

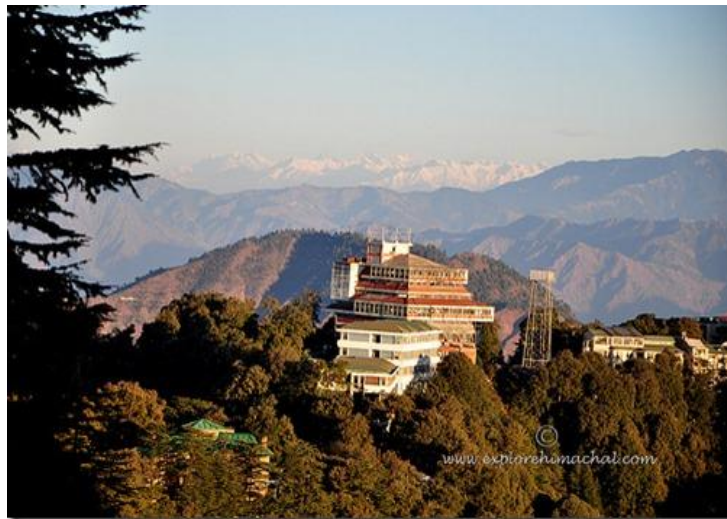
WORKSHOP REPORT

NATIONAL WORKSHOP -cum- ORIENTATION PROGRAM ON

QUALITY ASSURANCE IN HIGHER EDUCATION

[Under Faculty Development Program]

November 11- 16, 2013



Organized by :



HIMACHAL PRADESH UNIVERSITY

Summerhill, Shimla 171 005 (HP), India

www.hpuniv.ac.in



JAYSINGPUR COLLEGE – JAYSINGPUR (Kolhapur)

(Affiliated to Shivaji University, Kolhapur- Maharashtra, India)

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NATIONAL WORKSHOP-cum-ORIENTATION PROGRAM

QUALITY ASSURANCE IN HIGHER EDUCATION

UNDER FACULTY DEVELOPMENT PROGRAM [November 11- 16, 2013]

PREAMBLE:

The *Rashtriya Uchchatar Shiksha Abhiyan (RUSA)* initiative of Ministry of Human Resource Development, Govt. of India and it's very enlightening thought to bring effective academic reforms and quality in academic institutions encouraged HP University to work in these directions specially Choice Based Credit System (CBCS).. Application of Information and Communication Technology in higher educational institutions and need for effective implementation of the good initiatives of GOI in a participatory way, can help to chalk out effective implementable strategies for any program. Accordingly, as a result of the inspiration of Professor ADN Bajpai, Hon'ble Vice-Chancellor, Himachal Pradesh University Shimla in collaboration with Association of Indian Universities successfully organized a National Workshop "***Emerging Trends In Information Technology in University Management***" in Himachal Pradesh University, Shimla during April 23-27, 2011 under the leadership of Professor PK Ahluwalia Dean Planning and Teachers Matters & Director IQAC HP University, Shimla Amongst several delegates from all over India, Dr. MM Gandhi, Principal of Jaysingpur College affiliated to Shivaji University Kolhapur (Maharashtra) had also participated.

Inspired by the theme, contents, conduct and usefulness of the workshop to the delegates besides the environment of HP University and feed-back from participants, Dr. MM Gandhi requested HP University to organize a similar kind of national level training workshop-cum- orientation program for the teaching faculty and administrative staff of their College in Jaysingpur, Kolhapur and sent a detailed proposal in August 2013. Subsequently, an agreement-cum-MOU was signed between Himachal Pradesh University Shimla and Jaysingpur College, Jaysingpur, District Kolhapur (MH) for Organizing a one week long National Workshop-cum-Orientation Program on ***Quality Assurance in Higher Education under Faculty Development Program*** in November, 2013 at HP University Shimla in presence of Dr. MM Gandhi, along with Dr. PP Chikode, Mr. Sanjay Chavare and Mr. Bahubali Bhanaje in the Chamber of Hon'ble Vice chancellor, HP University, Shimla on 26th August 2013.

The organizing Committee under the able guidance of its Patron ***Professor ADN Bajpai Hon'ble Vice-Chancellor, HP University, Shimla***, Professor PK Ahluwalia-Dean Planning & Director-IQAC as leader and Course Director, Professor (Mrs) Neeraj Sharma-Director UIIT, HPU as Course Jt. Director and two course Coordinators - Dr. Arvind Kumar Bhatt, from HP University-Shimla and Dr MM Gandhi Principal- Jaysingpur College, Maharashtra conceptualized, planned the execution of the workshop involving

Administrators and Faculty Members from higher educational institutions was planned with the following broad Objectives:

Objectives

- To provide administrators/ faculty members the opportunities to learn and deliberate on issues related to Quality Assurance in Higher Education Institutions
- To sensitize administrators/ faculty about recent developments in higher education and the ongoing and proposed academic reforms.
- To train the administrators/ faculty in the use of computers and application of ICT for improving the quality and efficiency of university and college management and decision-making.
- To provide platform to the participants to share their experiences, concerns and case studies so as to improve quality of higher education.

