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1. EDITORIAL

The National Center for Educational Statistics, U.S. stresses upon the formal training of teachers as an essential criterion which enhances the skills required for better and effective teaching. In India, Formal training either a diploma or a degree is a mandate for teachers of kinder garden, primary or high schools before entering the classroom. However, no such training is provided for the teachers who aspire to work in the Higher Education (HE) sector.

Such training would enhance the basic skills and also help them understand learner's psychology, higher education technology, latest education techniques like PBL/ TBL, new assessment techniques etc. HESDARC plays a major role in training and certifying faculty in HE through need based, modular and activity based programs of at least 4 credits, 60 contact hours of Online & Onsite learning. The training programme offered by the center will play a vital role in molding the younger generation of aspiring faculty to analytically solve problems, work skilfully by boosting their confidence & commitment and also motivate them to work effectively & contribute immensely with ethics and values.

--Dr. Preethi G Anantharaju

2. B.M. Mithal memorial lecture at Jamia Hamdard New Delhi 15 Nov. 2019

Prof. BM Mithal memorial lecture was delivered by Mr. PP Sharma on "Quality Assurance of Pharmaceuticals" on 15 Nov. 2019 at Archives Auditorium, Jamia Hamdard, New Delhi. The program was organized by Mithal Memorial Trust, IPGA, BITS Pilani & Jamia Hamdard.

Chief guest Dr Syed Ehtesham Hasnain, VC of Jamia Hamdard prised Prof Mithal for his contributions & appreciated that such a program is held in memory. Guest of Honor was Dr RN Saha, Director BITS- Pilani Dubai campus & the program was chaired by Atul Nasa.

About 150 admirers of Prof. Mithal from Pilani, Delhi, USA etc., faculty & students attended the program and paid rich tributes to Prof. Mithal. His simplicity, humane but strict approach were remembered & admired. Floral tributes & words of respect were showered on Prof. Mithal by many guests & admirers.

Dr. BG Nagavi, Dr Saha & Mr ML Bansal attended & organized the program as trustees of BM Mithal memorial trust, Pilani.



Late Prof. BM Mithal Memorial Lecture

Ex- BITSIAN's meeting New Delhi Nov. 2019
 Dr Nagavi, ML Bansal, Dr RN Saha and others from USA, BITS- Pilani & New Delhi

3. Research Paper

Upskilling of Pharmacy faculty in an accredited institution through modular training in strategic education practices with formative and summative assessments

BG Nagavi, Founder CEO & Senior Consultant HESDAR Center, Mysuru, KTK, India (hesdarcenter@gmail.com)
***Chandra Sekar, Professor, University of Findlay, Ohio, USA (presenting author)**

The paper was presented in FIP conference in Abu Dhabi, UAE, from 22 to 26 September 2019 as poster and oral in Academic Pharmacy section.

Full Article is published in Indian J.Pharm. Education and Research, Volume 54, Issue 2(suppliment) April - June 2020, PP 669 to 673

Summary

Thirty two (32) faculty of an accredited college were enrolled in a 4 credit, 15 Modules & 60 contact hours workshop based program spread over about 06 months or 01 semester. Each workshop was of 4 to 5 hours face to face interaction, including pre & posttests, activities, presentations, discussions, reflections, flash card PPT & feedback. Important modules included were how to write good Learning Outcomes, Problem Based Learning (PBL), Blooms taxonomy, Soft skills, Leadership, Quality assurance & Academic advising to name a few.

Formative assessment of 60% included Quiz, Assignment & Mid modules exam and summative assessment consisted of end modules exam for 40% with MCQ's & RRE's (Restricted Response Essay). A minimum of 70 % was set to be scored for C grade, 80% for B grade & 90% & above for A grade.

Twenty seven faculty (27), 84% completed the training and were awarded the certificate in a public function. Participants rated the program as effective, useful & need based. Average age of faculty in Indian pharmacy colleges is 32 to 34 & without formal training in teaching & learning. Average pretest score in all the training modules was 4.2 and in posttests the score rose to 9.6 indicating very clearly that training & upskilling was effective and raised the Knowledge, Skill & attitude of the participants. Institution paid a nominal fee for the training program, assessment & certification.

As of now, in India there is no formal, modular & certificate oriented training imparted to faculty in about 2000 pharmacy colleges. If they are trained & upskilled, they will impart effective education & transform the teaching & learning.

4. Web based Google & Zoom h-learning sessions, Feb 2019 - Jan 2020

Thursdays Regular Session 04:00 pm and Repeat Session 07:30 pm

HESDARC is conducting free online classes for faculty in India & abroad since Jan. 2019. As on date (June 2020) 72 weekly modules have been conducted with very good to excellent feedback scores about general acceptance, reaction, learning, behavior & other parameters on quantitative & qualitative scales.

