

A Report
of
Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
August 01st – 06th, 2016



ABHILASHI UNIVERSITY
Chail Chowk, Distt. Mandi – 175028 (H.P.)

**OFFICE OF THE DEAN (ACADEMICS)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

August 01-06, 2016

ORGANISING COMMITTEE

- | | | |
|-------------------------|---|--|
| 1. Chief Patron | : | Dr. R K Abhilashi (Chancellor) |
| 2. Patrons | : | Shri. L K Abhilashi (Pro-Chancellor)
Prof. H S Banyal (Vice Chancellor)
Major J C Patial (Registrar) |
| 3. Convener | : | Prof. A S Guleria (Dean, Academics) |
| 4. Organising Secretary | : | Mr. Chaman Lal Sharma
Mr. Atul Kabra |

SUBCOMMITTEES

- Hospitality and Transportation**

Mr. Chirag Kapoor	Mr. Abhishek Soni
Ms. Chinu Kumari	Mr. Arun Guleria
- Inauguration and General Services**

Mrs. Ruchika Kabra	Ms. Aliya Sheikh
Mrs. Sarita Verma	Ms. Bhimi Kumari

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Orientation Programme on
Quality Issues for Teachers
Abhilashi University
Chail Chawk, Distt. Mandi (H.P.)
August 01st - 06th 2016

Agenda		
August 01, 2016		
Time	Event	Session Chair
10:00 am - 10:30 am	Inauguration and Welcome of Guests	
10:30 am - 11:30 am	Track 1: Prof. H S Banyal: University officers' role, powers & responsibilities and emphasized on the accountability of VCs, Pro-VCs, Registrars, Deans, HODs, Professors, etc	Prof. H S Banyal
11:30 am - 12:30 pm	Track 2: Prof. Timothy A Gonsalves: Role and contribution of different Universities to higher education sector and issues in Indian higher education through case studies of private, state and central Universities	
12:30 pm - 1:30 pm	Track 3: Prof. T C Bhalla: Professional Education Issues & Challenges, Status of Higher Education in India and Academic Leadership	
August 02, 2016		
10:30 am - 11:30 am	Track 1: Prof. H K Chaudhary: Education reforms of the 21 st Century focusing on global trends in education and changing role of teachers and their education	Prof. H K Chaudhary
11:30 am - 12:30 pm	Track 2: Prof. D R Thakur: Bloom's Taxonomy of Educational Objectives in Cognitive Domain. Implications for Curriculum Designing, Teaching-Learning & Evaluation and Curriculum Decision Making in Higher Education	
12:30 pm - 1:30 pm	Track 3: Prof. A S Guleria: Observation: A Power Tool for Counsellors and Role of Teacher as a Counsellor	
August 03, 2016		
10:30 am - 11:30 am	Track 1: Prof. M S Ashawat: Integration of ICT to enhance teaching learning & evaluation and on lesson planning & approaches to lesson planning	Prof. M S Ashawat
11:30 am - 12:30 pm	Track 2: Prof. J P Saini: Micro Teaching & Subject based Teaching Skills	
12:30 pm - 1:30 pm	Track 3: Prof. S S Masand: Performance Indicators and Higher Education: Issues and Problems	

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August 04, 2016		
10:30 am – 11:30 am	Track 1: Prof. Vinod Kapoor e-Content Development: Sensitive Issues in Indian Context for Development of e-Content	Prof Vinod Kapoor
11:30 am – 12:30 pm	Track 2: Dr Om Sharma. Understanding Market based Developments related to Employability of the Students	
12:30 pm – 1:30 pm	Track 3: Mr. Narendra Kumar: Key strategies and skills for effective leadership, Developing organization aspiration and strategy for growth; Visionary leadership in HE: From vision to strategy	
August 04, 2016		
10:30 am – 11:30 am	Track 1: Prof Naresh Sharma: Counselling Strategies and Stress & Time Management	Prof Naresh Sharma
11:30 am – 12:30 pm	Track 2: Major (Retd.) J C Patial University Administration & Governance	
12:30 pm – 1:30 pm	Track 3: Dr Promila Abhilashi: Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions	
August 05, 2016		
10:30 am – 11:30 am	Track 1: Prof R C Thakur: Curriculum Design & Development, Conventional & Non-conventional Methods and emphasised on the four steps of the curriculum development process (Ralph Tyler's Model)	Prof. R C Thakur
11:30 am – 12:30 pm	Track 2: Prof L Raju: Emotional Intelligence: Concept, Approaches and Importance in Work & other Areas of Life	
12:30 pm – 1:30 pm	Track 3: Dr. Ajay Gautam: Law of Copyright, Patent and Access to Genetic Resources	
August 06, 2016		
10:30 am – 11:30 am	Track 1: Prof. S C Chauhan: Disability Awareness and Emotional problems among exceptional students	Prof H S Banyal
11:30 am – 12:30 pm	Track 2: Prof D K Mishra: Diversity related Issues and Gender and affirmed that diversity acknowledges the existence of broad cultural groups within Indian culture	
Conclusion of Programe		

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website: www.abhilashiuniversity.in