Main Themes

- Faculty Development Program for 21st Century : Role of Quality Assurance
- Quality Assurance, Re-accreditation Process in Colleges
- Internal Quality Assurance Cell : Walking the Talk
- Internal Quality Assurance Cell : A case study of IQAC of HP Univ. Shimla
- Rashtriya Uchhatar Shiksha Abhiyan (RUSA): Draft Report
- ICT for College Administration
- Contemporary Trends in Research Methodology in Humanities, Social Sciences and Basic Sciences.
- Skill Development in Higher Education : A case study of UG & PG Courses of HP Univ. Shimla, for bringing skill development in curriculum

COURSE CONTENT:

The tentative contents of the workshop-cum-orientation Program covering various aspects and the main themes as agreed and mentioned in the agreement was divided into 11 different Technical Sessions as per the detailed Program. The Workshop-cum-Orientation Program **“Quality Assurance in Higher Education”** under Faculty Development Program was convened from November 11-16, 2013 in the Committee Room, Vice Chancellor’s Office, HP University, Shimla. In all 23 participants from Jaysingpur College and 28 from HP University Campus and Affiliated Colleges besides the Personnel from Planning Department, HP University participated. During the one week long program, whenever necessary, the participants were given the benefit of both theory and hands-on practical session in the computer labs.

Inaugural Session : November 11, 2013

Prof. ADN Bajpai Hon'ble Vice-Chancellor, H.P. University, Shimla inaugurated the workshop on November 11, 2013 in the Committee Room, Vice Chancellor's Office, HP University, Shimla. **Prof. NJ Pawar, Hon'ble Vice Chancellor, Shivaji University, Kolhapur (Maharashtra)** was the Guest of Honor. After ceremonial Lighting of lamp by the Chief Guest, The Guest of Honor and the dignitaries, the Video version of HP University Kulgeet made by the students of University Institute of Information Technology (UIIT), HP University was recited as per University Tradition. Prof. (Mrs.) Neeraj Sharma, Dean-Engg. & Technology and Director, University Institute of Information Technology (UIIT), HPU Shimla welcomed the Chief Guest, the dignitaries, the participants and other delegates which was followed by the Brief introduction of the program by the leader and Director of the Workshop, Professor PK Ahluwalia, Dean Planning and the Coordinator followed by briefing on the genesis of the program by Dr MM Gandhi, Principal Jaysingpur College, Kolhapur.

Prof. NJ Pawar, Hon'ble Vice Chancellor, Shivaji University, Kolhapur (Maharashtra) and the Guest of Honor in his address highlighted the role of Academic Institutes, Policy makers and ICT in improving quality of Education specially in Higher Educational Institutions. He also emphasized on our preparedness to meet the challenges of future time while competing with Private Institutions and Global competition. He while appreciating the efforts on the part of HP University also lauded the efforts of the dynamic team leader Dr. MM Gandhi in bringing these two Universities together and hoped that the event will bring more fruitful events and academic achievements with joint collaboration of HP University and Shivaji University.

Prof. ADN Bajpai, the Patron and Chief Guest in his inaugural address highlighted the role of institutes of higher education including Universities in achieving the goals and compete in this era of quality education. Prof. Bajpai stressed upon various points of quality education, inputs by the faculty members in improving the quality through knowledge inputs, dedication and inputs of ICT. He hoped that application of ICT is effectively utilized if the Universities are to grow, prosper and emerge as global quality centers of higher learning. Dr. Bajpai also stressed the need not to forget our traditions and the scientific exploration of the same for improving the quality. He referred to many instances of Rigveda, Kautilya, Chanakya and several other economists and educationalists and hoped that the path shown by these great souls is utilized for improving educational system in modern day time.

Prof. AND Bajpai congratulated the Internal Quality Assurance Cell (IQAC), the organizing committee lead by Prof. PK Ahluwalia for effective planning and need based selection of the topics and also the dynamic Dr. MM Gandhi who came all way from Kolhapur, Maharashtra to learn and train the trainers from his college. He also thanked him for his role in bringing two Universities closer. The Vice Chancellor hoped that the workshop through the carefully selected and relevant thematic areas and technical sessions will provide opportunities for the participants to learn as well as deliberate on the issues related to Quality Assurance in Higher Education and the lessons learnt will help the participants from Himachal and outside to use it for effective teaching, governance and administration of their respective institutes.

The inaugural session ended with a vote of thanks by Dr Arvind Kumar Bhatt, Workshop Coordinator, Himachal Pradesh University, Shimla.

Technical Session – I : November 11, 2013

Technical session – I “Quality Assurance: Case Study and Tools” was chaired by **Prof. Suresh Kumar**, Dean of Studies, HP University, Shimla.

Prof. PK Ahluwalia, Dean Planning & Teacher’s Matters, HP University, Shimla and Director of the Workshop during his talk on **“Making an Institutional Commitment – Student Charter”** explained how the impossible could become possible and the two way system of responsibility sharing by the University and the students the Student Adhikar Patra was made operational by the team lead by **Prof. TC Bhalla**. The experiment of the Student Charter which explains well defined duties of both the students and the University has been approved by the Executive Council and is in operation now. He gave example of various activities including web site for persons with disabilities and appreciated the effort as made by Dr. Vikas Sharma of ICDEOL, HP University, Shimla, use of ICT in distance education, library and so on. The presentation invited lot of interest by the participants and their queries about the solution to various problems faced by them in their respective institutes. The speaker highlighted the role of teachers, students and the University and their responsibilities, duties and obligations in stressed that the adversities and crisis can be converted into opportunities.. The students are important stakeholders in decision making process but the students must also know their responsibilities and help in growth of the University by way of unbiased feedback so that effective plans can be executed in time frame manner.

