.

Module 12: Strategic Planning and Management.

## **Duration of Programme**

The entire programme will remain residential and in order to complete all the modules, it will ideally need 150-200 hrs. This one month programme will be organized from 07 Jan, 2019 to 05 Feb, 2019 .

## **Target Group**

Target group will be freshly recruited faculty from universities/colleges/institutes of higher education of India. Preferences will be given to those teachers working in universities or colleges under section 2(f) and 12 of UGC Act, 1956.

For participation, the participants are to fill application form and send on the email. Latest by December 25, 2018 on mail id – **dir.fdc@mdurohtak.ac.in, dd.fdc@mdurohtak.ac.in**

## **TA and Accommodation**

Travelling allowance up to 3<sup>rd</sup> AC, Accommodation and food will be provided by the FDC for the Induction programme.

## **Organizing Committee**

### **Chief Patron**

**Prof. Bijender Kumar Punia**

(Hon'ble Vice Chancellor)

### **Director**

Prof. Ajay Kumar Rajan

9416536205

### **Program Coordinator**

Dr. Madhuri Hooda

8295081122

### **Organizing Secretary**

Dr. Jagdeep Singla-9416123938

Dr. Neeru Rathee-9467220055

Dr. Pratima Ranga-9416471116

### **Organizing Team**

Dr. Sumit Gill-9416759500

Dr. Sarita Dahiya-8222811312

Dr. Seema Rathee-9416758471

Dr. Naveen-9468376309

Dr. Goldi Puri-9416117270

Dr. Savita Rathee-9466488018

Dr. Ekta Narwal-9468266661

Dr. Shri Bhagwan-9355530818

Ms. Menka - 9896343484



Faculty Development Centre, M.D.U. Rohtak  
(Under PMMMNMTT by MHRD, Delhi)



**Application form for participation in the 30 Day Induction Training of Faculty in Universities/Colleges/Institutes of Higher Education from 07<sup>TH</sup> Jan to 5<sup>TH</sup> Feb 2019.**

1. Name of the Participant(BLOCK Letters):
2. Organization/Institution:
3. (a) Date of Joining in the Organization/ Institution:  
(b) Present Basic Pay: Grade Pay:  
(c) Total Experience: Teaching: Research:
4. (a) Date of Birth(DD/MM/YYYY): (b) Sex(M/F):
5. Address of Communication:
6. (a) Cell Phone No: (b) E-mail:
7. Participant in the Induction Training of Faculty Programme/ Other equivalent Programmes during last one year(Yes/No):  
Mention the details (if any):

Signature of the Candidate  
(With Date)

**ENDORSEMENT OF THE HEAD OF THE INSTITUTION**

Certified that the applicant Mr./Mrs./Ms./Dr.----- is a Faculty, in the Department of -----  
-----in ----- (name of the university/college/institution). His /Her  
application is hereby forwarded for participation in the above programme to be organized by the Faculty  
Development Centre, M.D.U. Rohtak.

Signature (with Name& Date) and seal of  
Principal/Registrar/any Competent Authority

Date:

- This form must be printed, filled correctly and completely and duly signed by authority, with proper seal affixed.
- The filled application may be sent by Speed Post to the address given below:

Programme Coordinator  
Faculty Development Centre  
M.D.U Rohtak