1 – 15 h learning Sessions – Index

1. Introduction to h learning – Zoom platform, Registration & Login
2. Introduction to h learning – Google Class room – Registration & Login
3. Introduction to HESDAR Center – VMGO
4. Introduction to h learning – Audio & Technology orientation & checking
5. Introduction to Module – Ethics & Decision Making (EDM) – Module Goals & Summary
6. Ethics & Decision Making (EDM - LO's – Knowledge, Skill & Attitude (KSA)
7. EDM – Soft Skills
8. EDM – Mini CBL & Micro learning – The approach
9. CBL – TOEFL Exam – Academic Malpractice – students
10. Academic Malpractice – Faculty taken to custody
11. Top 10 Unprofessional Behaviors & how to Deal with them
12. Self-improvement – challenges & how to win over them
13. Critical thinking – Is it necessary in Personal & Professional life?
14. Lateral thinking Vs Linear thinking
15. Review Session/s

16 – 30 h learning Sessions – Index

16. The Kirkpatrick Four-Level Training Evaluation Model
17. Feedback by Participants on Micro-learning
18. Failures and Success– Wisdom through examples & quotes
19. Repeat - Failures and Success– Wisdom through examples & quotes
20. How good are you at Persuasion?
21. Teacherpreneurs – You can be one of them
22. Stress Management for Faculty
23. Collaboration & Cooperation Skills in Higher Education
24. How to Build a Culture of Creativity / Originality?
25. Work–Life Balance or Integration?
26. Assignments & their Assessment
27. Assessment, Grading, Certification, Exam fee and mode of Payment
28. Faculty life & Work Ethics
29. Ethics, Law and Professional Judgement in HE (Higher Education) Practice
30. Life & Messages of Sarvepalli Radhakrishnan & ML Schroff

31 – 45 h learning Sessions – Index

31. Ethical Theories and Concepts
32. Ethics of Character or Virtue ethics
33. Five Ethical Principles
34. Kahoot! – Game based learning & formative assessment
35. Mahatma Gandhi - Best Role model for Teachers
36. Feedback - Kirkpatrick Four-Level Re-skilling Evaluation
37. Assignments submission & list of few suggested topics
38. Microteaching
39. Stress Management through Self – Management
40. Humor Yes Please
41. One Minute Faculty
42. One Minute Faculty ...Repeat
43. Kahoot time again – Let's Play
44. Time Management skills for faculty
45. Interpersonal Skills for Teachers

46 – 50 h learning Sessions – Index

46. Kahoot game on Time Mgt. & Interpersonal Skills
47. Data Integrity through Personal Integrity – What does it mean for Academics
48. The 7 most valuable career skills right now
49. Kahoot on Data Integrity & 7 most valuable career skills
50. Personal Stories That Have Driven My Professional Directions

5. Special assignment to BG Nagavi to Review & provide feedback to PCI to improve quality & content of CEP's in India

Pharmacy Council of India - Continuing Education Program 2019-20

Dr. BG Nagavi was entrusted in his personal capacity, with the responsibility to study & provide critical feedback & formative suggestions to improve the CEP's in the country. Dr. Nagavi was provided with the soft copies of the 60 CEP center reports of 2019-20. **Broad objective of the review was to raise the compliance & quality of CEP's using digital platform and other tools & techniques in the future.**

Strengths of the CEP's

1. PCI's initiative to support & fund the CEP's in the country is a laudable step and will help faculty in the selected pharmacy colleges to improve their knowledge, skills & competencies' in the contemporary & advanced areas of education & practice.
2. Senior, very senior speakers & education leaders have addressed in most of the CEP programs. Many CEP centers have identified broad theme for the 3 days program.
3. Wide varieties of topics are covered in CEP's based on resource person's experience & expertise.
4. Resource persons have been identified & decided based on availability, proximity and area of expertise

Challenges & Weaknesses

1. Very few CEP centers have collected feedback qualitatively & quantitatively. No quantitative feedback collected against predetermined LO's & no qualitative feedback reported about the quality of the CEP's
2. There was no relation in many CEPS' / cases to theme & topics delivered. Theme is something about education technology & topic is on Genomics to site an example.
3. There are no specific, measurable & relevant Learning Outcomes (LO's) for the 3 days program or for specific topics delivered
4. Most of the centers have conducted the CEP like a seminar. It is advisable to conduct the 3 days CEP's as workshops with round table arrangement for better interaction amongst participants, for effective discussions, Q&A and presentations, TEAM learning, reflective learning etc.