Technical Session – II : November 12, 2013

Technical Session – III “Quality Assurance: Case Study and Tools” was chaired by **Prof. (Mrs.) Neeraj Sharma**, Dean Faculty of Engg. & Technology, Himachal Pradesh University, Shimla

Dr. Anita Sharma, Asstt. Director, Academic Staff College, HPU-Shimla, while speaking on the topic **“QA Tools - Student Feed-Back Proforma”**, gave a detailed account of the case study of the student feed back on various issues of quality education and highlighted that a un-biased and impartial feed back with sincerity can help the institution to implement the student centric decisions in the interest of both students and the Institute to improve quality standards in teaching. Dr. Anita also stressed upon appropriate designing of the questionnaire so that it serves the purpose and sincere /unbiased feed-back in filling the Proforma coupled with technological inputs in data analysis to help implement the factual outcome to improve quality of education in Higher Educational institutions. The speaker highlighted the role of teachers, students and administrators in framing, filling, analyzing and implementing the results but that will happen only if there is sincerity in executing each and every step right from questionnaire framing and implementation after analysis of the data.

Special Technical Session – II : November 12, 2013

Special Technical session, dedicated to **“Higher Education: Perspectives and Challenges”** was chaired by **Prof. ADN Bajpai** Hon’ble Vice-Chancellor, Himachal Pradesh University, Shimla.

Prof. NJ Pawar, Hon'ble Vice Chancellor, Shivaji University, Kolhapur (Maharashtra) while delivering his special lecture on the **"Challenges in Higher Education"** mentioned that the Goals of Higher Education were based on Dr. Radhakrishnan Commission Report; i.e. increasing productivity, achieving social and national integration and blending of moral and spiritual values. He gave reference of the Indian Science Policy (1958), Technology Policy (1984), Science Technology & IT Policy (2013) and also referred to the outlays for Education in various developmental plans at national level vis-à-vis the no. of students (18.8%) going for higher education and emphasized that there is need to invest for higher education. He said that the Indian education can't be compared with Western Education. He emphasized that the number of Universities/ Institutes of Higher Learning are less and need to be increased by at least 5 times the present number and quality improvement like CBCS etc. need to be introduced so that our students can compete with western Institutions which is currently not possible and the students have to appear in GMAT/ GRE etc.

While referring to the current and Future Challenges to higher education, Dr. Pawar cautioned the audience about the impact of Privatization of Education on Quality of Higher Education, Financial Constraints, Infrastructure and the contractual appointment of teachers in various institutes. While refereeing to Himachal he mentioned that the literacy rate in HO increased from 21.26% in 1961 to 83.80 % in 2011 and the no. of Universities has also gone up from 01 to 5 and 15 private Universities which needs to be handled carefully. Dr. Pawar emphasized on merit based selection process if we need to improve the quality of higher education in the country. Dr. Pawar also emphasized on blending of Traditional Knowledge with technological inputs and make education globally competitive and acceptable so that the students from our educational institutions are best and second to none.

Technical Session – III : November 12, 2013

Technical Session – III : "Academic reforms in Higher Education Institutions" was chaired by **Prof. Ramesh Chand**, Department of Education, Himachal Pradesh University, Shimla.

Prof. PK Ahluwalia, Dean Planning & Teacher's Matters, HP University, Shimla delivered his lecture on talk on **"Mother of All Academic Reforms : Choice Base Credit and Grading System"** and listed the advantages/ benefits of CBCS over the old system which had no choice for students, there was no inter-disciplinary approach to increase employability and also no criteria for teachers evaluation by the students. He shared his personal experiences encountered during implementation of the CBCS in Undergraduate courses in HP University and emphasized that the point raised by Prof. Pawar regarding eligibility of the Indian students who have to take GMAT/ GRE etc can be well addressed after introduction of CBCS although we are still in learning phase and the system will be improved in time to come with efforts of one and all. Prof. Ahluwalia refereed to the recommendations of the National Knowledge Commission according to which Universities must revise their curricula frequently and introduce the Credit system to be competitive globally. He elaborated the details of working days of 90 per semester, Choice of subjects/ Courses, Credit System, Continuous comprehensive assessment calculation of grade points and weightage of various courses. Dr. PK Ahluwalia did not hesitate in highlighting the lapses during the initial stage of implementation, corrective steps taken/lessons learnt and the reaction of various stakeholders.

Prof. BS Marh, Director–Academic Staff College, HP University, Shimla gave a thought provoking presentation on “Key to Success of Choice Based Credit System” emphasized on more empowerment of teachers with added transparency in both examination and evaluation system in educational institutions. While delivering his talk Prof. Marh detailed the execution of CBCS and highlighted that CBCS has several key critical sectors like students, teachers, infrastructure, evaluation, assessment, credits, staff, selection which must be dealt with delicately. He also referred to his personal experience of working in CBCS system in US long back and reiterated that transparency, accountability and empowerment are key to success provided proper and adequate teaching and non-teaching staff are selected on merit through proper selection procedure by the designated selection committees.

Technical Session – IV : November 12, 2013

Technical Session – IV “IT Tools in Academics” was chaired by **Prof. PK Ahluwalia**, *Dean Planning & Teacher’s Matters, HP University, Shimla.*

While delivering a very educating talk on “**Student Response System : Through Clicker Class Room Environment**” **Dr. (Mrs.) Sapna Sharma**, Associate Professor, Department of Physic., St. Bede’s College, Shimla- HP very intelligently explained the goals of Physics Education Research. She explained about Epistemology and student response system or in general the audience response system through her presentation and case study in the St. Bede’s College. It was explained that how the peer interaction can help in improvement of class room environment and ultimately the quality of education through sharing of ideas through interaction with the students.

