



**Maharaja Agrasen Institute of Management Studies**

**(A unit of Maharaja Agrasen Technical Education Society)**

**Affiliated to GGSIP University; Recognized u/s 2(f) of UGC**

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Maharaja Agrasen Chowk, Sector-22, Rohini, Delhi-110086, INDIA**



Tuesday, 15<sup>th</sup> April, 2025

## **REPORT – MALVIYA MISSION TEACHER TRAINING PROGRAMME ON NEP ORIENTATION & SENSITIZATION**

**(Malviya Mission Scheme, UGC)**

**Academic Year – 2024-25**

**Event Title: Malviya Mission Teacher Training Programme on NEP Orientation & Sensitization**

**Organizing Unit:** MAIMS in collaboration with Mahatma Hansraj Malviya Mission Teacher Training Centre, Hansraj College, University of Delhi

**Event Coordinators:** Prof (Dr) Rajni Malhotra Dhingra (Patron)

Dr Manoj Verma (Convenor), Dr Arpita Manchanda (Coordinator),

Team Members: Dr Shikha Sharma, Dr Anu Goyal, Dr Manish Sharma,  
Mr. Ayush Goel, & Ms. Sakshi Anand

**Event Date:** April 4 – April 12, 2025

**Event Location:** Online (Zoom Platform)

**Total Participants:** 115

### **Event Overview**

Maharaja Agrasen Institute of Management Studies in collaboration with Mahatma Hansraj Malviya Mission Teacher Training Centre, Hansraj College, University of Delhi, organized Malviya Mission Teacher Training Programme (online) on NEP (National Education Policy) Orientation & Sensitization from April 4 – April 12, 2025.

There was no registration fee and 115 faculty members from various streams of sciences, commerce, management, law, computer applications, from 17 different universities from the different cities. registered for the programme as participants.

## Introduction to the Programme

The Ministry of Education (MoE) has sought to strengthen the synergy and integration between HRDCs and PMMMNTT centres to meet the objective of NEP 2020, keeping in view the optimal utilization of infrastructure, human and financial resources. The scheme has been designed to implement some of the recommendations and aims of the policy, which suggests some key changes to the current higher education system to revamp and reenergize it and thereby deliver high-quality higher education, with equity and inclusion. This new phase of the scheme also aims to implement the recommendations of NEP viz. to improve the quality of teaching at all levels and in all domains; to focus on equity and inclusion in higher education and promote online and digital education; ensure equitable use of technology; promote Indian language and culture; develop basic infrastructure facilities; create awareness about gender sensitization; include vocational education in the curriculum; develop leadership and management skills; create pool of mentors and pedagogic experts; promote research and multidisciplinary education.

### **Purpose of the Programme**

- to implement the recommendations of NEP;
- to improve the quality of teaching at all levels and in all domains;
- to focus on equity and inclusion in higher education and promote online and digital education;
- ensure equitable use of technology;
- promote Indian language and culture;
- develop basic infrastructure facilities;
- create awareness about gender sensitization;
- include vocational education in the curriculum;
- develop leadership and management skills;
- create pool of mentors and pedagogic experts;
- promote research and multidisciplinary education.

## Schedule of Malviya Mission Teacher Training Programme on NEP Orientation & Sensitization

Dates	Time Slot	Topics to be covered (Tentative)	Resource Person
04/04/2025	2:00 PM to 3:30 PM	Indian Knowledge System	<b>Prof. Shafali Nagpal</b> Bhagat Phool Singh Mahila Vishwavidyalaya, Haryana
	3:30 PM to 5:00 PM		
05/04/2025	2:00 PM to 3:30 PM	Information and Communication Technology	<b>Prof. Mansaf Alam</b> Department of Computer Science, Jamia Milia Islamia
	3:30 PM to 5:00 PM	Holistic and Multidisciplinary Education	<b>Dr. Debjani Roy</b> Ranchi University, Ranchi
07/04/2025	2:00 PM to 3:30 PM	Academic Leadership, Governance and Management	<b>Dr. Shalini Choithrani</b> Dr. Harsingh Gour Vishwavidyalaya, Sagar, MP
	3:30 PM to 5:00 PM	Research & Development	<b>Prof. Anjala Kalsie</b> FMS, University of Delhi
08/04/2025	2:00 PM to 3:30 PM	Academic Leadership, Governance and Management	<b>Dr. Shalini Choithrani</b> Dr. Harsingh Gour Vishwavidyalaya, Sagar, MP
	3:30 PM to 5:00 PM	Holistic and Multidisciplinary Education	<b>Dr. Debjani Roy</b> Ranchi University, Ranchi
09/04/2025	2:00 PM to 3:30 PM	Higher Education and Society	<b>Prof. Tapan Kumar Maity</b> Department of Pharmaceutical Technology Jadavpur University
	3:30 PM to 5:00 PM	Student Diversity and Inclusive Education	<b>Prof. Reema Lamba</b> Aditi Mahavidyalaya University of Delhi
10/04/2025	2:00 PM to 3:30 PM	Skill Development	<b>Prof. Amita Dutt</b> Rabindra Bharati University
	3:30 PM to 5:00 PM		
11/04/2025	2:00 PM to 3:30 PM	Student Diversity and Inclusive Education	<b>Dr. Bhawna Sharma</b> Department of Political Science, Himachal Pradesh University
	3:30 PM to 5:00 PM	Research & Development	<b>Dr. Anurag Kakkar</b> Department of Economics, Hansraj College

12/04/2025	2:00 PM to 3:30 PM	Higher Education and Society	<b>Dr. Nishevita Jayendran</b> Tata Institute of Social Sciences, Mumbai
	3:30 PM to 5:00 PM	ICT in Academia	<b>Dr. Ashutosh Yadav</b> Department of Commerce, Hansraj College
	<b>ASSESSMENT &amp; FEEDBACK</b>		

## **Day-wise Highlights of the Programme**

### **Day 1**

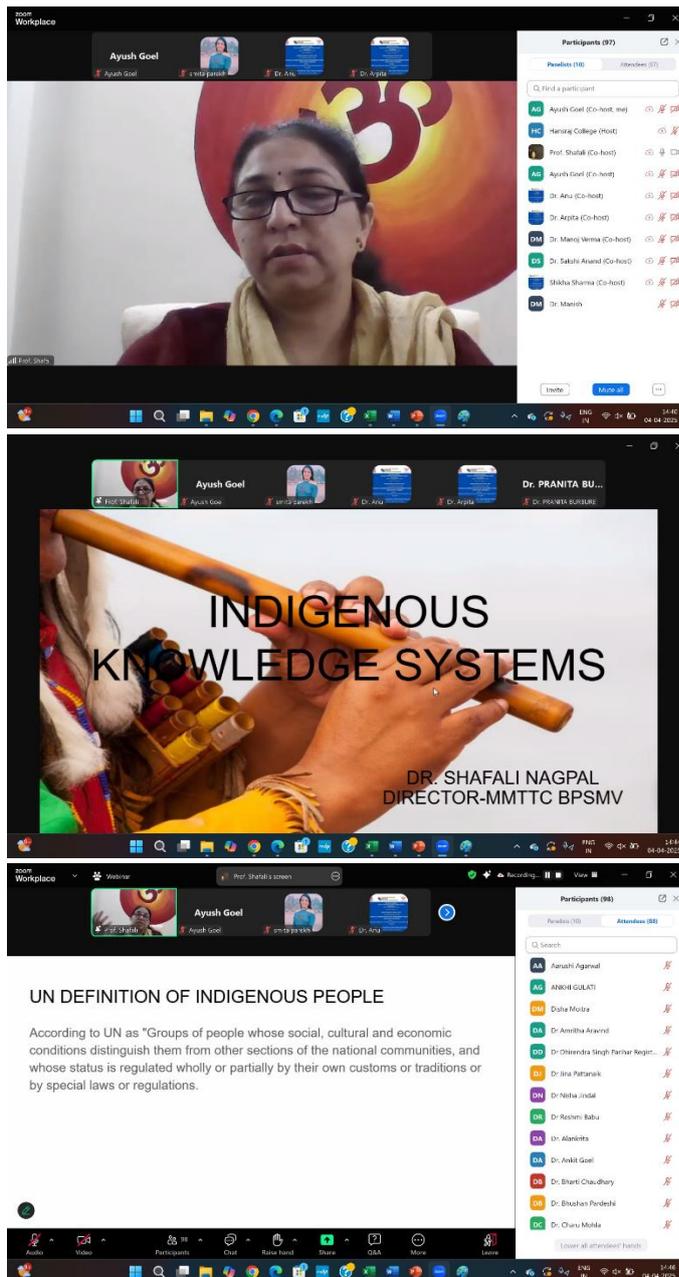
**Date:** April 4, 2025 (2:00 PM - 5:00 PM)

