

**UGC-HUMAN RESOURCE DEVELOPMENT  
CENTRE**

**DEVĪ AHILYĀ VISHVĀVIDYĀLĀYĀ, INDORE (M.P.)**



**Complete Report Of  
“116<sup>th</sup> Orientation Program”  
10<sup>th</sup> May 2016 to 06<sup>th</sup> Jun. 2016**

**Director  
Dr. Namrata Sharma**

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# UGC - HUMAN RESOURCE DEVELOPMENT CENTRE

## 116 Orientation Programme

10/05/2016 to 06/06/2016

### Participants List

Date:

Session:

SN	Person Name	College Name	Email ID	Mobile no.
1	Ranjeet Kaur	The Bhopal School of Social Science, Bhopal	fripi@ymail.com	9425300756
2	Archana Naik	The Bhopal School of Social Science, Bhopal	rk.ranjeet14@gmail.com	9926663895
3	Anuradha Goswami	The Bhopal School of Social Science, Bhopal	msnaikarchana@rediffmail.com	9893372147
4	Mr. Syed Amir Mehboob	The Bhopal School of Social Science, Bhopal	avnianuradha@gmail.com	9893279976
5	Ashish Dilraj	The Bhopal School of Social Science, Bhopal	amir_mehboob99@yahoo.co.in	9826017854
6	Binoy Arickal	The Bhopal School of Social Science, Bhopal	ashu_dilraj@yahoo.co.in	9009053650
7	James Maman Vaidyan	The Bhopal School of Social Science, Bhopal	arickalbinoy@yahoo.co.in	9926386896
8	Dr. Manish Puntamber	The Bhopal School of Social Science, Bhopal	mail_jamesvaidyan@yahoo.co.in	9827267328
9	Swati Sharma	The Bhopal School of Social Science, Bhopal	manishputambekar@yahoo.co.in	9893196896
10	Dr.Mrs. Smitha Pillai	The Bhopal School of Social Science, Bhopal	swati_98sharma@yahoo.co.in	9425660713
11	Dharmendra Bahadur Singh	The Bhopal School of Social Science, Bhopal	smitha.sree@rediffmail.com	9425373055
12	Sheeba Joseph	The Bhopal School of Social Science, Bhopal	dharam_satya@rediffmail.com	9303104193
13	Prabha Biju	The Bhopal School of Social Science, Bhopal	sheejose03@yahoo.com	9893688324
14	Jyoti Mathur	The Bhopal School of Social Science, Bhopal	vandana2670@yahoo.com	9755037101
15	Mr. Zeeshan A Siddiqui	The Bhopal School of Social Science, Bhopal	prabhajibju.bsss@gmail.com	8989648628
16	Rajendra Gupta	The Bhopal School of Social Science, Bhopal	jyotismathur@yahoo.co.in	9893325624
17	Jincy Renjy Thomas	The Bhopal School of Social Science, Bhopal	zeeshan_sidd77@yahoo.com	8966891126
18	Lila Simon	The Bhopal School of Social Science, Bhopal	rajendragupta1@yahoo.com	9424474039
19	Swapna Pillai	The Bhopal School of Social Science, Bhopal	jincyrenjy78@gmail.com	9425372874
20	Garima Sharma	The Bhopal School of Social Science, Bhopal	lilabsss@yahoo.com	9425015634
21	Habi Patrick	The Bhopal School of Social Science, Bhopal	swapnapillai21@gmail.com	
22	Reeta Raj Nimoria	The Bhopal School of Social Science, Bhopal	sharmagarima2711@gmail.com	9893682896

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## 116 Orientation Programme

10/05/2016 to 06/06/2016

### Participants List

Date:

Session:

SN	Person Name	College Name	Email ID	Mobile no.
23	Alpa Ghosh	The Bhopal School of Social Science, Bhopal	habi_patrick@yahoo.co.in	9893783999
24	Neeraj Patharkar	The Bhopal School of Social Science, Bhopal	rajreeta77@rediffmail.com	8889915454
25	Dr.Supriya Mandloi	The Bhopal School of Social Science, Bhopal	alpaghosh@gmail.com	9753463758
26	Seema Agrawal	The Bhopal School of Social Science, Bhopal	neeraj_patharkar@yahoo.co.in	9893410236
27	Dr.Rasmeet Kaur Malhi	The Bhopal School of Social Science, Bhopal	supriyabmandloi@gmail.com	9827388926
28	Dr. Swati A. Sharma	The Bhopal School of Social Science, Bhopal	seema.agrawal@yahoo.com	9200280898
29	Sadhana Singh Bisen	The Bhopal School of Social Science, Bhopal	rasmeet85@gmail.com	9993368252
30	Garima Pathak	The Bhopal School of Social Science, Bhopal	swati.bsas@gmail.com	9893121448
31	Neetu Jain	The Bhopal School of Social Science, Bhopal	sadhanasingh2611@gmail.com	9425467249
32	Naina Singh	The Bhopal School of Social Science, Bhopal	pathak.garima614@gmail.com	7024140100
33	Sheena Thomas	The Bhopal School of Social Science, Bhopal	richa_bhatia16@yahoo.com	8964081809
34	Sandeep Kumar Malu	Shri Vaishnav Institute of Management , Indore	nainaneerajsingh@yahoo.com	9806682865

## 116 Orientation Program

10/05/2016 to 06/06/2016

## Resource Person List

SN	Name of Resource Person	Contact Number
1	Dr. Shashi Rai	
2	Prof. HS Yadav	
3	Dr. Anand Kar	9893231977
4	Dr. Chandan Gupta	9425470841
5	Dr. Nisha Dubey	9425060805
6	Mr. LS Mishra	
7	Dr. Kumudini Sharma	
8	Dr. Sharda Gangwar	
9	Dr. DN Sansanwal	
10	Prof. Amiya Pahare	9425075205
11	Dr. Hitesh Raviya	
12	Dr. Parul Rishi	
13	Dr. Rekha Singhal	
14	Dr. Madhuri Chandra	
15	Dr. Paraveen Karma	9826313816
16	Dr. Raka Arya	
17	Mr. Nitin David	9893435430
18	Dr. Rishi Dubey	9425091364
19	Dr. K. Subramaniam	
20	Dr. Ganesh Kawadia	9425352521
21	Dr. Anand Sapre	9425078013
22	Dr. Vidhu Mohan	
23	Dr. Anita Puri Singh.	
24	Dr. Satish Batra	9829213032

**UGC- HUMAN RESOURCE DEVELOPMENT CENTRE, DAVV, Indore**

**116 th Orientation Program**

**Date : -- 10/05/2016 to 06/06/2016**

**TIME TABLE**

<b>Day/Date</b>	<b>9.30 am to 11.00 am</b>	<b>11.00 am to 12.30 pm</b>	<b>12.30 pm to 1.30 pm</b>	<b>1.30 pm to 3.00 pm</b>	<b>3.00 pm to 4.30 pm</b>
<b>Tuesday 10-05-2016</b>	<b>Registration</b>		<b>B R E A K</b>	<b>Inauguration</b>	<b>Communication Skills</b> - Dr Anand Vardhan Sharma
<b>Wednesday 11-05-2016</b>	<b>Quality Concept - Challenges &amp; Solutions</b> - Dr Shashi Rai	<b>Library Visit</b>		<b>Selection of Research Topics</b> - Prof HS Yadav	<b>How to prepare Visual Aids</b> - Dr Anand Vardhan Sharma
<b>Thursday 12-05-2016</b>	<b>E-content development</b> - Dr Akhilesh Singh			<b>E-content development</b> - Dr Chandan Gupta	
<b>Friday 13-05-2016</b>	<b>Writing a Research Paper and Presenting in Seminar - Dr Anand Kar</b>			<b>Research Writings - Citation, Indexing and Impact Factor</b> Prof HS Yadav	
<b>Saturday 14-05-2016</b>	<b>Formulation of Research Proposal</b> - Dr Anand Kar			<b>Human Rights / Women's Rights</b> - Dr Nisha Dubey	

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<b>Monday 16-05-2016</b>	<b>Library Resources</b> - Mr LS Mishra	<b>Group Seminar</b> -Dr Kumudini Sharma Dr Sharda Gangwar	<b>B R E A K</b>			<b>Methods of Teaching</b> - Dr DN Sansarwal
<b>Tuesday 17-05-2016</b>	<b>Student Assessment</b> - Prof Pahare					<b>Writing Title &amp; Objectives</b> - Dr DN Sansarwal
<b>Wednesday 18-05-2016</b>	<b>Time Management</b> - Prof Pahare	<b>Employability of Students</b> - Prof Pahare	<b>B R E A K</b>			<b>Use of ICT in Teaching</b> - Dr Hitesh Raviya
<b>Thursday 19-05-2016</b>	<b>Use of INFLIBNET &amp; Googles in Higher Education</b> Dr Hitesh Raviya					<b>Seminar (Individual)</b> - Dr Parul Rishi Dr Rekha Singhal
<b>Friday 20-05-2016</b>	<b>Value of Environment Education</b> - Dr Nisha Dubey		<b>B R E A K</b>			<b>Seminar (Individual)</b> - Dr Parul Rishi Dr Rekha Singhal
<b>Saturday 21-05-2016</b>	<b>Holiday</b>	<b>Holiday</b>				<b>Holiday</b>