Dr. Mrityunjay Sharma, Department of Music, HP University, Shimla delivered his lecture on “**Research Methodology Tools in Humanities, Social sciences and Basic Sciences**” elaborated various tools and techniques used in research. While refereeing to various models, he stressed on the importance of framing the concept, the questionnaire, interview schedule, data collection and data analysis. Dr. Mrityunjay Sharma gave examples of few case studies conducted by his group and explained how the correct and improper data can lead to disasters and improvements in the system and hence the data to be analyzed must be original, factual and collected by the right people through right techniques or we have no choice but to blame us only. He also listed variety of tools used for analysis of the data.

Technical Session – V : November 13, 2013

Technical Session – V Rashtriya Uchchar Shiksha Abhiyan [RUSA] : Part-I, was chaired by **Mr. Dinkar Burathoki**, *Director – Hr. Education, Govt. of Himachal Pradesh.*

Prof. Ramesh Chand, Department of Education, HP University, Shimla through his very detailed presentation “RUSA : An Overview” explained the genesis, funding pattern, key features and other technicalities of Rashtriya Uchchar Shiksha Abhiyan i.e. RUSA. He referred to the main goals of national Education Policy – 1986 i.e. Access, Equity, Quality and Excellence, Relevance and Value Based Education. The emphasis of RUSA on more stress on Research & Innovation, increase GER, scope and support to State Govts., State owned and Private Institution funding,

accreditation were also detailed by the speaker. The unique feature of more future funds based on performance & achievement of set target was also highlighted. Dr. Ramesh very clearly explained the guiding principles of RUSA and the suggested/ expected academic reforms like introduction of semester system, CBCS, continuous comprehensive evaluation, curriculum development/ revision.

Prof. PK Ahluwalia, Director IQAC-HP University, Shimla in his presentation on “Internal Quality Assurance Cell – Walking the Talk” introduced the participants with the Internal Quality Assurance Cell, Quality Assurance Process and various Analytical and Facilitation Tools in Internal Quality Assurance Cell within a University and various activities being undertaken through several working groups. Professor Ahluwalia shared his experiences of working in IQAC and the hurdles which he took a s opportunities to improve and made other to work in a group. The NAAC rating of the HP University and the critical points raised by the UGC Committee were also discussed while planning the strategies for future implementation in the University. The speaker reiterated that if we look back, the IQAC has done tremendous job in improving the quality which will is being reflected in its working and also by way of feed-back from different quarters. The Director IQAC also appreciated the free hand given by the Hon’ble Vice-Chancellor to choose his team, plan and execute the initiatives and suggestions. He gave example of Student Charter, RUSA, Computerization of Library, examination reforms, ICT interventions at different level, financial management, extracurricular activities, clubs and societies, various awareness and scientific programs, workshops, fund utilization, sanction of more funds under RUSA and other heads which have taken HP University at a much safer stage from where it will go ahead and make its mark in the country and also globally.

Technical Session – VI : November 13, 2013

Technical Session – VI Rashtriya Uchchar Shiksha Abhiyan [RUSA] : Part-II, was chaired by *Dr. MM Gandhi, Principal Jaysingpur College, Kolhapur (MH)*

Mr. Dinkar Burathoki, Director -Higher Education, Govt. of Himachal Pradesh through his detailed presentation explained the various phases of Implementing Rashtriya Uchchar Shiksha Abhiyan [RUSA] in Himachal Pradesh. He referred to Prof. Yashpal Committee Report, Central Advisory Board of Education, approved grant under RUSA, State Council of Higher Education (SCHE) proposed and the guidelines for the same which will also be implemented in Himachal very soon. He also gave a detailed account of perspective plan for colleges and Universities, process of accreditation, NAAC, Autonomous Colleges, National Knowledge Commission, Intellectual Honesty and so on. The Director Higher Education also detailed the limit of admission, curriculum, lectures to be delivered per semester, no. of students per class etc. The lecture was very much appreciated by one and all.

Technical Session – VII : November 13, 2013

Technical Session – VII “University Examination Automation” was chaired by *Prof. AJ Singh, Chairman, Deptt. of Computer Science, HP University, Shimla.*

Dr. Vikas Sharma, Asstt. Professor – Programming, International Centre for Distance Edn. & Open learning (ICDEOL), HP University Shimla while making a presentation on the case study

executed by him regarding *“University Examination Automation stressed the importance of DATA quality which ultimately determines the output.* for HP University Examination Wing. Dr. Sharma in a very simplistic way explained the process since its inception, Analysis, Design, project modules and details of the activities during Pre and Post-Examination process. He gave a detailed account of Data base management System (DBMS) and explained various components i.e. design, storage, manipulation and processing, sharing and technical details along-with the solution for the same. He also explained implementation of Intelligent Character Technology, On-line filling of Examination Forms through *“Him Vidya Shikha Pariksha”* used by > 35,000 students successfully and HPUMS for registration of Examination Forms, roll no., result etc. It was appreciated by the audience very much.