**Resource Person:** Prof. Shafali Nagpal

**Topic:** Indian Knowledge System

On Day 1, the programme was inaugurated with a welcome speech by Prof (Dr) Rajni Malhotra Dhingra, Director, Maharaja Agrasen Institute of Management Studies. The session was chaired by the convenor of the programme, Dr Manoj Verma, Head, Department of Business Administration.

The resource person, Prof. Shafali Nagpal, Bhagat Phool Singh Mahila Vishwavidyalaya, during her session emphasized the need for identifying and inculcating the knowledge management system for every stream of study in the higher education institutes. She highlighted the crucial role of the faculty members to make the effort of identifying the indigenous knowledge in the specific respective fields, and initiate working on reviving the knowledge so as to retain it and help the students benefit from the experience carved out by ancient thinkers of the specific stream. She stated that indigenous knowledge management system as a subject/paper should be given 5% of the total credits of the course of any field, and the subject should be introduced in the first year of the course study. Through her session, she encouraged faculty members to take up indigenous knowledge and inculcate that in their research works.



## Day 2

### Session 1

**Date:** 05 April 2025 (2:00 PM to 3:30 PM)

**Resource Person:** Dr. Mansaf Alam, Professor, Department of Computer Science, Jamia Millia Islamia, New Delhi

**Topic:** Information and Communication Technology

On Day 2 of the Malaviya Mission Teacher Training Programme, the resource person, Dr. Mansaf Alam, began the session with a comprehensive overview of ICT, highlighting its significance in the context of 21st-century education. Key definitions, components, and the



On Day 2 of the Malaviya Mission Teacher Training Programme, we had another resource person, Dr. Debjani Roy from Ranchi University. She has conducted the session on holistic and multidisciplinary education.

The session began by introducing the foundational principles of holistic education—emphasizing the intellectual, emotional, social, ethical, and creative development of learners. The multidisciplinary aspect was explained as a method of breaking down silos between subjects to encourage broader perspectives and critical thinking. Mam elaborated on how NEP 2020 envisions higher education institutions becoming multidisciplinary by 2040, with flexible curricula, creative combinations of subjects, and multiple entry-exit options.

Mam has discussed the concept of holistic education and the 4 C's of education: critical, creation, communication, and collaboration. Mam discussed how the modern education system came into existence. And the philosophy of different philosophers like Swami Vivekananda, Tagore, Malaviya, Aurbindo

At last, Mam explains to us about environmental education, which is very important for education, and Mam explains to us different models of holistic and multidisciplinary education.

The session successfully conveyed the essence of *Holistic and Multidisciplinary Education* as a transformative approach aligned with the NEP 2020 vision. It emphasized the role of educators in fostering adaptable, ethical, and inquisitive learners equipped for real-world challenges.

**Education system- then vs now**

**Prior to NEP 2020**

- Teacher centered
- Passive learning
- Time based
- Textbook driven
- Fragmented curriculum
- Low expectation from learner

**What the NEP 2020 envisages**

- Collaborative
- Partnership between teacher & students
- Lifelong learning
- Skills beyond listening, watching and remembering
- Multidisciplinary approach
- **Hands on approach**
- **4C's-part of education**
- **GLOCAL HIGHER EDUCATION system.**

**The origin of Holistic education in Europe**

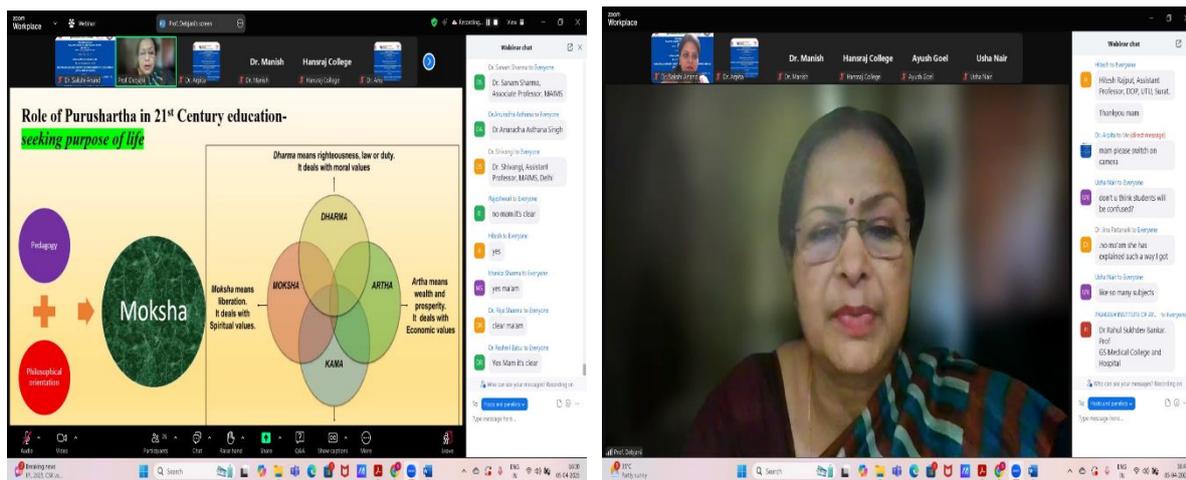
- Humboldtian model of higher education/  
Humboldt's ideal
- Emerged in early 19<sup>th</sup> Century
- It integrated arts and sciences with research
- The model went **beyond vocational training.**
- Humboldt's model was based on two ideas of **Enlightenment: the individual and the world citizen.**
- University education should enable students to become **autonomous individuals and world citizens** by developing their own reasoning powers in an environment of academic freedom

**What is holistic education?**

Diagram illustrating holistic education components: **Autonomous individuals**, **World citizenship**, and **Academic freedom**.

Diagram illustrating holistic education components: **Body-Mind-Intellect-Soul** and **Pedagogy** vs **Philosophy**.

**"Life experiences ...not narrowly defined basic skills"**



### Day 3

**Date:** 7th April 2025 (2:00 PM to 5:00 PM)

**Resource Person:** Dr. Shalini Choithrani, Assistant Professor at Dr. Harisingh Gour Vishwavidyalaya

**Topic:** Information and Communication Technology

On the third day of the Faculty Development Programme (FDP), Dr. Shalini Choithrani, Assistant Professor at Dr. Harisingh Gour Vishwavidyalaya, delivered an insightful session on "Academic Leadership, Governance, and Management." Drawing from her extensive experience in human resources management and women's studies, Dr. Choithrani emphasized the evolving role of academic leaders in shaping institutional culture and navigating the complexities of modern educational environments. She highlighted the importance of visionary leadership in fostering inclusive and adaptive learning spaces that respond effectively to both internal and external challenges.

Dr. Choithrani explored the foundational aspects of governance within academic institutions, emphasizing the critical need for openness in decision-making and the adoption of inclusive, collaborative approaches. She discussed how effective governance is important in aligning institutional objectives with broader educational policies and societal needs. By integrating participatory management practices, she advocated for a governance model that empowers faculty and staff, thereby enhancing institutional accountability and performance.