**UGC- HUMAN RESOURCE DEVELOPMENT CENTRE, DAVV, Indore**

**116<sup>th</sup> Orientation Program**

**Date : -- 10/05/2016 to 06/06/2016**

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Day/Date	9.30 am to 11.00 am	11.00 am to 12.30 pm	12.30 pm to 1.30 pm	1.30 pm to 3.00 pm	3.00 pm to 4.30 pm
Monday 23-05-2016	HIV / AIDS - Dr Madhuri Chandra	Adolescent Health Issues - Dr Madhuri Chandra	<b>B R E A K</b>	Computer Practical Session (Computer Lab)	
Tuesday 24-05-2016	MOOC MOODLE (Computer Lab) - Dr Praveen Karma			Gender Sensitization - Dr Nitin David	
Wednesday 25-05-2016	Right to Information - Dr Raka Arya			Presentation Skills - Dr Nitin David	
Thursday 26-05-2016	Microteaching (Room no 002 Mgt) - Prof Subramaniam (RIE)			Group Seminar - Dr Kurnudini Sharma - Dr Sharda Gangwar	Effective presentations - Dr Sharda Gangwar
Friday 27-05-2016	Microteaching (Room no 002 Mgt) - Prof Subramaniam (RIE)			Globalization & Indian Economy - Dr Ganesh Kawadia	
Saturday 28-05-2016	Rural Development & Panchayati Raj - Dr Ganesh Kawadia			Teacher as a Leader - Dr Anand Sapre	Active Listening - Dr Anand Sapre



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Monday 30-05-2016	Youth & National Integration - Dr Rakha Arya		<b>B R E A K</b>	Leadership - Dr Rishi Dubey Visit to IGNOU Regional Centre Bhopal		
Tuesday 31-05-2016	Mentoring & Team-building - Dr Rishi Dubey			MCQ test		
Wednesday 01-06-2016	Capacity Building of Teachers - Dr Shashi Rai	Mentoring - Dr Kumudini Sharma		Faculty Effective Teaching - Dr Vidhu Mohan		
Thursday 02-06-2016	Emotional Development - Dr Vidhu Mohan			Job Satisfaction among Teachers - Dr Anita Puri Singh		
Friday 03-06-2016	Resource Sharing & Partnership - Dr Shashi Rai	Mentoring - Dr Kumudini Sharma		Conflict resolution - Dr K Subramaniam		
Saturday 04-06-2016	What ails Higher Education in India - Dr K Subramaniam			Types of Personality & Career Choice - Dr Anita Puri Singh		

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Day/Date	9.30 am to 11.00 am	11.00 am to 12.30 pm	12.30 pm to 1.30 pm	1.30 pm to 3.00 pm	3.00 pm to 4.30 pm
Monday 06-06-2016	Achieving Personal & Professional Excellence - Dr Satish Batra		BREAK		Valedictory

Date: 10/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

### Registration

The 116<sup>th</sup> Orientation Program started on 10<sup>th</sup> May 2016 with the registration formalities. The participants were introduced to the Orientation Program and all information regarding the program was disseminated. The kits were also distributed to the participants.

Date: 10/05/2016

Session III

Time: 1.30 pm to 3.00 pm

### Inauguration by Dr AnandVardhan Sharma

**Pro Vice Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwavidyala, Wardha**

The 116<sup>th</sup> Orientation Programme was inaugurated by DrAnandVardhan Sharma, Pro Vice Chancellor, Mahatma Gandhi International Hindi University, Wardha in the presence of Dr.Namrata Sharma, Director, Human Resource Development Centre, Devi AhilyaVishwavidyalaya, Indore;Dr.Fr.John P.J., Principal, The Bhopal School of Social Sciences; Dr.Sr.Lissy JoseSSpS, Vice Principal and other esteemed dignitaries. Ms Urvasi Dutta, the Course Coordinator, 116<sup>th</sup> Orientation Program welcomed the chief guest, the dignitaries and the participants to the 116<sup>th</sup> Orientation Program.

Dr.Fr. John P.J. welcomed Dr AnandVardhan Sharma with a floral bouquet and motivated the teachers to move towards enrichment of knowledge and, through it, enhancement of quality education.Dr.Sr. Lissy Jose SSpSwelcomed Dr.Namrata Sharma to the Bhopal School of Social Sciences.The dignitaries were invited to symbolize the start of the 23-day training program by lighting of the lamp. Dr.Namrata Sharma introduced the objective of the orientation program to the participants and accentuated the decision of the UGC to make orientation as well as refresher courses mandatory for teachers in higher education.

Dr AnandVardhan Sharmacongratulated the Human Resource Development Centre, Devi AhilyaVishwavidyalaya, Indore on its first off-site orientation program andemphasized the need of regular training and refresher courses for the faculties in Higher Education to hone their teaching and learning skills and, thereby, continuously evaluating, assessing and upgrading their knowledge and teaching methodologies. He also highlighted the needs of a

student and the role a teacher can play in fulfilling these needs. Ms Urvasi Dutta ended the inauguration by proposing the vote of thanks.

Date: 10/05/2016

Session IV

Time: 3.00 pm to 4.30 pm

**Resource Person: Dr AnandVardhan Sharma**

**Pro Vice Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwavidyala, Wardha**

**Topic: Communication Skills & Teaching**

Dr Sharma spoke on communication skill and teaching. Addressing the participants, he highlighted the importance of effective communication skill in all the spheres of life and particularly in teaching profession by giving apt examples and references. He emphasized that communication is the foundation of the teaching learning process and to be an effective communicator, one must have interest, commitment and a strong desire for innovation.

He described how the process of communication occurs between a teacher and a student and the teacher can make use of verbal as well as nonverbal communication to communicate effectively. He covered key topics of communication in his speech such as prerequisites of communication; channels of communication; key facts about formal and informal communication; barriers to communication; etc. He also demonstrated how audience analysis before the lecture can help in improving communication. He also resolved the queries of the participants to their satisfaction. Finally, Dr. Namrata Sharma proposed the vote of thanks thus ending the session on a positive note.

Date: 11/05/2016

Session I

Time: 9.30 am to 11.00 am

**Resource Person: Dr Shashi Rai**

**Group Director, Shaheed HemuKalani Educational Society & JeevSewaSansthan,  
Bhopal**

**Topic: Quality: Concepts, Challenges & Sustenance**

Dr. Rai started her session by stating that quality is the need of the hour in light of the highly competitive world, branding of institution and to have an edge over others. She elucidated that quality is the pathway to excellence and depends widely on many factors such as momentum, speed, sensitivity and hence is relative as well. She also reflected on quality as a three-pronged concept including quality attainment, quality enhancement and quality sustenance. She highlighted the pre-requisites for quality attainment and focused on the areas of concern and challenges related to quality.

She highlighted that planning, governance, academic transactions and leadership need to be kept under constant scrutiny for best results. The teacher community is a heterogeneous assemblage of intellects which differ in almost all aspects and that determination and discipline can be the 2 Ds which form the hallmark of academic excellence. She also highlighted the need of quality volunteers for both academic as well as administrative operations and concluded with "Excellence is not by accident, it is a process, where an individual organization or nation continuously strives to better oneself".

Date: 11/05/2016

Session II

Time: 11.00 am to 12.30 pm

**Resource Person: Mr Lakshmi Sharan Mishra**

**Manager, Swami Vivekananda Library, Bhopal**

**Topic: Library Visit**

The participants visited the Swami Vivekananda Library to gain knowledge about the various forms of resources available for teachers as well as students in Libraries. Participants also browsed through the books available in the library to collect data for their presentations.

Date: 11/05/2016

Session III

Time: 1.30 pm to 3.00 pm

Resource Person: Dr HS Yadav

Retd.Prof., Dept of Regional Planning & Economic Growth, Barkatullah University,  
Bhopal

Topic: Selection of Research Topic

Dr. HS Yadav stressed upon teachers to acquire, disseminate and create knowledge. He also dealt on futility of Indian Research by showing how it is being done by replication and replacement of data and ideas. He highlighted the need for better and original research ideas and how research should be intended towards either enhancing the existing knowledge base or should contribute to the betterment of the society. He stressed why selection of an appropriate topic is essential in enhancing the quality of research.

For acquiring knowledge, he stressed upon taking help of different sources of communication and internet. He also emphasized upon co-relational studies so that the relationships between variables and how they affect each other can be revealed to the students and learning can be made a more realistic and enjoyable experience. He further enlarged on the intricacies of statistical analysis in research. He also dealt with the futility of research done in India which is mostly based on replication and replacement of data and ideas. He concluded his lecture by highlighting how the economy shapes the society.

Date: 11/05/2016

Session IV

Time: 3.00 pm to 4.30 pm

Resource Person: Dr AnandVardhan Sharma

Pro Vice Chancellor, Mahatma Gandhi Antarrashtriya Hindi Vishwavidyala, Wardha

Topic: Use of Visual Aids

In continuation of his previous session on enhancing communication skills, Dr Sharma sought to emphasize the importance of visual aids and how to develop effective visual aids. He reiterated that an individual learns through all five senses and majority of the learning can be attributed to Sight (75%) followed by Hearing (13%), Touch (6%), Smell (3%) and Taste (3%). He underlined that any individual will remember only 10% of the information he reads,

20% of what he listens to, 30% of what he sees and 50% of what he sees and listens to: signifying the prominence of audio-visual media.

He demonstrated a presentation also to emphasize the use of visual aids. He also narrated the importance of memory and elaborated upon the techniques of insertion of visual aid and its different aspects like different colour combinations and their insertion.