Tips offered to improve the CEP's

1. Documentation to be improved with specific templates to capture the information appropriately for review & decision making
2. Develop templates to be used by CEP colleges for adherence. Hands-on training either onsite or online needs to be imparted to orient to the templates & submit them online.

3. Develop theme & sub themes with measurable LO's, by the CEP centers. Participants computer based confidential feedback needs to be collected to get a fair & objective idea about the CEP & its impact
4. Measurable indicators need to be designed & feedback taken accordingly by the CEP participants / providers / centers.

5. Digital Platform to be created for CEP's-

- I. Before approving the CEP center – proper data to be provided by colleges & captured in templates
- II. During the CEP - Details of participants, daily attendance, sessions / days feedback from participants & others etc.
- III. After the CEP - Summary report, Feedback from organizers etc.

6. Specific Areas for Format / Template development. Registered participants & attendance; Program & Schedules; Program Learning Outcomes (PLO's) & Topic Learning Outcomes (TLO's); General & specific Feedback of participants against LO's; General & specific Feedback of resource persons, organizers; Others – Selected few photos, certificates issued, Utilization certificate, Newspaper clippings, brochure, etc;

Thank you
BG Nagavi , Jan 2020

6. HESDAR Center Online Modules for Faculty Training in COVID 19 Pandemic & beyond

Faculty Training modules are the following & not limited to

1. Pedagogy – Online Teaching & Learning (T&L), Learner Needs
2. Learner engagement & dealing with difficulty in online learning
3. Education technology & tools for Online T & L
4. Ethics & decision making in Online education
5. Effective Communication in Online education
6. Attitude / soft skills – Time & Self-management in Hybrid learning
7. ICT in Online classroom & outside
8. Lesson planning & delivery
9. Course learning outcomes (LO's), specific & individual class LO's & their achievement through feedback from the learners
10. Systematic Assessment of learning & feedback using Kirkpatrick model
11. Examination of learning continuously & end course by MCQ & other techniques
12. Innovative assessment & exam tools for online & hybrid learning
13. Academic advising for Online learners
14. Continuous guidance & hand holding for online teacher & learner

Specific modules can be designed & delivered based on the need of faculty / college / university

7. Advisory Board Meeting (ABM) 20 June 2020 on Zoom



Advisory Board Meeting (ABM) was held on Saturday the 20 June 2020 from 05:00 pm to 06:30 pm IST on Zoom virtual mode

Agenda for the meeting

1. Welcome to advisory board members
2. Opening remarks by **Prof. Chandra Sekar**, Univ. of Findlay, USA
3. Inaugural address by **Prof. B Suresh**, Pro-Chancellor JSSAHER & President PCI
4. HESDARC Video 2020 (please see the video in the link sent in earlier email)
5. Brief Progress Report of the last & current year - **Prof. BG Nagavi**
6. H- learning platform of HESDAR Center, since Jan 2019 – **Prof. BG Nagavi**
7. HESDARC's future journey in Online learning platform – **Mr. Kalpesh Mehta**
8. Approval & accreditation of HESDARC training program by regulators – PCI, AICTE, UGC & MCI
9. Eligible learner's certification Jointly by Universities in India & USA
10. Members queries, suggestions, comments & advises
11. Reconstitution of Advisory Board for Sept 2020- August 2023 – Suggestions & Recommendations
12. Any other issue as advised by the board members
13. Thankyou & closure of the meeting

Attended: Prof. Sekar, USA; Dr Frank May, Australia; Prof. Pardeep Gupta, USA; Dr Amad Al Azzawi, Canada; Prof. Jayasekharan, Oman; Prof. Suresh B, Mysuru; Dr. Burande, Pune; Dr. Bhise, Pune; Prof. A Ramesh, Hyderabad; Prof. Kulkarni, Mysuru; Prof. Salahuddin, Mysuru; Prof. Goli D, Bengaluru; Dr. BG Nagavi, Dr. Jinesh, Dr. Preethi GA, all from HESDARC, Mysuru

Could not attend: Dr. Partha; Prof. Sunil Dhaneshwar; Prof. Pramod; Mr. Chandragupt Jain; Prof. Trishala; Prof. Mahesh P and Prof. M Ramesh, Ms Vijayashri BN, Mr. Kalpesh. V. Mehta