In addressing academic management, Dr. Choithrani presented strategies for optimizing administrative functions and resource allocation to support academic excellence. She stressed the role of continuous professional development and capacity building among faculty members to adapt to pedagogical advancements and technological innovations. Her session concluded with a call to action for academic leaders to cultivate a culture of continuous improvement and

stakeholder engagement, ensuring that institutions remain resilient and responsive in a rapidly changing educational landscape.

**Internal Governance**  
**HEIs to adopt a more autonomous, accountable, decentralized, and transparent internal governance structure.**

- Appointment of Board of Governors(BoGs) comprising of People of high competence and Qualification.
- The Board of Governors of an institution will be have autonomy with regards to appointments and all other governance related issues.
- All HEIs with support and mentoring to be made Autonomous and by 2035 have a strong Board of Governors
- Board to be responsible for following mandate of HECI and accountable to all stakeholders.

**Research Funding in HEIs**

- Research Funding at present is done by: ICSSR, UGC, DST, MEITY etc.

Research Funding under NEP 2020 is to be done by National Research foundation(NRF) which will be a research sponsoring agency in addition to existing bodies sponsoring research.

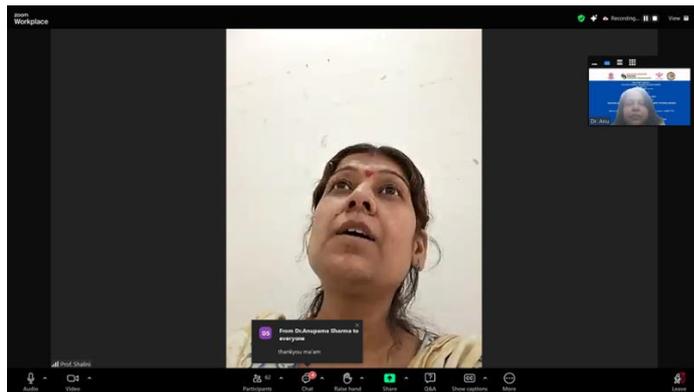
It will fund for Research to institutions based on "Impact Based Research"

- Thus, institutions through doing an impactful Research will have more funding from NRF to undertake more and increased volume of Quality research

**Institutional Development Plan and Strategic Planning**

The HEIs need to demonstrate their commitment towards Institutional Excellence and this need to be reflected in their IDP. Therefore, all HEIs need to have their IDP as how they are going to achieve academic and professional excellence with course of action.

- The IDP needs to reflect an integrated approach that is mindful of the institution's vision and mission, context, life cycle stage, location, character and aspirations.
- The IDP needs participation of all Board Members, Leaders, faculty, staff and students.



## Day 4

### Session 1

**Date:** 08 April 2025 (2:00 PM to 3:30 PM)

**Resource Person:** Prof. Anjala Kalsie, Faculty of Management Studies, University of Delhi

**Topic:** Research & Development

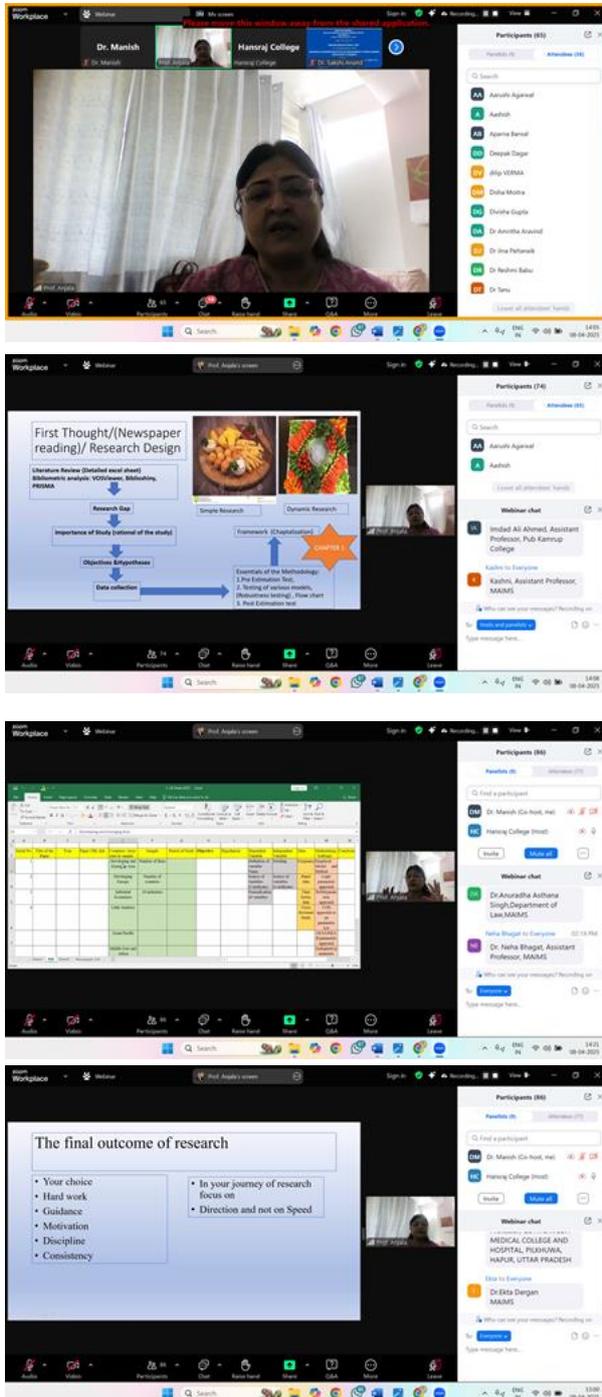
The fourth day of the Online Faculty Development Program featured an insightful session on "Research & Development" conducted by Prof. Anjala Kalsie, an esteemed academician from the Faculty of Management Studies (FMS), University of Delhi. The session was moderated by Dr. Manish and Ms. Sakshi.

Prof. Kalsie began by emphasizing the importance of a systematic approach to research, especially in the context of higher education and policy-driven academic environments. She discussed key aspects of the research process, starting with formulating research problems and identifying gaps through a thorough literature review.

She also discussed recent trends in interdisciplinary research and highlighted various funding opportunities available for research scholars and faculty members. The session included practical tips on structuring your research paper and thesis.

Participants were highly engaged during the Q&A segment, seeking guidance on topics ranging from qualitative techniques to publishing in well-reputed journals. Prof. Kalsie addressed each query with depth and clarity, drawing from her vast experience in academia and research.

The session concluded with a vote of thanks extended by the moderators, appreciating Prof. Kalsie's valuable insights and encouraging participants to incorporate the shared strategies into their academic pursuits.



## Session 2

**Date:** 08 April 2025 (3:30 PM to 5:00 PM)

**Resource Person:** Dr. Debjani Roy, Ranchi University, Ranchi

**Topic:** Holistic and Multidisciplinary Education

Dr. Debjani Roy conducted the session on Holistic and Multidisciplinary Education from Ranchi University. She began the session by tracing the evolution of the education system from the Industrial Revolution era (Industry 1.0) to the present Industry 4.0, highlighting how each phase brought about a significant shift in the teaching-learning process. She emphasized the importance of aligning educational goals with the dynamic needs of society and the economy, especially in the context of the National Education Policy (NEP) 2020.

Dr. Roy explained the concept of multidisciplinary education and its growing significance in the 21st century. She stressed that education must not only impart knowledge but also build character, promote ethical values, and support overall personality development. She also discussed the structure of undergraduate (UG) degree programmes under NEP, which now offer students the flexibility of completing degrees in 3 or 4 years depending on their pace and performance.

She also discussed about the Academic Bank of Credits (ABC), a system that allows students to accumulate and transfer credits across institutions, encouraging mobility and flexibility in higher education. Dr. Roy explained how this mechanism supports lifelong learning and helps students design their own educational journey.