Date: 12/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Akhilesh Singh

Director, EMRC, DAVV, Indore

Topic: E-content Development

Dr Singh started with an interactive session and asked some questions to the participants related to the teaching aids they use in a class room; and further enumerated how teaching method varies from discipline to discipline. He discussed the various experiments done by Skinner to develop better understanding of the teaching-learning process and the conclusion that Skinner drew was that the learner is superior to teachers. He further questioned that if a deficiency is present in student, is it because of the teacher; and if it is because of the teacher, what can be the alternative?

He discussed about the blended learning and elaborated on the history of the teaching-learning experience. He explained how blending is done between technology-teacher-learner. He clarified that for blended learning, help can be taken of open source resources. The basics of any subject can be learned through the resources available on the internet as a prerequisite of a lecture, then that knowledge can be advanced, supplemented and complimented by the teacher.

He also deliberated about the 3A's of learning: anything, anywhere and anytime. To increase GER and quality, content should be converted into e-form. This e-content, he said, has become a part of Digital India. He also oriented the teachers to the Swayam portal, an initiative by the Ministry of Human Resource Development, Government of India through which central universities and centrally-funded institutions will be able to offer MOOC for the citizens of India. He concluded his session by showing an audio-visual clip as to how an online tutorial is delivered and how the challenge of connecting teaching to mass media be met.

Date: 12/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr Chandan Gupta

Director, EMRC, DAVV, Indore

Topic: E-content Development

Dr. Gupta enlightened that he mainly deal with audio visual aids and clarified as to why the television is called an idiot box: since everything is in front of the viewer, there is very little left to the imagination, it does not make the mind work; with the radio, since there is only a verbal description, it makes the listener work to imagining the reality of the abstract presented to him.

Dr. Gupta talked about how the traditional and conventional system of UGC is now being modernized and the introduction of the CBCS: Choice Based Credit System and how through the CBCS the students would now be encouraged to learn on- as well as off-campus.

He discussed about the concept of MOOCs (Massive online open courses) and explained how e-content may be offered as MOOCs. He motivated the teachers to learn to develop their own e-content and demonstrated through various videos as to how they could develop it. He also pointed out the minute nuances that need to be taken care of while developing e-content. However, he also cautioned the participants that there would be a barrage of questions on the forum and they would have to work 24\*7 answering the queries of the students. He ended the session by displaying a documentary to show some innovative ideas like TED (Technology entertainment design).



Date: 13/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr AnandKar

Professor, School of Life Sciences, Devi Ahilya University, Indore

Topic: Preparation of Research Proposal

Dr. Kar started his session with the importance of research for a Teacher. He supported this by saying that government promotes excellence in research in higher education by conducting research program for universities and college teachers in various disciplines. He elaborated that for innovative work in all emerging areas what are the conditions for research proposals. He explained this by making participants understand about different kinds of research and also emphasized that there are many funding agencies private and government which assist good and innovative research. He also clarified the terms and conditions which are mandatory for a research project. He also enlightened that what are the various prerequisite for research proposal and elaborated in detail the project performa. Moving forward with the session he emphasized on the details of the proposals which included the title, introduction, objectives, hypothesis, relevance, research design, time schedule and references or bibliography. His session also helped the participants to understand the need of financial requirements and in which head it can be claimed.

Date: 13/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr HS Yadav

Retd.Prof., Department of Regional Planning and Economic Growth, Barkatullah  
University, Bhopal

**Topic: Research Citations, Indexing & Impact Factor**

The session provided the participants with an overview of the various areas of research such as research methods used in different disciplines; skills required in determining the type of research; research challenges; selection of research design; etc. The concepts of reliability, validity, selection of appropriate tools & techniques were also explained by him. He also demarcated between qualitative and quantitative data and how one can be converted to another form. The concept of variable and non-variable data in terms of large and small sample was also made clear by quoting examples from daily life.

He further emphasized on the measures of scale such as nominal, ordinal, interval&ratio. The participants were familiarized with the uses& advantages of operational research (OR) and how it can be employed to various disciplines for research. Dr Yadav then moved on to the various techniques of writing bibliography and references in research and insisted in reading quality books of different authors in order to enhance the knowledge.

He further discussed as to how citations are done in a research paper and how can an author know how many citations he has through Google scholar. He also explained what impact factor is, how it calculated and revised and also how it can be falsified. He further elaborated on how indexing can be done.

Date: 14/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Anand Kar

Professor, School of Life Sciences, Devi Ahilya University, Indore

Topic: Presenting Research Paper in a Seminar and Publishing in Journal

Dr Kar started with pointing out that India's global research output is only 3.5% and no university from India features in world ranking. He advised the participants to read the guidelines of the journal before venturing into writing the research paper and to consider various parameters like pay charges, scope of the journal, etc. Further, he noted various key points that paper writers should note. He also highlighted the key points that need to be kept in mind while presenting a research paper in a seminar.

He mentioned various specifications that need to be taken care of while writing the research paper. He also delineated some common requirements while publishing a paper such as thanking the funding agencies (if any); to note whether the journal asks for result and discussion separately or together; how to present data, the restrictions on figures and tables, etc.

He also reminded the participants that academic weight of an original paper would be more. He pointed out that even case studies can be published and many such case studies are published in international and national medical journals. He ended the session by indicating what aspects to focus on while presenting a research paper.

Date: 14/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr Nisha Dubey

Professor & Head, Dept of Law, Barkatullah University, Bhopal

Topic: Human Right's / Women's Rights

Dr Dubey spoke about the history of law since independence and the history of human rights since 1879. The "Magna Carta Libertatum" was the first document which was issued in U.K. which spoke about human rights. The United Nations, in 1945, understood the needs of human right and started to work on it and, in 1948, the human rights day was established. The main objectives of Human Rights are to provide respect, protection and opportunity for development to all humans. She described the various rights that an individual possesses and stressed that the rights of a human being are Natural Rights, Fundamental Rights and Human Rights. The overall development of human being is the natural right of a human being i.e. right to education, health and growth. The Natural Rights are governed by the State who has the power to create a law. Every individual's live is governed by the law of the State. It is the duty of the State to protect the Natural Rights of all human beings.

The human right intervenes whenever fundamental rights of human are infringed. India is a signatory for the world Human rights. She also spoke about woman rights- live in relationship, HIV, oppression of women, etc. She expounded upon the right to equality, dignity, freedom, religion, and speech; the concept of social justice, political justice, and economic justice. She also discussed the directive principles of the country and elaborated on the difference between the fundamental and civil rights of a person; the consequences of the violation of fundamental rights as well as the human rights of those who are deprived. She also mentioned the major sections and articles that an individual should be aware about and particularized Sections 14 to 35 of the Indian Constitution which mentions the fundamental rights.

Date: 16/05/2016

Session I

Time: 9.30 am to 11.00 am

**Resource Person: Mr. Lakshmi Sharan Mishra**

**Manager, Swami Vivekanand Library, Bhopal**

**Topic: Library E-resources**

Mr Mishra enlightened the participants about the various library resources available in India as well as in foreign countries. He spoke about the latest software available for library management and also informed about the e-library, e-books, automated library, public library, academic library and special purpose library. He also highlighted how information technology had helped overhaul the management of library by use of bar code, electro-magnetic rods and chip based management.

He further mentioned about the various websites available for the teachers to access information on various subjects like Humanities, Commerce, Management, etc. He also pointed out various journals, e-books, movies, short films which are available either free of cost or by paid membership at the British Council and The American Centers. He also talked about the availability of various stores for electronic text books like Amazon store, Apple store, APSCO, JSTOR etc.

The session was interactive and very informative. The teachers enquired about various library resources, providers, name and website address which was satisfactorily addressed by the resource person.

Date: 16/05/2016

Session II

Time: 11.00 am to 12.30 pm

**Resource Person: Dr Kumudini Sharma\*, Dr Sharda Gangwar\*\***

**\*Retd. Prof., Behavioral Sciences, RCVP Noronha Academy of Administration,  
Bhopal**

**\*\*Prof., Dept of Commerce, Institute for Excellence in Higher Education, Bhopal**

**Topic: Group Seminar**

Seminar presentations started in the presence of Dr Sharma and Dr Gangwar. The following presentations were made:

Group no.	Group members	Topic of presentation
1.	Dr. Manish Puntambekar Ms. Alpa Ghosh Dr. Garima Pathak Ms. Garima Sharma Ms. Reeta raj Ms. Sheeba Joseph Dr. Sandeep Maalu	Need for entrepreneurship in India.
2.	Dr. Ashish Dilraj Dr. Binoy Arickal Dr. Swapna Pillai Mr. Zeeshan A. S. Mr. Neeraj Patharkar Ms. Prabha Biju	Conservation of environment.

Date: 16/05/2016

Session III &amp; IV Time: 1.30 pm to 4.30 pm

Resource Person: Dr DN Sansanwal

Retd.Prof., Dept. of Education, DAV, Indore

Topic: Jerk Technology

Dr Sansanwal opened his session with the statement, 'When a teacher gets into the class, students remain active but when teacher starts teaching, students get passive. When interactive session starts in the class, student becomes active again'. He explained various active and passive modes of life. He focused on the various tools of the jerk technology: mirror image writing, disproportionate word writing, small writing, double negative sentences, unusual sentence construction, logically illogic conclusion, use of multiple words and teacher's know mistake.

He explained how jerk technology can be employed to enhance the attentiveness of the student in the classroom and suggested that a teacher should not use a pure lecture method in the classroom, but should integrate it with something extra: when giving an example to the students, give a live example or real example wherever possible.