Second half of the afternoon was utilized for field visit of the participants to Kufri, Sankat Mochan, Jakhu and the Mall Shimla city which each and every participant enjoyed

Technical Session – VIII : November 13, 2013

Technical Session – VIII “Quality System of Higher Education” was chaired by **Prof. Yoginder Verma, Pro Vice-Chancellor, Central University of Himachal Pradesh, Dharamshala.**

Prof. Yoginder Verma, Pro Vice-Chancellor, Central University of Himachal Pradesh, Dharamshala, while speaking on *“Annual Quality Assurance Report : Documenting the Quality Initiatives”* defined quality as an idea and which appears in material. Quality is a way of thinking or an innovation with zero defect and ensuring excellence within given resources. He emphasized that the standards/ specifications must be met at each step whether it is curricula development, revision, teaching, evaluation, assessment with proper documentation, utilization of resources. He referred to Quality, Quantity, Environment and IQAC which is open and creative instrument to work upon. He also cautioned that one must think of quality not grades. He also gave several examples of effective teaching and learning, enhancing quality assurance, norms, standardization, documentation, recordings, resources and their meaningful/ purposeful utilization and attempts to reduce the cost all the time without compromising quality. Prof. Verma stressed on proper documentation of each and everything at every step. He educated the participants on teaching, learning, evaluation, and infrastructure planning/ utilization as per the Vision and Mission of the organization. He stressed on commitment of top level, leadership at all levels and empowerment of individuals/ Groups with training & evaluation continuous process with collaborative efforts under enabling environment. He also enumerated the advantages of becoming good with working under student centric approach while building confidence and shared values. The lecture was very much appreciated by all and attracted good discussion.

Dr. Arvind Kumar Bhatt, Department of Biotechnology, Himachal Pradesh University, Shimla through his presentation on *“Creating Green Spaces for Open and Creative Learning”* emphasized on the necessity of providing better creative space to the manpower within educational institutes since the future of nation depends on the quality of manpower it produces. Creative environment is essential for mobilizing the manpower, psychological motivation, providing working environment and overall growth of the organization. Since

communication skill, critical thinking, ethical decision making, analytical reasoning skills are essential to survive, educational institutions should focus on providing better environment including improved classrooms, qualified, proficient and motivated teachers besides appropriate revitalized curricula.

Technical Session – IX : November 14, 2013

Technical Session – IX “Quality System of Higher Education” was chaired by **Dr. Arvind Kumar Bhatt**, Deptt. of Biotechnology, Himachal Pradesh University, Shimla.

Prof. Yoginder Verma, Pro Vice-Chancellor, Central University of Himachal Pradesh, Dharamshala, gave a very detailed account of **“Rashtriya Uchchatar Shiksha Abhiyan [RUSA] & Human Aspect of Quality Assurance”**. While elaborating on various issues of quality in higher education, Prof. Verma explained very clearly the levels of Quality Planning, Quality Management and Quality Assurance in such a way that it impressed all. He stressed that there should not be any difference between planning and education. One must confirm to planning but control is invisible. Develop procedures and assure that the quality is being achieved and maintained and further that quality is invisible control and strategic and operative planning help in maintaining quality. He categorically mentioned that every institution should have its vision and Mission, Policy and strategic planning, Ideas where human factor is important. Any institution is known by its Vision and the Mission integrates it with society and prepares ourselves for future Discipline in every institute is must. The deadlines should be decided, activities defined and specifications explained. Objectivity is core of quality. Any institution with inspired teachers and students grows and prospers fast. The top management must be committed and should be creative. The quality teachers will always produce quality students. The lecture was very much liked by all. The teachers should be empowered. Prof. Verma also stressed on training and education of teachers, creative enabling environment, confidence building, shared vision and shared values. Dr. Verma in the end said that quality is not the content, instead it is creating a culture for sincerity, discipline and co-operation. In the end Prof. verma stressed that make quality such that others are forced to accept/ recognize by sharing best practices, getting inspired, setting examples for others with a human factor always which acts as a catalyst, inner core or current

Mr. Prem Chand, Librarian, Indian Institute of Advanced Studies (IIAS), Shimla delivered a thought provoking and educative talk on **“Soul of Quality Higher Education : Knowledge Networks and E-Resources”** gave a snap shot of the Higher Educational scenario in India which is largest in the entire world in terms of no. of Educational Institutions and 2nd largest in terms of student enrollment. India has 152 central, 316 State owned and 191 Private Universities and 59 % students are enrolled in Private institutions. The XI Plan of GOI has planned Expansion, Inclusion and Quality with proposal of Innovation Universities, Institutes of Higher Education, IIMS, IITs, NITs and steps to overcome faculty shortage. He stressed the need for networking, computing and data storage and sharing for effective use. He elaborated the efforts of XII Plan where Digital Infrastructure is major component. While elaborating on NKN, INFLIBNET, e-Libraries, E- resources, e-access, Mr. Prem Chand educated the audience about the National Grid, application platform and India as third best market for e-books with 75% e-resource users

below 35 years and abrupt shift from print to electronic sources. He also gave a detailed account of Public Information Infrastructure (PII), Virtual Classrooms, e-Journals, e-books, Wink, Infibeam device for e-book reading, I-Pod, Tindle, Initiatives of UGC, UGC-INFONET Digital Consortium-NLIST, INDEST-AICTE Consortium, and the utility of these resources to educational institutions besides NNAAC Accreditation and use of ICT to cater to the needs of teachers and students.

Technical Session – X : November 14, 2013

Technical Session– X “IT Tools in Higher Education” was chaired by **Prof. Bhupinder Singh Marh**, Director Academic Staff College, HP University, Shimla.