She further elaborated on how holistic education integrates intellectual, emotional, social, physical, artistic, creative, and spiritual potentials of learners, preparing them to face real-life challenges. The session also shed light on the new and evolving roles of educators in a multidisciplinary and digital learning environment, emphasizing that teachers must now act as facilitators, mentors, and guides, rather than mere content deliverers.

Overall, the session was highly informative and thought-provoking, encouraging participants to embrace the principles of holistic and multidisciplinary education to build a more inclusive, flexible, and future-ready education system.

The session concluded with a vote of thanks extended by the moderators, appreciating Prof. Roy's invaluable insights and engaging discussion on the evolving landscape of Holistic and Multidisciplinary Education under the National Education Policy.

Zoom Workplace | Prof. Debjani's screen | Sign in | Recording | 15:40 | 08-04-2023

### Transformation of education system

Participants (38)

Find participant

Dr. Manish (Co-host, M)

Hansraj College (Host)

Walk-in chat

Indrad Al Ahmad to Everyone  
Assistant Professor  
Pabna Science College

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Zoom Workplace | Prof. Debjani's screen | Sign in | Recording | 15:40 | 08-04-2023

### Sub themes

- Concept of Holistic Education
- Human Values and their importance
- Environmental Education
- **Multidisciplinary Education (Day2)**
- **Ethics & Personality development (Day2)**
- **Role of HME in NEP (Day2)**

Participants (37)

Find participant

Dr. Manish (Co-host, M)

Hansraj College (Host)

Walk-in chat

Dr. Parul Deshpande to Everyone  
Associate Professor  
Maharaja Agrasen Institute  
of management studies

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Zoom Workplace | Prof. Debjani's screen | Sign in | Recording | 15:40 | 08-04-2023

### What we propose to have

**What we had:**

- Multidisciplinary curricula
- Subject specific studies
- More emphasis on theoretical knowledge.
- Segregation on the basis of course and programmes
- Annual CBCS system of assessment.

**What we aim:**

- Multidisciplinary Education
- Choices of subjects from different baskets.
- Art of **Critical Thinking**
- Concept of **Flexible and Innovative Curriculum**
- Projects from various Disciplines
- Creating Teacher Education Universities
- Community engagement and service, environmental education, and value-based education

Participants (76)

Find participant

Dr. Manish (Co-host, M)

Hansraj College (Host)

Walk-in chat

Associate Professor  
Maharaja Agrasen Institute  
of management studies

Ms. Garshma Gulrajani to Everyone  
Assistant Professor, MAAMS

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Zoom Workplace | Prof. Debjani's screen | Sign in | Recording | 15:38 | 08-04-2023

- ✓ HME aims to **develop all capacities of human beings** -intellectual, aesthetic, social, physical, emotional, and moral in an **integrated manner**.
- ✓ In the long term, it would **disrupt all undergraduate programmes** even professional, technical, and vocational disciplines.
- ✓ **Innovative and flexible curricula structures** -creative combinations of disciplines for study
- ✓ **Multiple entry and exit points-HEP**.

Prof. Debjani

Participants (71)

Find participant

Dr. Manish (Co-host, M)

Hansraj College (Host)

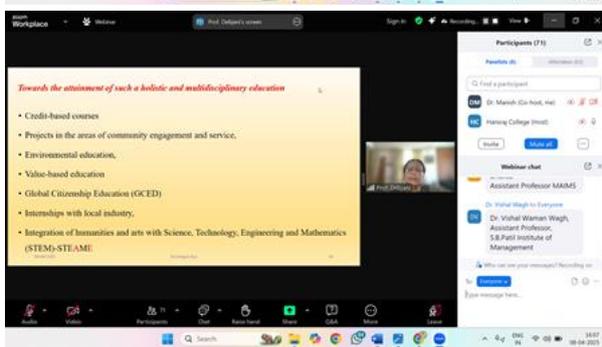
Walk-in chat

Dr. Shweta Agarwal to Everyone  
28 SHWETA AGGARWAL, MAAMS

Dr. Preeti Goel to Everyone  
Dr. Preeti Goel, Assistant professor, MAAMS

Who can see your messages? Recording on

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## Day 5

### Session 1

**Date:** 09 April 2025 (2:00 PM to 3:30 PM)

**Resource Person:** Prof. Tapan Kumar Maity, Jadavpur University, Kolkata

**Topic:** Higher Education and Society

The session commenced with Prof. Maity emphasizing the pivotal role of higher education in shaping a progressive society. He highlighted how academic institutions serve as catalysts for social transformation, innovation, and economic development.

Prof. Maity traced the historical development of higher education in India, from ancient centers of learning like Nalanda and Takshashila to contemporary universities.

He discussed the expansion of higher education post-independence and its impact on nation-building.

The lecture addressed current challenges, including quality assurance, accessibility, and the relevance of curricula to societal needs. Emphasis was placed on how higher education contributes to social mobility, empowerment, and the cultivation of critical thinking.

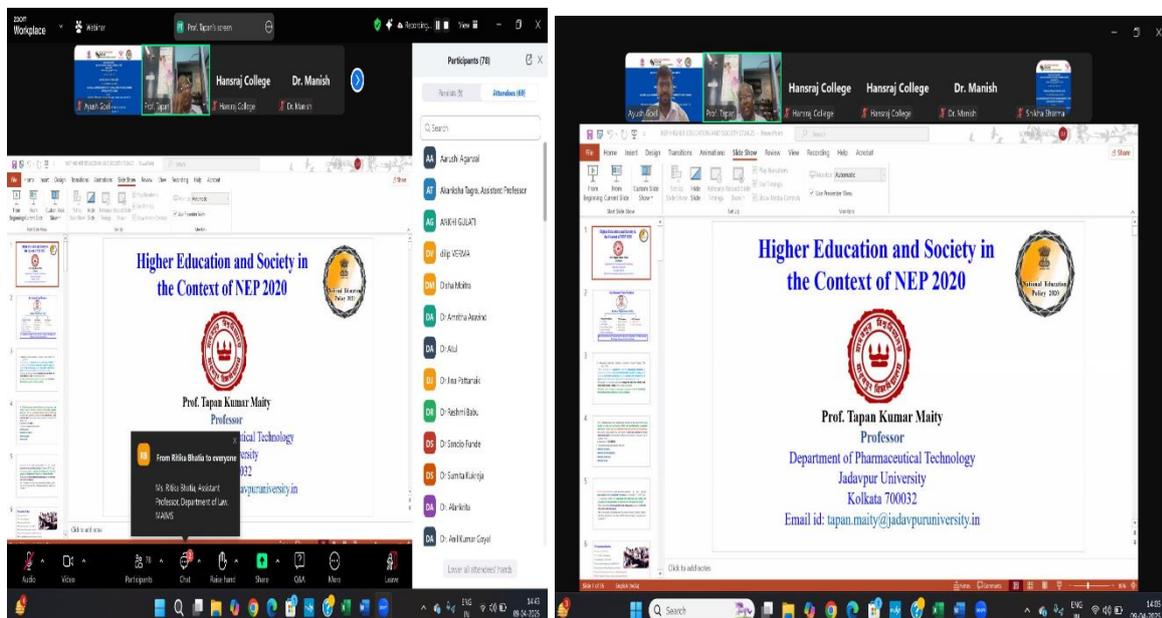
Prof. Maity pointed out the disparity between urban and rural educational institutions and the need for inclusive policies. He advocated for the adoption of online learning platforms to enhance accessibility and flexibility.

The importance of research and innovation in addressing societal issues was underscored.

Prof. Maity discussed the transformative impact of digital technologies on teaching and learning processes.

The lecture concluded with suggestions for policy reforms, including increased investment in education, faculty development programs, and the establishment of industry-academia linkages.

Prof. Maity's session provided a comprehensive overview of the interplay between higher education and societal progress. His insights offered valuable perspectives on the need for reforms to make higher education more inclusive, relevant, and responsive to the changing needs of society.