Date: 17/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Professor Amiya Pahare

SNO, AISHE, MHRD, Bhopal

Topic: Methods of Assessment in Higher Education

DrPahare delivered his lecture on the various methods of evaluation and the assessment tools which can be employed in higher education. During the session, he spoke about the importance of initial five minutes in the classroom. These five minutes are very important and to be used by the teacher to create and impart latest information and facts. He explained the importance of quiz as a mode of internal assessment and also trained us how to frame different types of questions. He conducted a quiz for the participants to highlight on how best to conduct a quiz.

Date: 17/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr. DN Sansanwal

RetdProf., Dept. of Education, DAVV, Indore

Topic: Writing Objectives and Hypothesis Testing

DrSansanwal started this session by explaining the steps involved in the research process. He emphasized on identification of research problem and described how the objectives of research topic must be written by taking few examples. He emphasized that before deciding upon the problem of a study, one should conduct a pilot study to understand ambiguities and achieve clarity in the problem that he would be dealing with. He mentioned that whatever literature is available related to the construct should be collected and examined carefully. Reading up on the literature available would be helpful in arriving at the appropriate problem.

He further emphasized that while arriving at the problem, the rationality and manageability of the research problem should also be assessed. The concept of research design and how to arrive at the correct research design. He accentuated that a research design must have flexibility and it should have maximum reliability and minimum bias. He also clarified the concept of sample, process of selecting the sample and sample design. During this session, he also stressed on the topic of data analysis through measures of central tendency, correlation analysis, regression analysis, t-test etc. Dr.Sansanwal concluded this session by explaining the practical aspect of testing through SPSS and writing the interpretations.

Date: 18/05/2016

Session I

Time: 9.30 am to 11.00 am

Resource Person: Dr Amiya Pahare

SNO, AISHE, MHRD, Bhopal

Topic: Time Management

The topic under discussion for the session was time management. Dr Pahare discussed various time management strategies that can be incorporated in their daily life and habits. He emphasized upon setting appropriate goals, prioritizing tasks, breaking down tasks, and persevering for managing time efficiently. He also characterized how to work SMART: by being specific, measurable, assignable, realistic and time-related.

Date: 18/05/2016

Session II

Time: 11.00 am to 12.30 pm

Resource Person: Dr Amiya Pahare

SNO, AISHE, MHRD, Bhopal

Topic: Employability of Students

Dr Pahare spoke on one of the most troubling facets of the current times: unemployability of students. He highlighted the various phases of becoming ready for employment and how students can be readied to face the world of work. He accentuated the need for skill development in students so as to increase their employability as well as entrepreneurial abilities. He also stressed on how to dress formally and how to face an interview best.



Date: 18/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr Hitesh Raviya

MS University, Vadodara

Topic: Use of ICT in Teaching

Dr Raviya started his session by differentiating the role of teacher before and after ICT. He stated that before ICT the teacher was a knowledge facilitator, the primary source of information, the teacher controlled and directed all aspects of learning. After ICT, the role of teacher converted into learning facilitator, collaborator, coach, knowledge navigator and co-learner. He also delineated the role of the student before and after ICT and highlighted how the passivity of the student changed to more active modes after ICT. He also informed that ICT can be termed as the fourth revolution. He concluded his session by stating that the success of ICT depends on teachers' skill in integrating ICT technology and other teaching pedagogy.

Date: 19/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Hitesh Raviya

MS University, Vadodara

**Topic: Use of INFLIBNET & Googles in Higher Education**

Dr Raviya continued to underline the use of information technology in higher education in continuation to his previous session. He suggested valuable tips for using the different sites & educational software so as to enhance their knowledge & teaching skills and methodology. He insisted on using latest technology and gadgets in teaching and learning. He added that in order to make pace with the fast changing world around it is the need or hour to be techno-friendly.

He suggested the use of some most important software '*Gutenberg.org, YouTube download*, etc. He introduced the participants to INFLIBNET and the various Google platforms which are of immense use in Higher Education. He explained how a researcher can create an account on Google Scholar to find out how many citations he has received. He further discussed the new API scoring system with the participants on their request.

Date: 19/05/2016

Session III &amp; IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr RekhaSinghal\*, Dr Parul Rishi\*\*

\*Professor, Organizational Behavior, IIFM, Bhopal

\*\*Associate Professor, Human Resource Management, IIFM, Bhopal

**Topic: Individual Seminar**

Fourteen participants presented their papers during the technical session. Every individual participant took ten minutes to express their views on the chosen area. The evaluators asked questions and gave positive feedback to all the paper presenters. The session was concluded by DrSinghal. The following participants presented on the following topics:

Sl No:	Topic	Name
1	Higher Education- opportunities and Challenges	Ms.AnuradhaGoswami
2	Role of NSS in Higher Education	Dr.Dharmendra.B.Singh
3	Institutions Building- Roles and Responsibilities of Teachers in Higher Education	Ms.JyotiMathur
4	Nature Conservation	Ms.Naina Singh
5	API of Teachers in Higher Education	Mr.Rajendra Gupta
6	Politics in the Universities of India	Ms.Ranjeet Kaur
7	Role of Education in Enhancing the Quality of Education	Ms.Swati Sharma
8	Transition to Digital in context with Education	Ms.HabiPatrik
9	Quality in Higher Education	Ms.Lila Simon
10	Role of HRD in Girl Child Education	Dr.Rasmeet Kaur malhi
11	Various initiatives of HRD, Govt of India for the Upliftment of Girl Education	Dr.Seema Agarwal
12	Constructivism and its Relevance in Higher Education	Ms.Sheena Thomas
13	Redefining the nature and Role of Higher Education in India for the Millennium Youth	Dr.SupriyaMandaloi
14	How to Build-up a Positive Attitude	Mr.AmirMehboob

Date: 20/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Nisha Dubey

Dept. of Law, Barkatullah University, Bhopal

Topic: Value of Environment Education

Dr Dubey discussed about the need for awareness about the environment and various environmental issues. She elaborated on how the environment impacts the health of human as well as animal life. She explained the provisions made in the Constitution of India for the protection of environment and wildlife. She also highlighted the powers of the civil court in dealing with environmental issues. She emphatically elucidated the need for environmental education and the need for creating awareness about environmental issues in the youth to empower them to deal with the effects of the environmental degradation already occurred and the degradation happening. She also gave examples of various cases filed in the courts in the interest of environment. She also stressed on the need to teach human rights and constitution to the current generation.

Date: 20/05/2016

Session III& IV Time: 1.30 pm to 4.30 pm

Resource Person: Dr RekhaSinghal\*, Dr Parul Rishi\*\*

\*Professor, Organizational Behavior, IIFM, Bhopal

\*\*Associate Professor, Human Resource Management, IIFM, Bhopal

Topic: Individual Seminar

Dr Singhal and Dr Rishi assessed thesecond round of individual seminars where the following presentations were made:

S.No.	Presenter	Topic
1.	Mrs Archana Naik	E-Governance in Higher Education through Web Portals
2.	Mr. James Mammon	Drop-outs of Students from Colleges: Causes & Remedies
3.	MsJincyRengy Thomas	Effective Presentation using Power-Point

4.	Mrs. Neetu Jain	ICT and Rural Education
5.	Dr. Sadhna Singh Bisen	Paucity of Quality teachers in Higher Education
6.	Dr. Smitha Pillai	Lean Technology in Higher Education
7.	Dr. Swati Sharma	MOOCs in Higher Education: Critical Reflection on its Potential and Shortcomings
8.	Dr. Ashish Dilraj	Attributes of a Facilitator in Higher Education
9.	Dr. Binoy Arickle	SWOT Analysis of Higher Education in India
10.	Mr. Neeraj Partharkar	Revitalizing Higher Education in India
11.	Mrs. Prabha	Revolutionary Change of Higher Education in India through Digitization
12.	Mr. Sandeep Kumar Maalu	Job Satisfaction
13.	Dr. Swapna Pillai	Quality in Education through ICT
14.	Mr. Zeeshan A Siddiqui	Six Sigma approach towards Quality in Higher Education
15.	Mrs. Alpa Ghosh	Gross Enrolment Status of Higher Education in India
16.	Dr. Garima Pathak	Choice-Based Credit System: A Radical Change in Indian Education System
17.	Ms Garima Sharma	21 <sup>st</sup> Century Education : Research Innovations that Matter
18.	Mr. Manish Putambker	Issues in Higher Education in India
19.	Mrs Reeta Raj	Makrika Jaala

Date: 23/05/2016

Session I

Time: 9.30 am to 11.00 am

**Resource Person: Dr Madhuri Chandra**

**Professor, Obstetrics & Gynecology, MIMS, Bhopal**

**Topic: HIV / AIDS**

The target of the session was to orient those in constant touch with the youth to the incurable disease HIV/AIDS. The epidemiology and case scenarios were discussed with an aim to create an HIV free generation. She highlighted the organizations working towards bringing awareness about HIV/AIDS in not just the young generation but also in the elder generation. She discussed at length the social stigma still associated with those who have AIDS. She also discussed the international protocol for medication of individuals with HIV/AIDS.

Date: 23/05/2016

Session II

Time: 11.00 am to 12.30 pm

**Resource Person: Dr Madhuri Chandra**

**Professor, Obstetrics & Gynecology, MIMS, Bhopal**

**Topic: Adolescent Health Issues**

The session was dedicated towards discussing the various adolescent health issues and helping the participants empathize with what the youth undergoes. Considering that India has the biggest youth force in the world, Dr Chandra underlined the need for paying attention to the needs of this youth force. Unfortunately, sex education in India is a taboo subject. Adolescents have a fundamental human right to accurate reproductive and sexual health information. She dealt with issues such as teenage needs, nutrition, exercise, mental health, teenage pregnancy, sexually transmitted infections, reproductive tract infections, etc. She also highlighted adolescent, reproductive and sexual health issues and the necessity of contraceptives.