Professor (Mrs.) Neeraj Sharma, Dean- Faculty of Engg. & Technology gave a detailed account of various IT Tools which are helpful in maintaining software quality. She listed 7 basic tools which are suitable for all with little formal learning and can be used when one wants to assure quality of action and also for self-monitoring and external monitoring. She gave a detailed account of Control Charts, Flow Charts, Scattle Diagram, Fish bone Diagram, Graphs, Pareto Analysis, Check Sheets and other on-line tools like Google drive, file storage and synchronizing services.

A detailed thought provoking presentation on **“Massive Online and Open Courses”** was given by **Prof. PK Ahluwalia**, Dean Planning & Teacher’s Matters, HP University, Shimla was the highlight of the session. While discussing various issues related to open source material he said that NOOC has opened access to tried and tested curricula for anyone in the globe. Ministry of HRD, GOI has a software SHAKSHAR for NOOSE. Several NOOC courses are available worldwide in USA e.g. OCW link in the MIT website, Coursera which started as standard has 200 courses in 30 Universities with > 1 million learners worldwide Coursera has also begun to innovate on the accreditation front through partnering with American Council of Education. Prof. Ahluwalia also gave a reference of the book “An Avalanche is coming” and “Higher Education and Revolution Ahead” which will help to understand and educate people, the teachers and the learners about Open Source courses.

Prof (Dr.) Ramesh Kasetwar - Founder Trustee –“Quality Plus”- Pune, a dynamic, experienced and prolific professional, through his presentation on **“Academic Leadership”** explained in detail quality, academics and leadership and how academic leadership is important and is different/ special than general leadership. While giving example of NAAC accreditation by UGC, the speaker gave a detailed account of qualities of an academic leader to prepare the institute through Educational Quality, Dynamism in curricula, Teaching, Learning and Evaluation, Research, Consultancy and Evaluation. Dr. Kasetwar reiterated the importance of support level w.r.t. institution, infrastructure, and student support and progression while implementing innovative practices. He informed that the Quality Assurance in higher educational institutions is for making students employable and if this aspect is neglected there is no proper use of education.

Technical Session – XI : November 15, 2013

Technical Session – XI : “Quality Assurance Initiatives” was chaired by **Prof. Kulwant Rana**, Director – International Centre for Distance Education and Open Learning (ICDEOL), HP University, Shimla.

Prof (Dr.) Ramesh Kasetwar - Founder Trustee –“Quality Plus”- Pune gave another interesting lecture on **“Need for Quality in the system of Higher Education to Ensure Employability of Graduating Students”** through which with participatory approach of the audience he explained how employability of the students can be ensured by proper management of the educational system and specially the quality improvement. He gave example of course curricula, improvement, revision and replacement of the course curricula as per the requirements of the industry and by exposing the students to the industrial environment. Just doing any research or study to fetch a degree should not be the purpose of the educational institutions but to make highly skilled and employable graduates and that too market ready work force should be the aim of the institutes and the appropriate quality improvement initiatives are must to compete, survive and remain in the race globally.

Mr. Arun Kumar Kondur, CMD Arkaa Eduplus, Hyderabad, Andhra Pradesh through his very crisp and professional presentation on **“Going Beyond: Education through Technology”** gave a detailed account of use of technology and knowledge beyond text books so as to increase the employability of the students in respective fields. He spoke on K-Mine, International Library Access, classroom access system, student certification, student management, online learning system, online library and Examination Automation system, and market ready students. He explained a market ready employable student model through his presentation and explained how his proposal was cost effective costing nothing from the student for the laptop but only a cup of coffee a month i.e. Rs. 50/ a month for all services including course contents, information, examination etc. There was lot of discussion on the cost proposed but the speaker did not disclose the same due to technical reason and assured that the same will be explained when this comes to execution during signing of MOU.

Technical Session – XII : November 15, 2013

Technical Session – XII : “Creative Governance” was chaired by **Prof (Dr.) Ramesh Kasetwar** - Founder Trustee –“Quality Plus”- Pune

Er. Rajiv Sharma, Joint Director - Deptt. of Information Technology, Govt. of Himachal Pradesh gave a very practical and crisp presentation on **“Developing and Implementing E-Examination Forms for a Choice Based Credit System : Challenges and Opportunities”** explained various E-Governance delivery models being implemented by Govt. of Himachal Pradesh, the existing E-Governance network and the future plans of Government to extend the concept to the University and how the concept of this module for RUSA was implemented and what were the challenges. While speaking on Online filling of examination forms under RUSA, Er. Rajeev Sharma made a comparison of situation before RUSA and after RUSA. He explained the role of various stake holders including University, students and ICT Agency. He gave the vision of making education related services accessible to students and faculty online on any-time and

any-where and that too to ensure efficiency, transparency and reliability. He explained the usefulness of sharing of student data for verification purpose and that this will save time and money and student will have to submit information only once at the time of admission.

Mr. G C Raita, Sr Advisor, HP Govt. Private Educational Institution regulatory Authority, while giving a very practical presentation on **“Financial Management in Educational Institutions”** shared his experiences of working in Universities and other institutes where financial management has always been a tricky issue with varied issue pertaining to students, teachers and employees. He explained how fund management can be made easy in Universities under the framework of Ministry of Human resource Development where funds are provided based on the past performance of the institute. Mr. Raita explained in very simple language the technicalities of fund utilization including tendering process, placing of supply orders and utilization certificate in case of Govt. Grants and student funds and fellowships. He further explained how the intelligence and the vision of the finance controller and instate head help in utilizing the funds available with least wastage and misuse. The multiple questions raised by the participants were also answered by Mr. Raita to their satisfaction.