## Session 2

**Date:** 09 April 2025 (3:30 PM to 5:00 PM)

**Resource Person:** Prof. Reema Lamba, Aditi Mahavidyalaya, University of Delhi

**Topic:** Student Diversity and Inclusive Education

A thought-provoking session on “Student Diversity and Inclusive Education” was conducted by Prof. Reema Lamba, an expert in educational psychology and inclusive pedagogies. The session aimed to sensitize educators and future teachers to the importance of recognizing and embracing diversity within the classroom, and to promote strategies for creating an inclusive learning environment.

**Understanding Diversity:** Prof. Lamba began by explaining the concept of student diversity, including variations in culture, language, socio-economic background, abilities, gender identity, and learning styles.

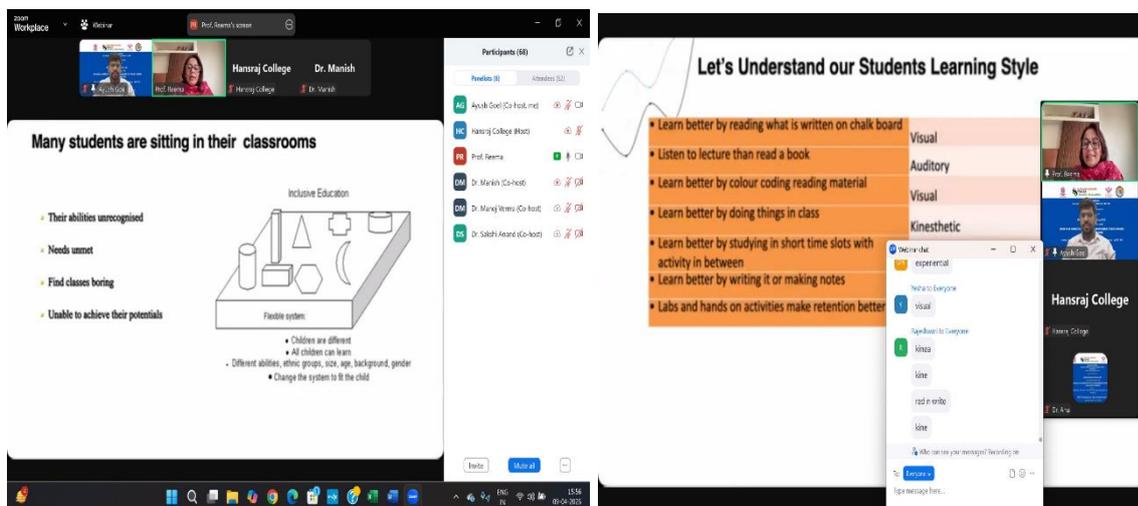
**Need for Inclusive Education:** She emphasized the shift from a “one-size-fits-all” model to an inclusive approach where every child is valued and given equal opportunities to learn and thrive.

**Barriers to Inclusion:** The session identified common challenges such as unconscious bias, lack of resources, rigid curricula, and teacher preparedness.

**Strategies for Inclusion:** Prof. Lamba suggested practical strategies including differentiated instruction, use of assistive technologies, and collaborative learning techniques to ensure active participation of all students.

**Role of Teachers:** She highlighted the crucial role of teachers as change-makers who must foster empathy, adaptability, and continuous professional development to support diverse learners.

The session included case studies, real-life classroom examples, and an open Q&A, allowing participants to reflect on their own teaching practices and discuss inclusive strategies.





## Day 6

**Date – 10th April 2025 (2:00 PM to 5:00 PM)**

**Resource Person:** Prof. Amita Dutt, Rabindra Bharati University

**Topic:** Skill Development

On the sixth day of the Online Malaviya Mission Teacher Training Programme on NEP Orientation and Sensitization, an enlightening session was conducted on the theme "Skill Development," delivered by the distinguished academician and cultural expert Prof. Amita Dutt from Rabindra Bharati University. The session was moderated by Dr. Manish Sharma who provided an engaging introduction to the speaker and the relevance of the topic in today's educational and professional landscape.

Prof. Dutt began her session by drawing upon the timeless philosophy of Rabindranath Tagore, highlighting his vision that *“education should serve the cause of humanity rather than being reduced to a mere tool for livelihood.”* This foundational thought set a reflective tone for the rest of her presentation, reminding the participants of the broader purpose of education in building empathetic, socially responsible, and skilled individuals.

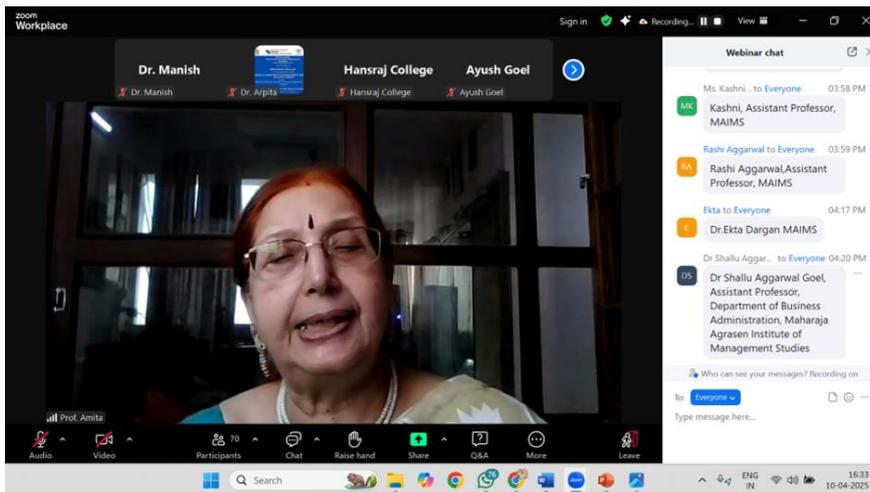
The session proceeded with an insightful discussion on the diverse dimensions of skill development, focusing on both professional and life skills. Prof. Dutt elaborated on the importance of:

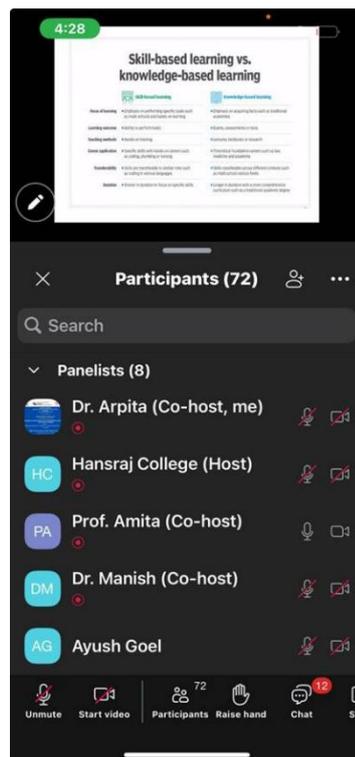
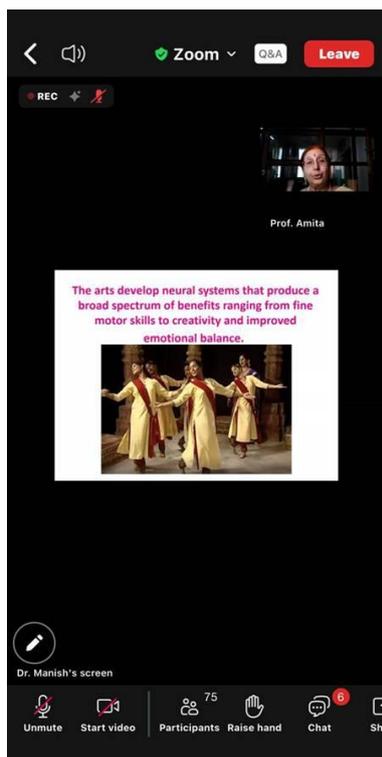
- Communication skills, both verbal and non-verbal, as key to personal expression and workplace effectiveness
- Job-specific and employability skills, that equip individuals to navigate the competitive market
- Leadership and organizational skills, which are vital for team management, decision-making, and creating impact
- Life skills, including emotional intelligence, critical thinking, and problem-solving

A unique and enriching aspect of her session was her emphasis on the role of art and cultural learning in enhancing these skill sets. Prof. Dutt strongly advocated for the integration of art,

music, literature, and performance into the educational process to nurture creativity, self-awareness, and a holistic personality. She shared examples and personal experiences demonstrating how art can become a dynamic medium for learning, engagement, and personal transformation.