**Date: 23/05/2016**

**Session III & IV**

**Time: 1.30 pm to 4.30 pm**

**Topic: Computer Practice**

The participants practiced working on the computer while using MS Office and SPSS. They practised making word documents with MS Word, compiling and analysing data with MS Excel and making presentations with MS PowerPoint. The participants also oriented themselves to the MOODLE platform in preparation to the coming session on MOOC MOODLE.

Date: 24/05/2016

Session I& II

Time: 9.30 am to 12.30 pm

**Resource Person: Dr Praveen Karma**

**IET, DAVV, Indore**

**Topic: MOOC MOODLE**

Dr. Karma started with emphasizing the gap between teacher and student and the reasons responsible for the gap. Communication is most essential in the teacher-student relation and to help bridge this gap, technology is providing a major support. He introduced the Learning Management System (LMS) which is a tool managed by the software MOODLE (modular object oriented dynamic learning environment). He described how a teacher can log in to the MOODLE platform and add new courses. He also demonstrated how the platform works from the teacher's point of view and from the student's point of view.

Date: 24/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

**Resource Person: Mr Nitin David**

**Topic: Gender Sensitization**

The session aimed at creating awareness about the society that we live in and to help the participants retrospect on the society. It served as an eye-opener to some of the harsh facts that are prevalent in our society. It sought to bring to the forefront the discriminatory practices prevalent in the society and how male and female gender experience similar situations differently. Mr David led the participants through the various stages of one's life where knowingly or unknowingly they experience gender discrimination through myriad activities. He distinguished between 'gender' and 'sex' and conducted a discussion on the similarities / dissimilarities between characteristics of males and females. He ended the session by conducting an activity to help bring a revolution in the mind-set of the participants who would in turn carry it to the youth of the country.



Date: 25/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Raka Arya

NLIU, Bhopal

Topic: Right to Information (RTI)

Dr Arya spoke upon the Right to Information Act 2005 and the aim of the RTI Act. She explained that the act was passed to enable the citizens of the country to achieve information. She explained that this act made provisions for the citizens of the country to request information from a body of the government and that this agency is required to reply expeditiously or within 30 days' time, failing which the petitioner can apply to the Central Information Commission for a response.

She also highlighted that central intelligence and security agencies specified in the second schedule are excluded from providing information under the RTI, however, these exclusions were not absolute and any allegations of corruption and human rights violation needed to be answered by the agencies. She further described the process of filing an RTI request and the loopholes that can be met while requesting for information from the Public Information Officers or the Assistant PIOs. She also discussed various cases through which she tried to explain the process as well as the lacunae of the RTI Act 2005.

Date: 25/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr Nitin David

Topic: Presentation Skills

The session concentrated on enhancing presentation skills and public speaking. During the session, the public speaking skills of all the participants were analyzed by Dr. David. Following which the participants were congregated into groups of 8 members and a case study was assigned to them to analyze and generate opinion. After case study and presentation, a brief exercise was conducted where on intonation, poise, pause, stress, etc. were emphasized to suggest their importance in effective communication. The participants were given scripts to be read to demonstrate correct tone, stress and pause. Dr David corrected the presentation of the participants by suggesting the correct way to intone what was being said.

Date: 26/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr KB Subramaniam

Retd.Prof., Regional Institute of Education, Bhopal

Topic: Microteaching

Dr. Subramaniam started the session by explaining the concept of teaching, he questioned the participants whether teaching is an art or a science. He answered that teaching is a technical art, and because it is an art, it cannot be taught. Nobody makes a teacher; a teacher is self-made, only the teaching skills can be bettered. He clarified that micro teaching is a method of teaching through which a teacher can enhance his teaching skills and studying various components and features of a teacher and teaching is what is micro-teaching is all about.

He further elaborated on stimulus variation which is common to all teachers and how it can be employed to bring excellence in teaching. Various components of stimulus variation that were elaborated by him are movements, change in speech pattern, gestures, pauses, focusing, change in interaction style, and oral visual switching.

Following the discussion of stimulus variation, the participants gave a demonstration of various components of stimulus variation after which he gave suggestions and tips to the participants on their performance and how to better it.

Date: 26/05/2016

Session III

Time: 1.30 pm to 3.30 pm

Resource Person: Dr Kumudini Sharma\*, Dr Sharda Gangwar\*\*

\*Retd. Prof., Behavioral Sciences, RCVP Noronha Academy of Administration,  
Bhopal

\*\*Prof., Dept of Commerce, Institute for Excellence in Higher Education, Bhopal

Topic: Group Seminar

The following group seminars were presented in the session:

Group no.	Group members	Topic of presentation
3.	Dr. Swati Sharma MsJincy R Thomas	ICT in Education

	MsNeetu Jain Dr. Smitha Pillai Ms Archana Naik Mr James MV Dr. Sadhana Singh Bisen	
4.	Dr. SupriyaMandloi Dr. Rasmeeet Kaur Ms. Sheena Thomas Mr. Amir Mehboob Ms. Habii Patrick Ms. Lila Simon Ms. Seema Agarwal	Women Empowerment
5.	Mr. Rajendra Gupta Ms. Swati Sharma Ms. AnuradhaGoswami Ms. Ranjeet Kaur MsJyotiMathur Mr. Dharmendra Bahadur Singh Ms. Naina Singh	National Integration

Date: 26/05/2016

Session IV

Time: 3.30 pm to 4.30 pm

**Resource Person: Dr Sharda Gangwar**

**Prof., Dept of Commerce, Institute for Excellence in Higher Education, Bhopal**

**Topic: Presenting Effective Group Seminar**

Dr Sharda Gangwar concluded the day's activities by summing up the group seminar and congratulated the participants on their presentations. She gave suggestions to the participants as to how they could have made their presentations more effective. She also communicated to the participants that the visual aids that are used should be of a complimentary nature and not the whole presentation. It should not overpower what the presenter wishes to speak about, rather should work as a supplement to what the presenter has to say.

Date: 27/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

**Resource Person: Dr KB Subramaniam**

**Retd.Prof., Regional Institute of Education, Bhopal**

**Topic: Microteaching**

Dr Subramaniam started by posing and answering two questions: what happens when a teacher enters a class and poses a question to the students? He clarified that there were three potential states that could occur: one, the teacher does not get a response; two, the response is correct, partially incorrect or totally incorrect; and three, the response does not match the response that the teacher had in mind. Then he questioned, what could be the reasons behind the student not responding at all; and answered that it could be because of various factors, one amongst which could be not having understood the question. Thus, he laid the foundation of probing effective questioning.

He gave an overview of the five components of probing questioning: prompting, information seeking, redirection, refocusing and increasing critical awareness. He further demonstrated how probing questions can be employed and then gave instances to the participants to demonstrate also.

Next, Dr Subramaniam spoke about the use of examples which could make grasping of concepts very easy for the students. He highlighted that the examples given should be simple, relevant, interesting and easily comprehensible and only then would they have the desired impact. He described the two types of examples: illustrative (employed in all subjects) and counter (employed in maths only). Participants were again given examples to demonstrate the skill and gave suggestions to improve the skill.

Date: 27/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

**Resource Person: Dr Ganesh Kawadia**

**School of Economics, DAVV, Indore**

**Topic: Globalization and Indian Economy**

Dr Kawadia started his session by underlining the status of the world in terms of globalization and how the world economy has changed. He highlighted how the USA has been the main 'locomotive' for the world economy recently and how Asia is set to move to power. He discoursed on the important global events on the timeline of globalization: Emergence of WTO, Emergency of euro currency Technological upgradation & global crises.

After highlighting the world scenario, Dr Kawadia spoke about the economy of India. He spoke on how the maximum growth of the country is from the side of the service sector and not the agriculture sector. He also voiced his concern over the situation of unemployment in the country and how it is affecting the economic growth of the country. The major challenges in front of the Indian economy are poverty, illiteracy, gender inequality, high inflation rate, high deficit and corruption. He expressed that the ultimate objective of the economy should be to bring happiness to the country people.

Date: 28/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

**Resource Person: Dr Ganesh Kawadia**

**School of Economics, DAVV, Indore**

**Topic: Panchayati Raj and Rural Development**

Continuing on the theme of his session the previous day, DrKawadia spoke about rural development and the role it plays in strengthening of the economy of a country. He spoke about the 5-year plans devised by the government for the development of the country and what factors affected the development of the country. He threw light on the Community Development Planning which aimed at rural development and the reasons behind it not being successful. He elaborated on how the Panchayati Raj came into existence and how it operated.

DrKawadia reiterated the importance of the Panchayati Raj system and showed a video which demonstrated the importance of proper use of natural resources, good leaders and education. The video portrayed a village 'Hiware Bazaar' of Maharashtra, India which was undergoing severe crisis and how the Panchayati Raj system brought about change in the village. He also elaborated on the various schemes initiated by the government to eradicate poverty in rural areas and improve the quality of life and economic well-being of the people living in rural areas.

He also asserted that instead of uprooting already established economy of a city, it is a better idea to develop one of the satellite towns as a smart city so that not only is the economy of the established city not affected adversely, but the economy of the satellite town can also be improved, thus lowering the load on the city.

