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News Letter

## Higher Education Skill Development and Research Center

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### Content:

1. Soft-skills training for Software engineers, Oct. 2021
2. Advisory Board Meeting, Nov. 2021
3. Faculty Development Program Sept, 2021
4. Editorial



### 1. Soft skills training for Software engineers of Star-Knowledge Trainees / Employees, Mysuru, Oct. 2021

Soft skills training for Software engineers of Star-Knowledge Trainees / Employees, Mysuru, Oct. 2021  
Two days training focused on "Self improvement through Self awareness" and Johari Window"

The outcomes of the workshop were to,

Define Self Improvement (SI) and Self awareness (SA); Describe self & its components; List as many SI tips as possible; Think & list your own 05 very important SI tips ; List few hurdles & solutions in achieving SI and Participate actively in the activities to learn better

Define Johari window and explain its components; List uses of Johari window toolkit; Describe your location in the Johari window; Draw your own Johari window and work on it and Identify your own training needs; Participate actively in the W/S and List 4 drawbacks of Johari window

16 participants actively participated and engaged in the 2 days workshop which was filled with activities, ice-breakers, discussions, reflections, presentations.

Quantitative feedback was obtained and analyzed. There is need to arrange more workshops on Communication, Confidence building and TEAM work as mentioned by the participants



## 2. **Advisory Board (AB) Meeting of HESDARC 27 Nov. 2021 , 04:30 pm to 06:30 pm IST**

Following suggestions and comments were made by the honorable AB Members.

1. Dr B Suresh: Managements of colleges do not give importance to faculty development as they think HR does not belong to them as much as buildings and other infrastructure. All have to introspect and work in the interest of students, patients and mankind at large. Dr Suresh mentioned that we need to ask are our graduates employable internationally and can we attract foreign students to study in India? He said "Leaders are everywhere, but leadership is nowhere".
2. Dr Sekar: He mentioned that in India quantity is there but quality is lacking. FDP's should help to bridge the gap. The challenge is after the FDP, what is the change implemented by faculty and what is the real outcome? It is for the faculty to use or lose the benefits of FDP. It is good to identify future leaders, encourage and train them. Providing small & positive incentive, flexibility will help faculty to bring changes in the system.
3. Dr Shastry: Low salaries, dismal facilities and lack of motivation are the keys for the marginal performance of faculty. We are in a rigid structural frame work. We need to change, incentivize and move forward with PBL, entrepreneurship development.
4. Dr. Jayasekharan: Online programs & modules for pharmacy faculty will be taken up in Kerala with the help of HESDARC & IPA-Kerala in 2022.
5. Dr. Amad: Quality is the key for international recognition and motivation of faculty. Well written program outcomes- B Pharm, Pharm D, Pharmacy Technician etc. and their measurement will hold the key for quality. Along with need based planning there is a need for collaboration between regulators, professional bodies and universities for development of higher education.
6. Dr Bhise: Activity based online course on Clinical Pharmacokinetics will be launched in 2022 with modified format to benefit 4th & 5th year Pharm D students in the country.
7. Dr B Ramesh: More FDP's and collaboration with HESDARC, Mysuru in 2022 to benefit the faculty, students and the university.
8. Dr. Murugan: Planning more FDP programs in 2022 with the support of HESDARC
9. Dr. Gulzar: Teacher training programs are needed. Coursera, Swayam and NPTEL platforms provide ample opportunities for online learners. The need is to look at the gap and design the FDP's.
10. Dr Salahuddin: Feedback about teaching and about courses by the primary stake holders or students is necessary for improvement.
11. Dr. Anupama: Planning to organize offline FDP's in 2022
12. Dr. Prasannaraj: HESDARC has developed very good FDP's and documentation of modules in offline and online modes are excellent. There is a need to market HESDARC better after analyzing the factors.

Mr. Kalpesh Mehta, Co-founder of HEADARC reviewed the minutes of previous meeting held in March 2021 and gave outline of progress between March and Nov. 2021. Dr. BG Nagavi, Founder and CEO HESDARC presented the plans for 2022 and the challenges before HESDARC and sought the suggestions and support of AB members to improve the outreach and contributions of the center in FDP space in higher education in India.