Participants found the session deeply inspiring, as it broadened their perspectives on how education can and should be more than a means to an end. It should prepare learners for life — intellectually, emotionally, and socially. The session concluded with a vote of thanks extended by the moderators, appreciating Prof. Dutt’s invaluable insights and engaging discussion on the theme of skill development.





## Day 7

**Date:** April 11, 2025 (2:00 pm to 3:30 pm)

**Resource Person:** Dr. Bhawna Sharma, Associate Professor in PG Department of Political Science, Himachal Pradesh University, Shimla

**Topic:** Student Diversity and Inclusive Education

As a part of Malaviya Mission Teacher Training Programme on the topic *NEP Orientation and Sensitisation* organised by Hansraj College, University of Delhi in collaboration with Maharaja Agrasen Institute of Management Studies, GGSIPU, A thought-provoking and insightful session on “Student Diversity and Inclusive Education” was conducted by Dr. Bhawna Sharma, Associate Professor in PG Department of Political Science, Himachal Pradesh University, Shimla on the 7<sup>th</sup> day of the FDP.

Dr. Bhawna began the session by highlighting the importance of academic integrity as the foundation of any learning environment. She emphasized that honesty, responsibility, and ethical behavior in academic practices are essential not only for personal growth but also for fostering a culture of trust and respect among diverse student groups.

The session then moved into a comparative discussion on the ancient and modern education systems. Dr. Bhawna reflected on the holistic and value-based approaches of the ancient Indian education system, particularly the Gurukul model, which focused on the all-round development of students. She contrasted this with the contemporary system, which, while more technologically advanced and accessible, often leans towards a results-driven and fragmented

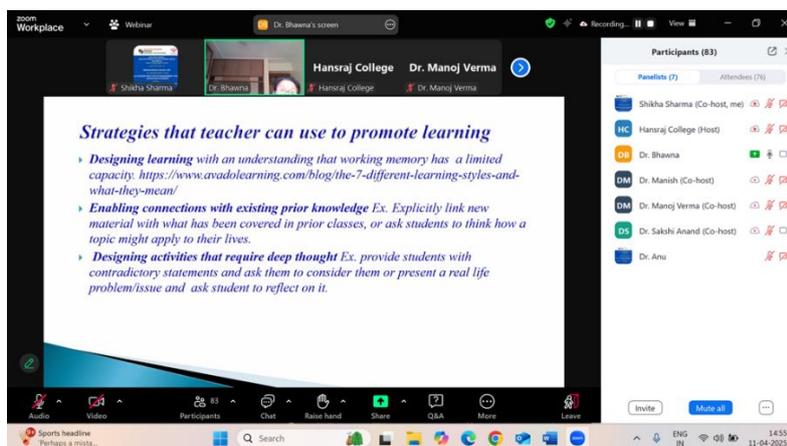
approach. This comparison encouraged participants to think critically about how elements from both systems could be integrated for more inclusive and balanced education.



A significant part of the session was dedicated to **learning style theories**, where Dr. Bhawna elaborated on different models such as **VARK (Visual, Auditory, Reading/Writing, and Kinesthetic)** and **Howard Gardner's Theory of Multiple Intelligences**. She emphasized that recognizing diverse learning styles helps educators to design inclusive teaching strategies that cater to the unique needs and abilities of every student.

Further, Dr. Bhawna introduced the concept of the **ABC of a teacher – Ability, Behaviour, and Character**. She stressed that a teacher's ability includes subject knowledge and pedagogy; behaviour encompasses their approach to student engagement and discipline; and character reflects their values, empathy, and role as a mentor. According to her, these qualities are vital for creating an inclusive and supportive learning environment where every student feels valued and empowered.

The session concluded with an interactive Q&A segment where participants shared their experiences and discussed challenges in implementing inclusive education. Dr. Bhawna encouraged continuous self-reflection and professional development to adapt to the changing educational landscape.



The session was highly enriching and left a lasting impact on all attendees. Dr. Bhawna's holistic perspective on inclusive education provided valuable insights that are especially

relevant in today's diverse classrooms. Her emphasis on academic integrity, adaptive teaching methods, and the moral compass of educators underscored the need for a more empathetic and inclusive approach to teaching and learning.

## Session 2

**Date:** April 11, 2025 (3:30 pm to 5:00 pm)

**Resource Person:** Dr. Anurag Kakkar, Assistant Professor, Department of Economics, Hansraj College, University of Delhi

**Topic:** Research and Development

An enlightening and data-driven session on **“Research and Development”** was conducted to explore the evolving research landscape in Indian research ecosystem focusing on the role of Higher education institutions.

The session opened with a critical overview of the current R&D ecosystem in India. Despite being the world's third-largest producer of scientific articles, India still lags behind in terms of innovation and high-impact research. The quality of publications, number of patents, and commercialized innovations remain areas of concern.

Dr. Kakkar provided a comprehensive comparison of research studies conducted, gender participation, research fundings, Research spendings as per GDP, resource allocation in Research & development and role of HEI in India in comparison to countries like US, China, South Korea, Germany and Finland etc.



A significant segment of the session was dedicated to discussing the potential of the **National Education Policy (NEP) 2020** in revitalizing the research ecosystem:

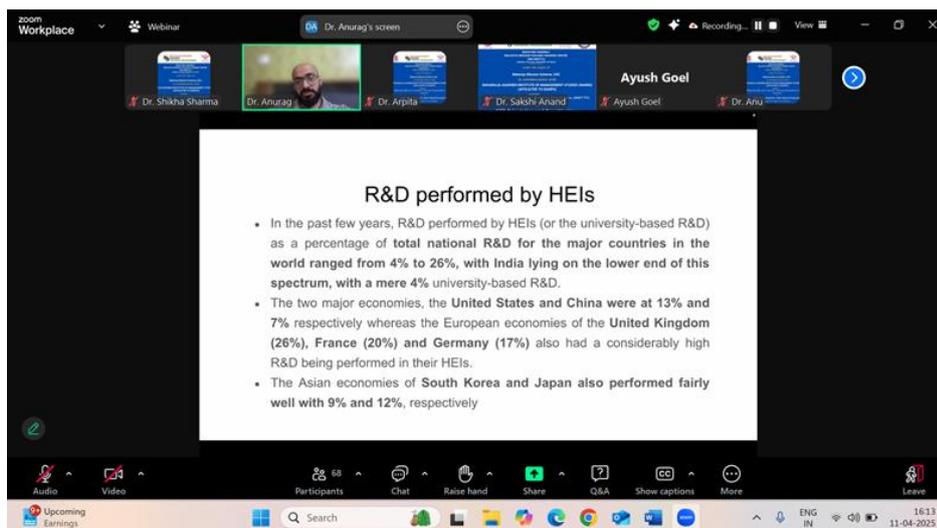
1. Increasing role of Higher education Institutions in India
2. The role of **National Research Foundation (NRF)**:  
The NRF aims to democratize research funding, provide **equitable and competitive grants**,

and promote **interdisciplinary research**. This body is expected to streamline existing fragmented schemes under a single umbrella.

3. Strengthening Industry Academia interface and Collaboration, the policy promotes internationalization of higher education, enabling institutions to collaborate globally for joint research, exchange programs, and knowledge sharing.

The session concluded with a strong call to action: while India has the intellectual capital and demographic advantage, these must be supported by policy reforms, increased funding, capacity building, and a culture that values innovation and ethical research. NEP 2020 provides a promising blueprint, but its effective and timely implementation will be key to India emerging as a global leader in research and development.

The presentation left the audience with both a critical understanding of India's current position and an optimistic view of the road ahead, provided systemic reforms are aligned with institutional commitment and national priorities.