**Date: 28/05/2016**

**Session III**

**Time: 1.30 pm to 3.00 pm**

**Resource Person: Dr Anand Sapre**

**Professor, IIPS, Indore**

**Topic: Active Listening**

Dr Sapre deliberated on listening skills and how active listening is essential if an individual wishes to be a good communicator. He defined listening as a psychological process that creates an empathetic and positive environment in professional as well as in personal life. He further discussed the correlation between the types of listening and purpose of listener such as broad understanding, seeking evidence, getting specific information etc. He also discussed *Ten Thumb* rule to develop effective listening skills that includes controlling emotions and prejudices. He further related the importance of listening skills to nurture good teacher-student relationship.

He also explained the *Door Slammers* and *Door Openers* between people that play a very significant role in building positive relationship and in eradicating misunderstandings. He also talked about barriers to effective listening that can be categorised as physical, emotional, linguistic and cultural barriers. In conclusion he said that change starts with oneself therefore first condition to become a good listener is to overcome one's tendency to be judgemental, i.e in a listening situation one must not filter, distort, react and drift; and should focus on being constructive, evaluative and participative.

**Date: 28/05/2016**

**Session IV**

**Time: 3.00 pm to 4.30 pm**

**Resource Person: Dr Anand Sapre**

**Professor, IIPS, Indore**

**Topic: Teacher as a Leader**

Second topic of Dr Sapre's session was "Teacher as Leader," in which he talked about application of the concept of leadership in teaching. He said that in an organization there are two types of employees known as operatives and managers and it's not always necessary that a good manager is also a good leader and vice-versa. Therefore, an effective teacher must play the dual role of operative and manager with significant leadership skills. He said that

leadership of teacher is an act of making an impact on students in a desired direction, and to help build an organisation through excellence, creativity and vision. Leadership roles of a teacher could be divided into three categories: class/student leadership, self-leadership, and mentor leadership.

He also discussed six essential traits: drive, desire to lead, integrity, fairness, humility, and self-confidence; that differentiate teacher-leader from a typical teacher. He further explained the role of teacher leadership through style and readiness module. According to the module a teacher must assess the readiness of learner in terms of high, moderate, low and accordingly modify his/her style in terms of task behaviour as delegating, seeking, telling and participating. To conclude he said that by understanding the phenomenon of teacher-leadership, a teacher can help students to realize their full potential.



Date: 30/05/2016

Session I & II

Time: 9.30 am to 12.30 pm

Resource Person: Dr Raka Arya

NLIU, Bhopal

Topic: Youth & National Integration

The focus of the session was to emphasize the importance of national integration and the role of a teacher in shaping and directing the youth to develop the ability to differentiate between the rational and the emotional. Dr Arya indicated that as a part of an institution, the teachers have a vital role to play as they deal with the emerging youth of the country and this youth needs to be nourished to help them develop into responsible citizens. She shed light on the concept of nation and state and explained that the state has many duties towards the citizens but the citizens have a duty to serve the nation.

She also highlighted that integration, whether social, political, economic or cultural, is also linked with identity and perception of a human being. She asked everyone to ponder on whether India is politically or culturally one and reaffirmed that the youth needs to be offered not just a form of life but a state of mind, a temper, a will, a quality of imagination, a predominance of courage over timidity of the appetite for adventure over the love of ease. We have to give them environment and teach them freedom with responsibility.

Date: 30/05/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

Resource Person: Dr Rishi Dubey

Director, Mahakal Institute of Management, Ujjain

Topic: Leadership

Dr Dubey started his session by showing the clipping of movie 'Chak De India' and invited the participants to share their views on the clippings. He also took examples of Lord Krishna who led Arjuna in the battle of Mahabharata; of Aurangzeb who killed his own brother to inherit the throne; of King Ashoka who embraced Buddhism after the destruction of Kalinga and of Mr Narendra Modi, Hon'ble Prime Minister of India. He shared his experience and explained lucidly how leadership can be employed during tough times and how teams can

achieve miracles even under dire circumstances. He concluded his session with the demonstration of Johari window to explain how an individual can analyse his relationship with his self and others and how it can be used to become more charismatic leaders.

**Date:** 31/05/2016

**Session I & II**

**Time:** 9.30 am to 12.30 pm

**Resource Person:** Dr Rishi Dubey

**Director, Mahakal Institute of Management, Ujjain**

**Topic:** Mentoring & Team-building

Continuing the theme of the previous day's session, Dr. Dubey spoke about becoming better leaders and hence building a good team. He asserted that an effective leader should be confident, passionate, opportunist, motivated and ready to take challenges. He showed clippings from the movie 'Chak De India' to demonstrate various components of team-building to the participants. The components that he highlighted upon were delegation, communication, confidence, commitment, positive attitude, creativity, inspiration, and approach.

He said that teacher leaders must enlist colleagues to support their vision, build consensus among diverse groups of educators, and convince others of the importance of what they are proposing and the feasibility of their general plan for improvement. They must also understand and recognize the need to focus on those aspects of the school's program that will yield important gains in student learning. He also discussed values and dispositions that make certain individuals ideally suited for teacher leadership.

**Date:** 31/05/2016

**Session III**

**Time:** 1.30 pm to 3.30 pm

**Topic:** MCQ Online test

The participants took an online test designed to assess everybody's knowledge, skills, intelligence and presence of mind during the orientation schedule. The exam covered everything that was studied during the interval of the training. The test was conducted on the MOODLE sever [moodle.iet.davv.edu.in](http://moodle.iet.davv.edu.in) of the IET, DAVV. The duration of the test was 25 minutes and was conducted under the invigilation of Ms Urvasi Dutta.

Date: 31/05/2016

Session IV

Time: 3.30 pm to 5.00 pm

**Resource Person: Dr KS Tiwari**

**Regional Director, IGNOU Regional Centre, Bhopal**

**Topic: IGNOU Visit**

A visit to the largest university in the world, the Indira Gandhi National Open University Regional Centre, Bhopal (IGNOU, Bhopal) was organized. Dr Tiwari, Director, IGNOU Regional Centre, Bhopal went on to apprise everybody about IGNOU's working as well as different activities at the centre. The university works with the motto 'the people's university' and seeks to provide education to all those who cannot reach the college at their doorstep.

He also informed the participants about the 24-hour educational TV channel GyanDarshan and a radio-cooperative Gyan Vani that the IGNOU runs for its students. There is provision for two-way tele-conferencing, interactive radio counselling, and for relaying educational programmes through local FM radio stations.

Also, a booklet with the information about IGNOU's numerous programmes was provided to the participants which included the name of the programme, eligibility criteria, medium of instruction, duration and the programme fee. He also stressed upon the need for vocation education and the steps taken by IGNOU to provide vocational courses to the students so that they could become employable as soon as they finished their formal education.

**Date:** 01/06/2016

**Session I**

**Time:** 9.30 am to 11.00 am

**Resource Person:** Dr Roli Shukla

**Professor, Govt MLB College, Bhopal**

**Topic:** Stress Management

Dr Shukla highlighted that the main cause of stress is the problem and asserted that when faced with a problem, one should react like a leopard and take the problem as a challenge head-on. Stress can be managed efficiently if an individual can manage his self and his time. She also discussed the concept of paralysis of analysis in which through identification of hobbies and self-analysis one can keep busy and reduce stress by engaging self in work of choice.

**Date:** 01/06/2016

**Session II**

**Time:** 11.00 am to 12.30 pm

**Resource Person:** Dr Kumudini Sharma

**Master Trainer, Department of Personnel and Training, New Delhi**

**Topic:** Mentoring

Dr Sharma started her session with a poem on success which sketched what success actually is and how it can be achieved. She supposed that the participants must have re-learned, unlearned and new-learned many things and asserted that the best mentor in life is that person/s who pushes you out of your comfort zone. She said the word 'mentor' stands for mature/motivating, energetic/emphatic, nurturing, trust-worthy, open-minded and responsive/resourceful. She discussed the components of the mentor model which are relationship building, developing plans, organizing activities and reviewing outcomes. She also demonstrated how to become an effective listener.

**Date:** 01/06/2016

**Session III & IV Time:** 1.30 pm to 4.30 pm

**Resource Person:** Dr Vidhu Mohan

**Retd Prof, Punjab University, Chandigarh**

**Topic:** Faculty Effective Teaching

Dr Mohan started her session by asking the participants to recall their first day of teaching and asked them to share their experiences. Then, she asked the participants to visualize the teacher who inspired them as a student. Through this exercise, she made an attempt to orient the participants about the task, relation & values in tabular format. She divided the participants into groups and asked the group members to discuss and come up with the qualities that a teacher should possess.

Moving forward with her session, she distributed handouts among the participants to understand the power of words. Through this exercise, she explained how the same word can be vocalized in different ways. For an individual to be excellent at communication skills, he should have a command over language, simple vocabulary, be a good orator and know how to use voice modulation and intonation to gain attention.

**Date:** 02/06/2016

**Session I & II Time:** 9.30 am to 12.30 am

**Resource Person:** Dr Vidhu Mohan

**Retd Prof, Punjab University, Chandigarh**

**Topic:** Emotional Development

Dr Mohan conducted an interactive session on emotional development. She stressed that the significance of EI is two times more than the cognitive abilities and 90% of professional success could be attributed to EQ. She further described five components of EI: self-awareness, self-regulation, self-motivation, social awareness and social skills. Dr Mohan conducted SWOT analysis by dividing the participants into groups. She suggested methods through which to keep disruptive emotions under check. She also distributed an inventory to generate self-awareness and social awareness amongst the participants.