Technical Session – XIII : November 15, 2013

Technical Session – XIII : “Academic & Financial Management” was chaired by **Mr. Gian Chand Raita**, Sr. Advisor, HP Private Educational Institution Regulatory Authority, Govt. of Himachal Pradesh.

Prof (Dr.) Ramesh Kasetwar-Founder Trustee “Quality Plus” - Pune gave another excellent presentation on **“Role of Teacher in Knowledge Management”**. He very intelligently explained the role of teacher and that how a teacher can shape the future of the students by way of imparting need based knowledge so that he is able to compete in the market. Dr. Kasetwar enumerated qualities of a good teacher who inspires, educates and involves student in decision making and planning the future after attainment of knowledge. The teacher should be a source of inspiration and set example for the students. The teacher is also required to be well equipped with the Latest technical know-hows so that the students are well informed about the latest developments and technologies. The teacher should rather go for interactive teaching by making him involved in- instead of trying to become a good teacher / preacher.

Dr. MM Gandhi, Principal Jaysingpur College, Kolhapur, Maharashtra, delivered a lecture on **“Faculty Development Program for 21st Century”** and discussed the case study of **“Use and Impact of ICT interventions in College Administration”** wherein a full-fledged College Management System can provide total online solutions for Office Administration and Library w.r.t. Admission & Fees, Student’s Administration, Scholarship & Fee Concessions, Attendance, Finance, Payroll & Leave, Web site, Library Management System besides add on Modules like Stores, Establishment, College Examination, Hostels, Training & Placement, SMS & email, Inward outward, document storage & retrieval and time table etc. He said that exposure of the faculty to recent advancements, their hands-on skill improvement, refresher and short duration trainings and especially ICT interventions are the pillars for improvement of quality in 21st Century. The institutions lacking behind in these are liable to lag behind and escape the mail route.

Concluding Session – XIV : November 16, 2013

Concluding Session – XIV : “International Challenges in Education” was chaired by **Mr. Priyatu Mandal, IAS**, Director – Information Technology, Govt. of Himachal Pradesh. *The session was devoted to the panel discussion on the topic “Role of Teacher in Quality Education : Meeting International Challenges”*

Prof. PK Ahluwalia, Director IQAC-HP University, Shimla welcomed the Chairman Mr. Priyatu Mandal, Director – IT, Govt. of Himachal Pradesh and the Panelists and introduced all the Panelists to the Chairman and the audience and briefed about the theme of the workshop.

The following Panelists participated in the panel Discussion:

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| <i>Dr. Ramesh Kastewar</i> | <i>:</i> | <i>Founder Trustee “Quality Plus” - Pune</i> |
| <i>Dr MM Gandhi</i> | <i>:</i> | <i>Principal, Jaysingpur College, Kolhapur</i> |
| <i>Prof. (Mrs.) Vijay Sharma</i> | <i>:</i> | <i>Dean Social Sciences, HP University, Shimla</i> |
| <i>Prof. (Mrs.) Neeraj Sharma</i> | <i>:</i> | <i>Dean, faculty of Engg. & Technology, HPU Shimla</i> |
| <i>Prof. PK Ahluwalia</i> | <i>:</i> | <i>Dean Planning, HPU Shimla - (Moderator)</i> |

The Chairman elaborated the Concept and the topic **“Role of Teacher in Quality Education: Meeting International Challenges”** and also cautioned the speakers to weigh the pros and cons of globalization, privatization and commercialization of education. The teacher has to be very cautious and clear how to shape the future of a student. Thereafter each speaker was requested to give his views on the topic.

Prof (Dr.) Ramesh Kasetwar - Founder Trustee –“Quality Plus”- Pune, emphasized that a teacher has a major role to shape the society and thus is directly responsible for the quality of higher education. The teacher should be a moderator, inspiration and example for the students and he must be well equipped with the latest knowledge and the requirements of the society. The knowledge, dynamism, interactive teaching, proper evaluation without any bias and moral character are must for a good teacher. The teacher must incorporate the need based changes in course content so as to make the student employable.

Prof. (Mrs.) Vijay Sharma, Dean Social Sciences, HP University, Shimla while supporting the earlier speaker on several points, stressed on Quality of teachers being recruited and urgent need for totally changing the selection criteria for the teachers in institutes of higher learning. The subject and profession should be given first and foremost priority and selection be made on merits without political/ other influences. Why we bow under pressure. Why we forget our role as a teacher and an architect of future of Nation? Prof. Vijay also commented on the state of infrastructural facilities available to the teachers in Universities besides the students whom he or she has to shape/ mold to face the challenges of future. She concluded with the strong points that we must make the primary education strong before finding faults or amending the Higher Education, must provide quality education to students and stop interferences in teachers appointments if we have to compete and succeed.

Dr. MM Gandhi, Principal, Jaysingpur College, Kolhapur supported the major issues raised by Dr. Kasetwar but added that the teacher must be aware about the opportunities available and mold his students as per the requirements by amending the teaching curriculum and way of delivery of knowledge material so that the skilled work force can find placement,

could compete, survive, establish and grow. In addition the traditional knowledge practices as mentioned in our Vedas should not be forgotten and rather included as part of the curriculum and should be reflected in the behavior of the teachers. He was very critical about faculty crunch, appointments vs retirement, employability through skill development of the youth and optimal utilization of resources.