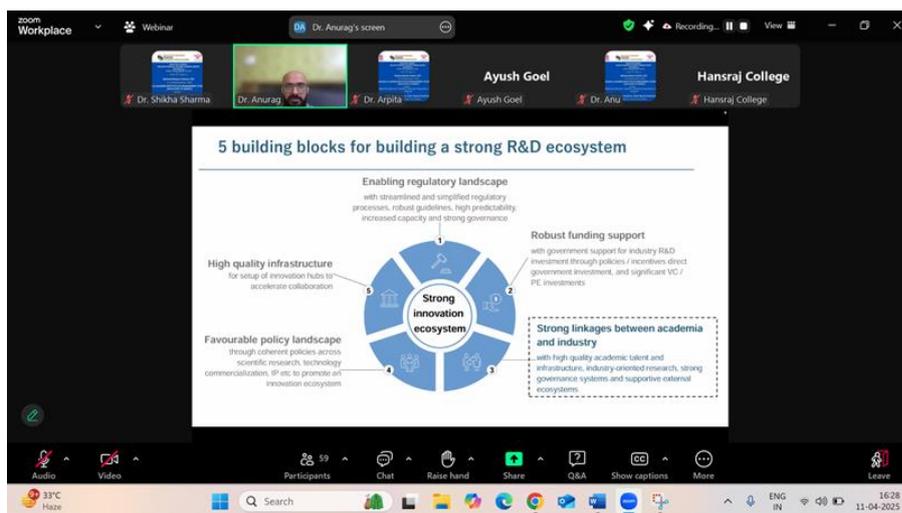


The screenshot shows a Zoom meeting interface. At the top, there are icons for 'Zoom Workplace', 'Webinar', and 'Dr. Anurag's screen'. Below this, there are several video thumbnails for participants: Dr. Shikha Sharma, Dr. Anurag, Dr. Arpita, Dr. Saksh Anand, Ayush Goel, and Dr. Anu. The main content is a slide titled 'R&D performed by HEIs' with the following text:

**R&D performed by HEIs**

- In the past few years, R&D performed by HEIs (or the university-based R&D) as a percentage of total national R&D for the major countries in the world ranged from 4% to 26%, with India lying on the lower end of this spectrum, with a mere 4% university-based R&D.
- The two major economies, the United States and China were at 13% and 7% respectively whereas the European economies of the United Kingdom (26%), France (20%) and Germany (17%) also had a considerably high R&D being performed in their HEIs.
- The Asian economies of South Korea and Japan also performed fairly well with 9% and 12%, respectively

At the bottom of the slide, there is a navigation bar with icons for Audio, Video, Participants (68), Chat, Raise hand, Share, Q&A, Show captions, and More. The Windows taskbar is visible at the very bottom, showing the search bar, taskbar icons, and system tray with the date 11-04-2025 and time 16:13.



## Day 8

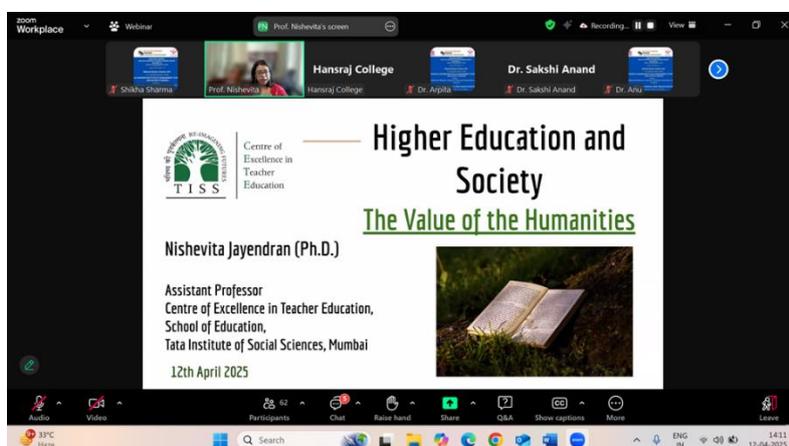
### Session 1

**Date:** April 12, 2025 (2:00 pm to 3:30 pm)

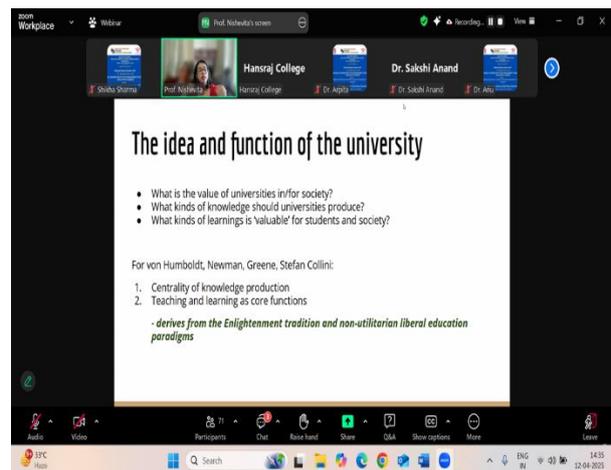
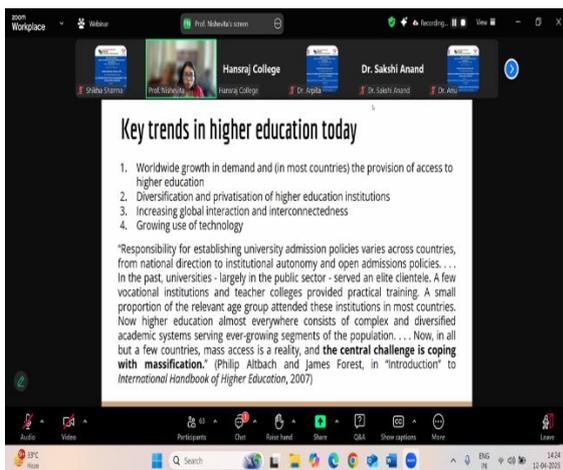
**Title:** Higher Education and Society

**Resource Person:** Dr. Nishevita Jayendran, Assistant Professor, Centre of Excellence in Teacher Education, Tata Institute of Social Sciences (TISS), Mumbai

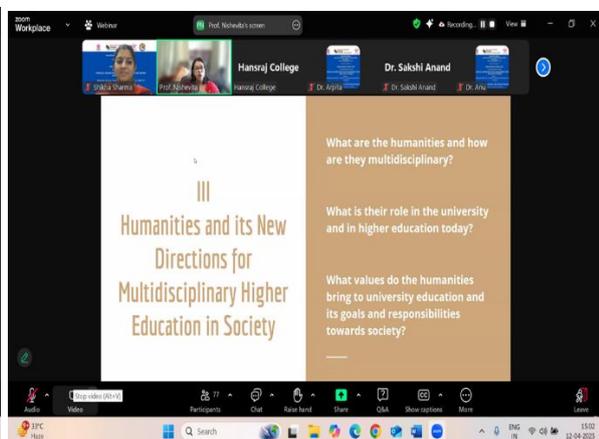
The first session of the concluding day of Faculty Development Programme (FDP) was conducted by Dr. Nishevita Jayendran, Assistant Professor at the Centre of Excellence in Teacher Education, Tata Institute of Social Sciences (TISS), Mumbai. The session was titled "*Higher Education and Society*" and provided a rich and thought-provoking exploration of the evolving role of universities in the contemporary world. Dr. Jayendran emphasized the university's critical function as a knowledge producer, not only through the dissemination of information but more importantly, through the generation of new knowledge via research and innovative teaching. She highlighted how the university, as a dynamic space, must engage actively with societal needs, becoming a hub for intellectual inquiry and social transformation.