Specifically, the session provided participants with: (1) in-depth information about the four EI skills (i.e., perception, use, understanding, and management of emotion), (2) knowledge of how EI skills play an integral role in academic learning, decision making, classroom management, stress management, interpersonal relationships, team building, and the overall quality of one's life, and (3) innovative strategies and tools to increase each EI skill using activities, simulations, and group discussions.

**Date: 02/06/2016**

**Session III & IV Time: 1.30 pm to 4.30 pm**

**Resource Person: Dr Anita Puri Singh**

**Prof., Govt MLB College, Bhopal**

**Topic: Job Satisfaction among Teachers**

Dr Singh spoke on job satisfaction and elucidated job satisfaction as one of the most researched variables in the area of workplace psychology. Dr Singh discussed factors relating to job satisfaction, the main theories associated with explaining job satisfaction, as well as the types of and issues surrounding the measurement of job satisfaction. She discussed various approaches to job satisfaction as well as the key aspects of employee satisfaction. She also elucidated on the organizational and personal variables that affect employee satisfaction.

She concluded by saying that every organization should develop strategies that strengthen the work environment and increase the employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately results in highprofits, satisfaction as well as retention.

Date: 03/06/2016

Session I

Time: 9.30 am to 11.00 am

**Resource Person: Dr Shashi Rai**

**Group Director, Shaheed HemuKalani Educational Society & JeevSewaSansthan,  
Bhopal**

**Topic: Capacity Building of Teachers**

Dr Rai stated that a majority of B-schools are on the verge of closing because of lack of effective teachers. She focused on the present need for capacity building in teachers and charted out the expectations of the various stakeholders i.e. management, parents, and, students. She said what is delivered in the classroom is just not enough; a student friendly approach with good working system is the need of the hour. She further supplemented by saying that a Teacher is a crowd puller, a Brand Ambassador and brings laurels to the institution.

She also highlighted the plight of the teaching fraternity and stressed on core qualities that a good teacher should possess through the 3[ACH] model. She also presented the modalities for capacity building in teachers and concluded by saying that being passionate and doing our work with full involvement will ensure success.

Date: 03/06/2016

Session II

Time: 11.00 am to 12.30 pm

**Resource Person: Dr Kumudini Sharma**

**Master Trainer, Department of Personnel and Training, New Delhi**

**Topic: Mentoring**

Dr Sharma began with affirming that mentoring is required for students who are weak in understanding. She mentioned that mentoring goes hand in hand with coaching as well as counselling. She detailed what coaching is, the need for coaching and the various steps of the process of coaching. She also augmented on the skills that a teacher can develop to coach students. She also gave tips on how to give feedback to those who you are mentoring / coaching and how to receive feedback positively.

Next, she moved on to the counselling aspect of mentoring and stated that it focuses on deep behavioural & emotional issues, on life, needs & desires of the counselee and is designed to have the counselee ultimately help himself by becoming more self-responsible. Counseling is

also a part of the role of all good managers and is a particular skill in helping others to resolve their problems. She explained the key counselling skills that a mentor should have as well the six stages of counselling.

Date: 03/06/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

**Resource Person: Dr K Subramaniam**

**Addl. PCCF, Raipur**

**Topic: What Ails Higher Education in India**

Dr. Subramaniam started the session by sharing his experience in the field of Higher Education in various capacities as a teacher as well as an academic administrator. During the session, he highlighted the vision of education and the role education plays in transforming the society. The various issues related to education, and higher education specifically, were raised by both the resource person and the participants. Issues such as lack of resources, outdated syllabus, mindless expansion of higher education, lack of creative ideas and thinking, poor quality of research, bureaucratic hurdles, distrust among education institutions and government were mullied upon.

Further, the practicalities of the educator as well as the educated such as regularity, punctuality, cleanliness, self-control, spirit of entrepreneurship, gender sensitivity were also discussed. The roles and responsibilities of the stakeholders i.e. the management, the parents, the society, the faculty and the students were clearly spelt out. Various suggestions were generated by means of discussion to deal with the issues faced in higher education. He emphasized that education should be for life and for living.



Date: 04/06/2016

Session I & II

Time: 9.30 am to 12.30 am

**Resource Person: Dr K Subramaniam**

**Addl. PCCF, Raipur**

**Topic: Conflict Resolution**

Dr Subramaniam discussed the various symptoms of conflict and how conflict arises in the society. He held that power is the core of all social relationships and this power difference leads to competition in the society which puts the society off-balance until dominant group gain control and stability through power. He differentiated between the Bourgeoisie and the Proletariat classes of the society and explicated how unequal distribution of power and authority leads to social conflict. He also underlined the types of power and authority. He also highlighted the various types of conflict and the various stages of conflict resolution.

He also expounded the various stages of evolution of differences – stage 1: the phase of anticipation; stage 2: the phase of conscious but unexpressed difference; stage 3: the phase of discussion; stage 4: the phase of open dispute; and stage 5: the phase of open conflict. He pointed out that alternative dispute resolution (ADR) is a sensible and cost effective way to keep out litigation i.e. settlement conferences, mediation, arbitration, summary jury trial and mini-trial.

Date: 04/06/2016

Session III & IV

Time: 1.30 pm to 4.30 pm

**Resource Person: Dr Anita Puri Singh**

**Prof., Govt MLB College, Bhopal**

**Topic: Personality and Career Choice**

Dr. Singh threw light on the various types of personality and how personality affects career choice. She said the more we know about our personality, the more empowered we become to sharpen our future. In light of the participants dealing with the youth who are deciding on their career path, she stated it was important to understand that personality colours one's life and what type of personality is suitable for which career option as each teacher is a mentor to

the students she deals with. When one is aware of the job that our personality suits, then only he will be able to move towards career fulfilment.

She held that career planning is a life-long process, first comes the decision of selecting a career and then planning the path that one's career would take. She also elucidated on the types of personality namely realistic, investigative, artistic, social, enterprising, and conventional and highlighted the characteristics associated with these personalities and the career options most suitable to them.

Date: 06/06/2016

Session I & II

Time: 9.30 am to 12.30 am

**Resource Person: Dr Satish K Batra**

**Deputy Director, Higher Education, Jaipur**

**Topic: Achieving Professional and Personal Excellence**

Dr Batra gave his opinions on how to achieve personal and professional excellence by quoting examples from the Mahabharata, the Ramayana, and the Bhagwat Geeta as well as from the contemporary world. He said that excellence is a self-imposed, self-directed, life-long process which requires more than 100% sincere efforts to achieve. He alleged that there are two categories of the people in this world: the Demon and the Divine. The demon people are the losers, users and watchers whereas the divine people are the winners, choosers and marchers. Today, the number of people in the demon category is increasing which does not bode well for humanity. Therefore, the people should strive hard to become divine in nature and for this there should be perfect balance between the body, mind, heart and spirit.

He gave seven commandments to the participants to acquire the divine personality and said that people should avoid obstructive, abortive and subversive thinking and instead try to identify their potential with high degree of passion to improve their performance. He emphasized the need of purposeful planning and proper implementation of proposed plans. According to him people should have positive attitude and creativity which will enable them to arrive at logically right decisions. Team work and high degree of involvement in the assigned task is necessary as without proper organization it is extremely difficult to accomplish organizational as well as personal objectives.

In his concluding remarks, he emphasized the importance of positive attitude and good character which can lead every individual on the path of success. He also resolved the queries of the participants to their satisfaction.

Date: 06/06/2016

Session III

Time: 1.30 pm to 3.00 pm

**Resource Person: Dr IS Chauhan**

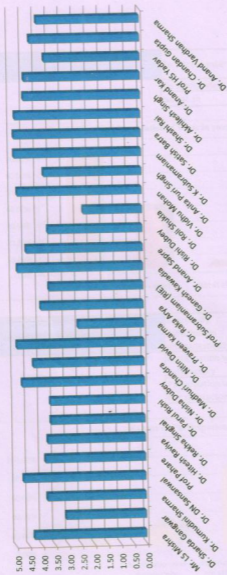
**Former Vice Chancellor, Barkatullah University, Bhopal**

**Topic: Valedictory Ceremony**

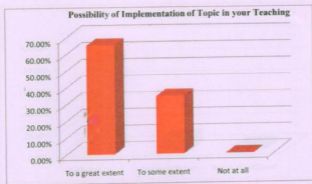
Ms. Urvashi Dutta, Course Coordinator welcomed Dr. I.S. Chauhan, Former Vice Chancellor, Barkatullah University, Bhopal; Dr. Namrata Sharma, Director, HRDC, DAVV, Indore; Dr. Fr. John P.J., Principal, BSSS; Dr. Sr. Lissy Jose, Vice Principal, BSSS and participants of the Orientation Program to the valedictory session. Fr. John offered a floral welcome to Dr I.S. Chauhan and expressed his gratitude to Dr. I.S.Chauhan for laying the foundation of the institute by his great hands. He also acknowledged Dr. Namrata Sharma for her active participation in conducting the programme. He stressed the need for realising the ideas of Orientation Program by the teachers and hoping that it will help them in effective teaching.

When asked to reflect on the various aspects of the orientation, participants appreciated the conduct of the programme as whole both in terms of content and pedagogical aspects. Dr I.S. Chauhan while addressing the participants congratulated the participants and said that a good teacher is not one who imparts knowledge but the one who works tirelessly to create a nurturing and challenging environment for their students. He called upon the teachers to implement the ideas and practices learnt during the orientation in their classrooms and gave best wishes for their bright future by distributing the certificates to the participants. The programme ended by vote of thanks proposed by Dr.Sadhana SinghBisen who thanked the Principal Fr John for providing such an opportunity to the teachers through which they could not only enhance their selves but also augment their pedagogy.