Minutes of the Meeting

1. **Dr. BG Nagavi from HESDARC** heartily welcomed all the AB members from India & abroad – Australia, USA, Canada & Oman for the virtual zoom meeting. Dr. Nagavi briefly listed the agenda items to be discussed during 01 hour of focused meeting.
2. **Prof. Sekar from Univ. of Findlay, USA** during his opening remarks appreciated the role of HESDARC in faculty upskilling. Prof. Sekar who has a close insight of what HESDARC is doing silently for the last 3 years, lauded the services of Dr. Nagavi as a personal friend & professional brother. Prof. Sekar also mentioned during discussion to include case studies, activities, simulation learning & self as well as peer evaluation of PPT's & communication skills of faculty in addition to teacher assessment. Prof. Sekar opined that training should be voluntary & not mandatory which will be helpful to faculty for professional growth & promotions etc.
3. **Prof. Suresh B, Pro-Chancellor of JSSAHER & President of PCI** appreciated the role of HESDARC in complimenting & furthering the efforts of PCI in faculty training. Prof. Suresh suggested that HESDARC can seek PCI recognition for CME

credits for faculty completing the training, under Pharmacy Practice guidelines 2015. Prof. Suresh mentioned that students & faculty need support during the pandemic to transition from physical mode to online learning. We should continue to strive together to inspire more youngsters.

4. **Prof. Bhise from Pune, Maharashtra** suggested that Pharmacy colleges to have Continuing Pharmacy Education (CPE) cells in line with CME cells in the medical colleges.

5. **Dr Amad Al Azzawi from Toronto, Canada** suggested to include in HESDARC activities clinical education & training for pharmacy teachers, students & practitioners as it is vital for practice in community & hospital settings and will benefit the patients.

6. **Prof Pardeep Gupta from Philadelphia, USA** suggested to collaborate with AACP & ACPE in USA who provide high quality training & development programs for the faculty in America & outside. He advised to get in touch with the professional bodies & assured to facilitate this and provide leads in this regard to HESDARC with special reference to online teaching & learning.

7. **Prof. Jayasekhar Nair, Muscat, Oman**, Online teaching techniques, Research methodology, Soft skills & admin. Skill modules are very useful. Getting accreditation for the modules by PCI is a good idea.

8. **Dr. Pradeep Desai from Bengaluru, Karnataka** suggested that colleges have to improve technology infrastructure for online training. He also recommended that HESDARC activities to be measured for the impact, effectiveness & relevance. Dr. Nagavi mentioned that a research paper is published in May 2020 of Indian Journal of Pharmacy Education & Research (IJPER) regarding faculty upskilling, assessment & certification.

9. **Prof. Divakar Goli from Bengaluru** advised HESDARC to train Principal's in effective administration, accounts, budget, audit in addition to teaching & learning.

10. **Dr. Frank May from Adelaide Australia** asked if HESDARC is doing any research in effective communication especially in electronic & online mode by the faculty. Dr. Nagavi mentioned that nothing specifically is done in the area mentioned & will seek advise & crucial inputs from Dr. May

11. **Prof. Salahuddin from Mysuru, Karnataka** suggested that PCI is providing & sponsoring faculty training programs and HESDARC can design & deliver need based modules and certificate course is a good idea.

12. **Prof. PK Kulkarni from Mysuru, Karnataka**, asked if HESDARC has any program for virtual training of faculty with AI to assess the content, delivery, communication and other aspects of teaching & learning. Dr. Nagavi mentioned that HESDARC has no such advanced platform though it is being discussed and added that asynchronous learning platform is being designed & tested at HESDARC where faculty can learn seamlessly, self-assess on communication, PPT presentation on Flip grid, Kahoot etc., certification and feedback. It will be made available in August 2020 for interested learners at a nominal cost after registration.

13. **Prof. Ramesh A from Hyderabad, Telangana** suggested that HESDARC shall conduct 3 to 5 days faculty development programs instead of 1 or 2 days for best impact & effectiveness

14. **Dr. MD Burande from Pune Maharashtra** suggested to conduct motivational programs with the help of senior, successful & experienced teachers. It could be in the form of interviews.

15. **All the other agenda items were discussed** & opinion of board members was sought. Dr. Nagavi gave brief progress report for 2019 & 2020 as the same were reported in detail in the quarterly reports of HESDARC, Belaku (Light). Future plan of action of HESDARC especially in web based Asynchronous Self Directed Learning was shared by Dr. Nagavi as Mr. Kalpesh Mehta, Co-founder & Senior Consultant HESDARC could not be present in the meeting..

Meeting ended with vote of thanks from Dr. Nagavi from HESDARC, who profusely thanked each of the board members for their time, valuable thoughts & suggestions for conducting effective & useful faculty development activities in onsite & online modes in the future.