Earlier Dr Ramesh A, welcomed the members and Dr Salahuddin, compeered the program and proposed vote of thanks

### Star Performers

#### Outstanding

1. Dr Aliya Nusrath
2. Dr Vinay S Bhat
3. Dr Vinay HR



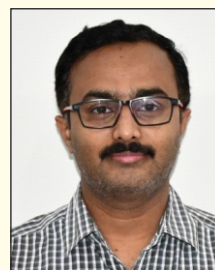
**HESDARC & ACU**  
**Congratulates**  
**Star Performers**

#### Excellent

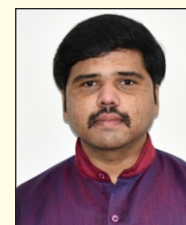
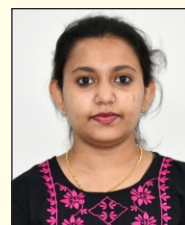
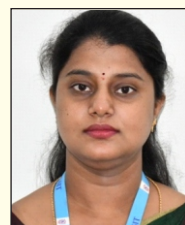
1. Dr. Mahesh DV
2. Dr Dhanalakshmi TA
3. Dr Tejaswi HL
4. Dr. Gloriya Grifith Manuel
5. Dr. Padmanabha TS
6. Dr. Pandareesh MD
7. Nandini S

**Empower and Encourage Star Performers to Excel and add Value to ACU**

#### Star Performers : Outstanding – 3 No. [above 9.5 on 10]



#### Star Performers : Excellent -7 No. [above 9.0 , below 9.5 on 10]



### 3. Brief Report of Faculty Development Program in Sept. 2021 Adichunchanagiri University (ACU), KTK

I 7 Professors, 4 Associate Prof and 24 Asst Profs of ACU attended the FDP.

I 9 were from the Medical, 10 from Engineering, 7 from Pharmacy, 4 from Nursing and 5 from Natural sciences, Education and management colleges of ACU. Participants were a mix of young as well as old faculty from various constituent colleges.

I There were 4 resource persons from HESDARC, Mysuru. Dr BG Nagavi, Mr Kalpesh Mehta, Prof BG Sangameshwar and Prof SB Bhise.

#### Executive Summary of the FDP

1. Participants were from Medical, Pharmacy, Engineering, Nursing, Management, Natural Sciences, First Grade colleges and college of Education
2. 33 faculty participated actively & engaged fully in the 4 days FDP
3. Pre Learning Check & Post LC were conducted
4. FDP included activities, self reflections, Presentations, Discussions in TEAM's, SDL & TBL
5. Assessment at the end included Best of 3 Quizzes in Post LC, Assignment, PPT making & Video presentation to evaluate knowledge of the topic/s, writing, presentation and other skills
6. Three participants were assessed as A+ (Outstanding) and Seven participants earned A (Excellent) grades & merit.

### **HESDARC Recommendations based on Feedback of Participants & our observations**

1. Consolidation, institutionalization and follow-up to build on previous FDP's & recommendations
2. Participants need NAC criterion 6 based FDP on Governance, Leadership and Management: Medical
3. Discipline specific FDP : Engineering
4. Repeat the same FDP completed to bring more faculty on board
5. Use of Digital tools and Techniques
6. Blue Printing, Designing electives & Teaching pedagogies

### **HESDARC Recommendations based on Feedback of Participants & our observations**

1. Long term Plan of Action to continue the best practices discussed and trained during FDP's
2. Reform Policies and Procedures of ACU / Colleges to include BT & LO and PBL



### **5.Editorial**

With growing time, HESDAR center has been growing by stepping into new activities. Soft Skill training been the moto of the center is now been actively conducted to trainees of a software company where young graduates underwent a two-day training program on "Self-improvement through Self-awareness" and Johari window. Students feedback stressed the need of such workshops on more soft skills which would be taken up in future. The faculty development program is at its full swing at the Adichunchungiri University where Professors, Assistant professors from medical, engineering, pharmacy, nursing, Education and management studies participated and also received the certification. Research been a component of HESDAR center is also been implemented this year. A survey was conducted to evaluate the implementation of the pharmacy practice regulation 2015 in few selected pharmacies in and around Mysore. HESDAR would whole heartedly thank all its well-wishers and supporters and wish them a happy and healthy new year 2022.

**Dr Preethi GA**

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