Prof. (Mrs.) Neeraj Sharma, Dean, faculty of Engg. & Technology, HPU Shimla also while agreeing on basic character of a teacher and projecting him/ her a role model for students advocated the necessity of adopting to new practices to compete globally. She cautioned that the blind selection needs to be stopped for better one even if we have limited options but in view of the International acceptance of our degrees in future and also the Global competitiveness we need to ask ourselves whether are we willing to perform. Why we perform better outside the country and not when in India? She stressed on Quality Education VS Quality Teachers, University–Industry linkages and cautioned that research should not be done for the sake of research but for a cause. Curricula without blending of application focus can't be expected to generate employable youth. Regarding teachers and also students Prof. Sharma was very critical about dutifulness and accountability and also timely skill development and skill enhancement trainings after appointment.

Prof. PK Ahluwalia, Dean Planning, HPU Shimla - (Moderator) while thanking the Panelists and the Chairperson agreed to various points raised by the Panelists and added that a teacher should be a continuous learner and experimenter who likes to not only take initiatives by involving students, but aspires to see his students performing better than him/ herself. The teacher must be aware of the latest developments and the apprehension of students w.r.t. different modes of education while implementing this new concept. He further cautioned that devising new paths is important but to have faith to travel in those successfully to achieve the goal is much more important. The teacher can do it with utmost devotion, sincerity and sacrifice for the society and the students. The questions posed by audience to the Panelists, Moderator and the Chairman were answered to their satisfaction by the speakers and the Chairman. The discussion ended on the note that we must set example, prepare for the worst and get to the top by way of our performance and produce skilled, ready to work manpower which could compete globally. The initial recruitments, trainings thereafter and the evaluation must be transparent without any political/ other biases and should be based on requirements and quality.

The Chairman concluded that the teacher has been and will remain as a role model who shapes the life of the students and the nation. The impact/ influence of the teacher is very much evident from the performance of the students produced. Moreover, with changing time and technological interventions, the teacher has to be very cautious and clear how to shape the future of a student. Mr. Mandal gave a detailed account of SSA, Teacher – Student ratio, cut off as high as 100% in Metros, technological interventions and teacher, teacher as facilitator, Quality and Quantity, basic facilities which have detrimental role on the quality of education. He thanked all the Panelists for making very valuable points/ suggestions and hoped that the Govt. and also the implementing agencies must take note of these so as to improve quality of education especially in Higher Educational Institutions in the country. Dr. NS Bist, Director Population Research Centre proposed a vote of thanks to the Chairman and the Panelists.

VALEDICTORY SESSION : November 16, 2013

The Valedictory Session was Chaired by **Prof. KN Pathak**, Former Vice Chancellor, Punjab University, Chandigarh. After the formal welcome of the Chief Guest Prof. KN Pathak and other dignitaries, the ceremonial Lighting of lamp was done by the Chief Guest and the Video version of HP University Kulgeet made by the students of UIIT was recited as per University Tradition. **Prof. PK Ahluwalia** the course Director introduced the Chief Guests and the participants to the audience and briefed the week long proceedings of the national Workshop-cum-Faculty Development Program attended by 23 delegates from Jaysingpur College, Kolhapur, Shivaji University and others from within HP University Campus, affiliated colleges, members of IQAC and from planning & Development Division, HP University, Shimla.

The Detailed Report of the Programme was read by **Dr. Arvind Kumar Bhatt**, Program Coordinator, Department of Biotechnology, HP University, Shimla. After reading the report, the participants attending the workshop gave their impression about the program and hoped that more such programs and specially by the experienced resource persons invited in this program are arranged of at least 2- 3 weeks duration so that the teachers are well aware about the various aspects of Quality in Higher Education.

Dr. MM Gandhi, Program Coordinator & Sr. Principal Jaysingpur College, Kolhapur, MH in his brief remarks appreciated the efforts put in by the organizers and mentioned that the event was much higher/ better in quality a than their expectation and has helped the participants in many ways.

The Chief Guest Prof. KN Pathak distributed Participation Certificates/ Mementos/ Awards to the participants and the organizers.

The Chief Guest **Prof. KN Pathak** in his valedictory address lauded the efforts of the University in organizing such a need based workshop for the teachers which is a need of the hour. While appreciating the course content and also the array of the highly experienced Resource Persons including Vice Chancellors, Professionals and others in the workshop Prof. Pathak appreciated the efforts put in by the team lead by Prof. PK Ahluwalia and also Dr. MM Gandhi. He did mention few instances in his life time during active teaching and quoted few of the best teachers who made the difference. Prof. Pathak said that we are a rich nation with no dearth of best teachers, best institutions but we will have to give answer to questions that some of us perform better outside India but do opposite when in India. The knowledge blended with latest technological inputs and commitments to compete globally are must in a teacher. Prof. Pathak cautioned the delegates that time is one of the best assets and time never waits for us. Hence we have to decide well in time for improving quality in Higher education, leaving personal biases or we will miss the train and our students will not be able to compete. India has been leading the world in IT and also various scientific fields, we can do so in Quality Education and such programs area step further in direction which we should not leave. He wishes the organizers and the participants all the very best.

Prof. (Mrs.) Neeraj Sharma, Dean Faculty of Engg. & Technology, HP University, Shimla proposed a vote of thanks.