A significant focus of the session was on the importance of multidisciplinary education, particularly in the context of the National Education Policy (NEP) 2020. Dr. Jayendran discussed the foundational pillars of multidisciplinary learning, such as integration across disciplines, the promotion of critical thinking, flexibility in curriculum design, and the holistic development of learners. She underscored the need to move beyond rigid disciplinary boundaries to cultivate a more interconnected and inclusive approach to higher education. The discussion also delved into the values of empathy, citizenship, and intercultural understanding, which are crucial for nurturing socially responsible individuals in a diverse and democratic society. According to her, education must foster these values to prepare students to engage meaningfully with the world around them.



The implementation of NEP in higher education was another key theme. Dr. Jayendran suggested practical ways through which institutions can bring NEP's vision to life—by promoting interdisciplinary teaching, redesigning curricula to be more flexible and inclusive, supporting faculty development, and encouraging community engagement. She emphasized the integration of teaching and research as central to knowledge production and societal relevance. Overall, the session offered deep insights into how universities can become catalysts for change by aligning academic practices with social imperatives, making education not only a tool for professional development but also a vehicle for democratic and empathetic citizenship.



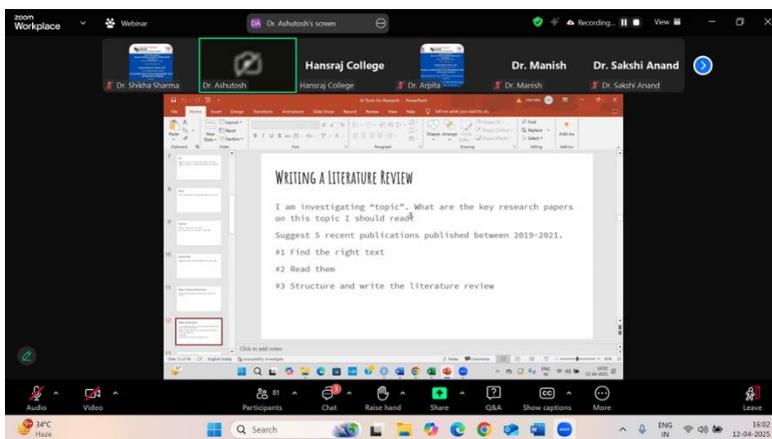
## Session 2

**Date:** April 12, 2025 (3:30 pm to 5:00 pm)

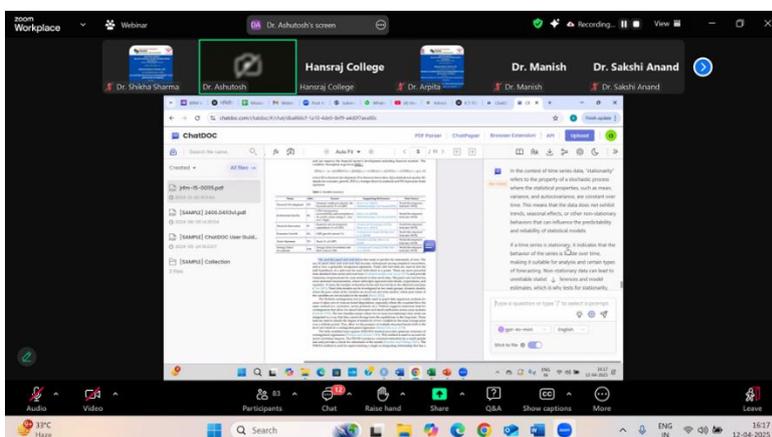
**Title:** ICT in Academia

**Resource Person:** Dr. Ashutosh Yadav, Assistant Professor, Hansraj College, University of Delhi

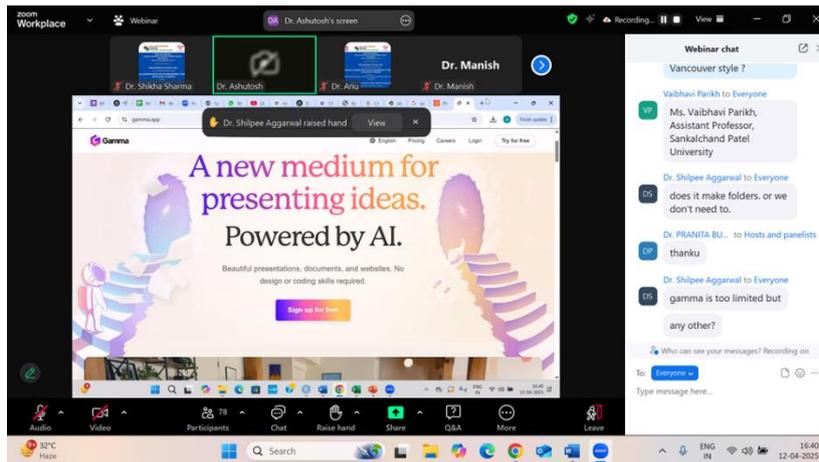
The second session of the concluding day of the Faculty Development Programme (FDP) was led by Dr. Ashutosh Yadav and was centered around the theme "*ICT in Academia.*" The session focused on the increasing role and relevance of Information and Communication Technology (ICT) tools and Artificial Intelligence (AI) software in modern education and research. Dr. Yadav emphasized the ethical and responsible use of technology in academic settings, stressing that while these tools have the potential to enhance teaching and learning experiences, they must be used with integrity and awareness of their implications.



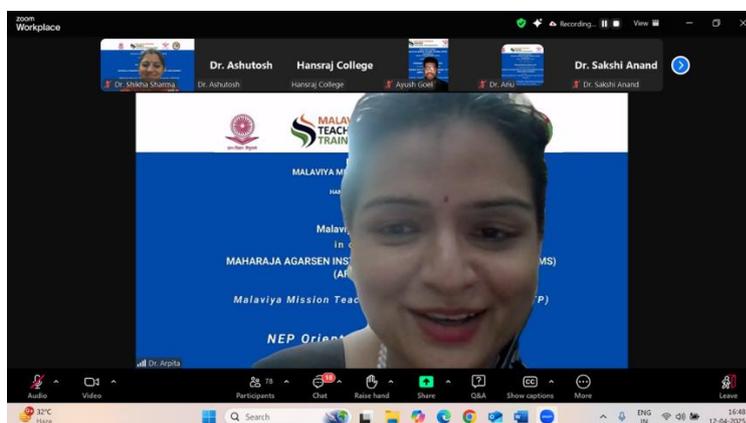
A major highlight of the session was the engaging online tour conducted by the resource person, where participants were introduced to a variety of AI applications and digital platforms currently being used in education and research. These included tools for content creation, assessment, language processing, data analysis, and research support. Dr. Yadav demonstrated how these technologies can be integrated into classroom practices to improve instructional efficiency and student engagement.



An important aspect discussed during the session was the role of well-structured prompts in generating effective outputs from AI-based tools. Dr. Yadav illustrated how the quality and clarity of input provided to these applications significantly influence the usefulness of the results. He encouraged faculty members to invest time in understanding the logic of prompt engineering to maximize the benefits of AI tools. The session offered valuable insights into how ICT and AI can be harnessed to support innovation in teaching and research, provided they are used thoughtfully and ethically.



**Valedictory Session:** The eight-day Faculty Development Programme concluded on a reflective and appreciative note, marking the end of a highly enriching academic journey. The final day witnessed a heartfelt vote of thanks delivered by Dr. Arpita Manchanda, Programme Coordinator who extended her deep gratitude to all the distinguished resource persons for sharing their expertise and insights throughout the sessions. She also acknowledged the dedicated efforts of the coordinating team from Hansraj College, whose meticulous planning and seamless execution ensured the success of the programme. Lastly, Dr. Arpita Manchanda thanked all the participants for their enthusiastic involvement, thoughtful contributions, and commitment to continuous learning, which collectively made the FDP a meaningful and intellectually stimulating experience for everyone involved.



## **Assessment and Feedback**

The participants were apprised regarding the scheduled assessment which is to be submitted by all the participants as a mandatory requirement of the FDP.

Link for Assessment: <https://forms.gle/rLViubtyy6qLj8RY9>

Link for Feedback: <https://forms.gle/qwPowKNFZ535guBK9>