## 116 Orientation Program



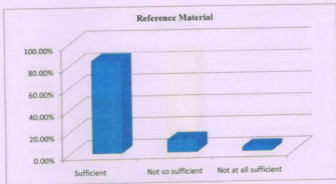
1	Possibility of implementation of topics in your teaching	To a great extent	65.38%
		To some extent	34.62%
		Not at all	0.00%



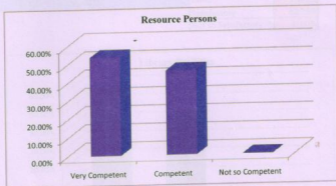
2	Extent of Participation	Everybody participated enthusiastically	0.00%
		Participation was Satisfactory	19.23%
		Participation was not satisfactory	80.77%



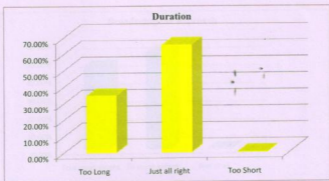
3	Reference Material	Sufficient	84.62%
		Not so sufficient	11.54%
		Not at all sufficient	3.85%



4	Resource Persons	Very Competent	53.85%
		Competent	46.15%
		Not so Competent	0%



5 Duration	Too Long	34.62%
	Just all right	65.38%
	Too Short	0.00%

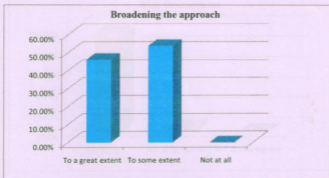


6 Library Facilities	Good	57.69%
	Satisfactory	42.31%
	Not so Satisfactory	0.00%





<b>1 Broadening the approach</b>	To a great extent	46.15%
	To some extent	53.85%
	Not at all	0.00%



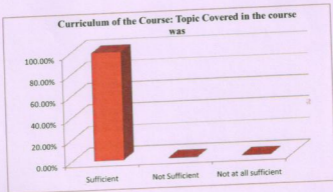
<b>2 Inspiring</b>	To a great extent	69.23%
	To some extent	30.77%
	Not at all	0.00%



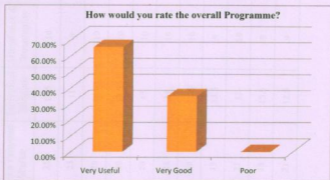
3 Skill Development	Adequate	96.15%
	Not so adequate	3.85%
	Not at all adequate	0.00%



4 Curriculum of the Course: Topics Covered in the course was	Sufficient	100.00%
	Not Sufficient	0.00%
	Not at all sufficient	0.00%



5	How would you rate the overall programme?	Very Useful	65.38%
		Very Good	34.62%
		Poor	0.00%



UGC - HUMAN RESOURCE DEVELOPMENT CENTRE

116 Orientation Programme

10/05/2016 to 06/06/2016

Evaluation Sheet

SN	Person Name	College Name	MCQ	Research Proposal Marks	Individual Seminar	Attendance & Punctuality	Group Seminar	Total	
1	Ranjeet Kaur	The Bhopal School of Social Science, Bhopal	19	21	17.5	10	17	84.5	A
2	Archana Nalik	The Bhopal School of Social Science, Bhopal	17	23	11	9	15	75	A
3	Anuradha Goswami	The Bhopal School of Social Science, Bhopal	20	20	14.5	10	14.5	79	A
4	Mr. Syed Amir Mehboob	The Bhopal School of Social Science, Bhopal	17	20	13.5	10	14.5	75	A
5	Ashish Dilraj	The Bhopal School of Social Science, Bhopal	18	20	15	10	13.5	76.5	A
6	Binoy Arickal	The Bhopal School of Social Science, Bhopal	19	21	14	10	13.5	77.5	A
7	James Manan Vaidyan	The Bhopal School of Social Science, Bhopal	19	20	12.5	10	12.5	74	B
8	Dr. Manish Puntambher	The Bhopal School of Social Science, Bhopal	17	19	13.5	9	14	72.5	B
9	Swati Sharma	The Bhopal School of Social Science, Bhopal	11	21	12	10	13	67	B
10	Dr. Mrs. Smitha Pillai	The Bhopal School of Social Science, Bhopal	18	18	15.5	9	17	77.5	A
11	Dharmendra Bahadur Singh	The Bhopal School of Social Science, Bhopal	16	21	12.5	9	12	70.5	B

Course Co-ordinator

Director

## 116 Orientation Programme

10/05/2016 to 06/06/2016

Evaluation Sheet

SN	Person Name	College Name	MCQ	Research Proposal Marks	Individual Seminar	Attendance & Punctuality	Group Seminar	Total
12	Sheeba Joseph	The Bhopal School of Social Science, Bhopal	18	21	17	10	15.5	81.5
13	Prabha Biju	The Bhopal School of Social Science, Bhopal	18	19	15.5	10	13.5	76
14	Jyoti Mathur	The Bhopal School of Social Science, Bhopal	20	19	18.5	10	14.5	82
15	Mr. Zeeshan A Siddiqui	The Bhopal School of Social Science, Bhopal	15	20	15	9	14	73
16	Rajendra Gupta	The Bhopal School of Social Science, Bhopal	21	22	11.5	9	13.5	77
17	Jincy Renjy Thomas	The Bhopal School of Social Science, Bhopal	12	20	10.5	10	15	67.5
18	Lila Simon	The Bhopal School of Social Science, Bhopal	20	22	16	9	13.5	80.5
19	Swapna Pillai	The Bhopal School of Social Science, Bhopal	16	20	15	9	14	74
20	Garima Sharma	The Bhopal School of Social Science, Bhopal	20	21	15	10	15	81
21	Habi Patrick	The Bhopal School of Social Science, Bhopal	12	15	14	10	14	65
22	Reeta Raj Nimoria	The Bhopal School of Social Science, Bhopal	19	15	15	9	13	71

Course Co-ordinator

Director

# UGC - HUMAN RESOURCE DEVELOPMENT CENTRE

## 116 Orientation Programme

10/05/2016 to 06/06/2016

Evaluation Sheet

SN	Person Name	College Name	MCQ	Research Proposal Marks	Individual Seminar	Attendance & Punctuality	Group Seminar	Total	
23	Alpa Ghosh	The Bhopal School of Social Science, Bhopal	14	20	15.5	10	13.5	73	B
24	Neeraj Patharkar	The Bhopal School of Social Science, Bhopal	22	22	16	10	13	83	A
25	Dr-Supriya Mandloi	The Bhopal School of Social Science, Bhopal	17	20	16	9	14	76	A
26	Seema Agrawal	The Bhopal School of Social Science, Bhopal	12	19	10.5	9	12.5	63	B
27	Dr.Rasmeet Kaur Malhi	The Bhopal School of Social Science, Bhopal	17	21	16.5	10	15	79.5	A
28	Dr. Swati A. Sharma	The Bhopal School of Social Science, Bhopal	11	21	18	8	13	71	B
29	Sadhana Singh Bisen	The Bhopal School of Social Science, Bhopal	21	18	14	9	14	76	A
30	Garima Pathak	The Bhopal School of Social Science, Bhopal	15	21	15	10	14.5	75.5	A
31	Neetu Jain	The Bhopal School of Social Science, Bhopal	18	19	12.5	10	13.5	73	B
32	Naina Singh	The Bhopal School of Social Science, Bhopal	18	16	13.5	8	15	70.5	B
33	Sheena Thomas	The Bhopal School of Social Science, Bhopal	18	19	18	5	15	75	A
34	Sandeep Kumar Malu	Shri Vaishnav Institute of Management, Indore	21	21	11.5	9	14.5	77	A

Course Co-ordinator

Director

UGC - HRDC, Devi Ahilya Vishwavidyalaya, Indore, M.P.  
11th Orientation Programme



Sitting (L to R): Ms. Urvashi Datta (Course Co-ordinator), Dr. B. Laxmi Jais (Vice Principal, HRDC), Prof. U.S. Choubhan (Former VC, Barkatullah University), Dr. Pr. John P.J. (Principal, HSSSU), Dr. Navratan Sharma (Director, HRDC), Dr. Satish Bhatnagar (Deputy Director, Higher Education, Jharkhand),  
Standing (First Row): Dr. Suresh Chandra, Dr. Subhash Singh Bhatnagar, Mr. Animesh Kumar Verma, Mr. Manish Prasad, Mr. Rajendra Kumar, Dr. Swapan Pillai, Mrs. Lata Sinha,  
Dr. Anshu Pillai, Mrs. Sushila Rai,  
Standing (Second Row): Mrs. Alpa Choudhary, Mrs. Jayoti Mathur, Mr. Naveen Kumar, Mrs. Jyoti Singh Thakur, Mrs. Ishita Prakash, Mrs. Sheema Thakur, Mrs. Pratikha Bhatnagar, Dr. Gurmita Prakash,  
Standing (Third Row): Mrs. Nandini Jain, Mrs. Nandini Singh, Mr. Rajendra Gupta, Mr. Gurmita Sharma, Mrs. Shobha Joseph, Mrs. Anuradha Gaurani, Mrs. Archana Nishu, Mrs. Smita Sharma,  
Standing (Fourth Row): Mr. Syed Aamir Mohiuddin, Dr. Anshu Chandra, Dr. Anshu Chandra,  
Standing (Fifth Row): Dr. Dharmendra K. Singh, Dr. Binay Arora,  
Standing (Sixth Row): Dr. Ramesh Kumar Mehta, Dr. Smita A. Sharma