Orientation Program on Quality Issues for Teachers

August 01st - 06th, 2016

List of Participants

S. No.	Name of Faculty	Designation
1.	Dr. H. S. Banyal	Professor
2.	Dr. S.C. Chauhan	Professor
3.	Dr.O.P.Chauhan	Assistant Professor
4.	Dr. R. C. Thakur	Dean
5.	Dr. S. S. Masand	Professor
6.	Dr. B. S. Deor	Professor
7.	Mr. Khub Ram Thakur	Associate Professor
8.	Dr. Ajay Kumar Gautam	Associate Professor
9.	Dr. Aakriti Guleria	Associate Professor
10.	Er. Shatruhan Jaiswal	Assistant Professor
11.	Ms. Deepika Singh	Assistant Professor
12.	Mrs. Shivani Kaundal	Assistant Professor
13.	Ms. Yogita Thakur	Assistant Professor
14.	Mr. Anuj Kumar	Assistant Professor
15.	Mr. Yash Thakur	Assistant Professor
16.	Mr. Gaurav Sharma	Assistant Professor
17.	Ms. Komal Chaudhary	Assistant Professor
18.	Mr. Hemant Kapoor	Assistant Professor
19.	Dr. L. K. Raju	Professor
20.	Ms. Nishant Gautam	Assistant Professor
21.	Mr. Atul Kabra	Assistant Professor
22.	Mrs. Ruchika Kabra	Assistant Professor
23.	Ms. Richa Thakur	Assistant Professor
24.	Ms. Dipti Sharma	Assistant Professor
25.	Mr. Vishesh Upadhyay	Assistant Professor
26.	Ms. Chinu Kumari	Assistant Professor
27.	Ms. Shivani Thaur	Assistant Professor
28.	Ms. Aliya Shekh	Assistant Professor
29.	Mr. Abhishek Soni	Assistant Professor
30.	Mr. Chirag Kapoor	Assistant Professor
31.	Ms. Ankita Sharma	Assistant Professor
32.	Ms. Deepika Sood	Assistant Professor
33.	Dr. A. S. Guleria	Professor
34.	Dr. Biplav Kumar Sarkar	Professor
35.	Mr. H. S. Badrinaray	Assistant Professor
36.	Er. Chaman Lal	Assistant Professor

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37.	Ms. Deepika Sood	Assistant Professor
38.	Mr. Virender Chaudhary	Assistant Professor
39.	Mr. Gaurav Sharma	Assistant Professor
40.	Mr. Vedant Singh	Assistant Professor
41.	Mr. Sachin Kumar	Assistant Professor
42.	Mr. Raman Kumar Sharma	Assistant Professor
43.	Ms. Ruchi	Assistant Professor
44.	Er. Manoj Kumar	Assistant Professor
45.	Mr. Naveen Kumar	Assistant Professor
46.	Dr. O.P. Chauhan	Assistant Professor
47.	Dr. A. S. Guleria	Professor
48.	Ms. Jatinder Kaur	Associate Professor
49.	Mr. Hemant Kapoor	Assistant Professor
50.	Ms. Nancy	Assistant Professor
51.	Ms. Deepika Singh	Assistant Professor
52.	Dr. Narender Gupta	Professor
53.	Dr. Anup Kumar	Associate Professor
54.	Dr. Umesh Kumar	Assistant Professor
55.	Dr. Rajesh Kumar	Assistant Professor
56.	Mr. Manjeet Singh	Assistant Professor
57.	Mr. Bodh Raj	Assistant Professor
58.	Mr. Gaurav Sharma	Assistant Professor

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A 06 days Orientation Programme on Quality Issues for Teachers was organized by the office of the Dean (Academics), Abhilashi University on August 01st – 06th, 2016. In this programme, teachers from various faculties of the Abhilashi University were participated. The Inaugural session of the Orientation Programme was held on August 01, 2016. Prof. H S Banyal, Hon'ble, Vice-Chancellor, Abhilashi University presided over the inaugural ceremony of the programme. Prof. Timothy A Gonsalves, Director, IIT Mandi and Prof. T C Bhalla, Professor (Biotechnology), Himachal Pradesh University graced the occasion. Prof. A S Guleria, Dean (Academics) Coordinator of the programme welcomed the dignitaries and introduced the theme of the programme.

Inaugural Session

The Orientation Programme on Quality Issues for Teachers had three sessions daily. The experts deliberated on different topics as mentioned in the programme agenda followed by training activities related to their topic. Detail of different sessions of the Orientation Programme is as given below:-

1. **Prof. H S Banyal, Vice-Chancellor, Abhilashi University** discoursed on the University officers' role, powers & responsibilities and emphasised on the accountability of VCs, Pro-VCs, Registrars, Deans, HODs, Professors, etc. He also discussed the utilization and misappropriation of the powers and responsibilities by the university officials as per the rules and guidelines of the University regulations. The University structure was also the subject of thoughts.
2. **Prof. Timothy A Gonsalves, Director, IIT Mandi** discussed the role and contribution of different Universities to higher education sector and issues in Indian higher education through case studies of private, state and central Universities. Beginning from the conceptual meaning of the University, Prof. Gonsalves commented on the world history of Universities and origin and development of Indian Universities. He stressed that Universities can help in great deal to produced leadership in all sphere, i.e. politics, admin, education, management, law, art, literature, health, engineering, etc. It can contribute to create Nobel prize winners and Laureates. Commenting on the role of Indian Universities, he told that Nalanda was an eminent centre of learning long before Oxford, Cambridge and Europe's oldest University Bologna were evolved. Nalanda University in northern India drew scholars from all over Asia, surviving for hundreds of years before being destroyed by invaders in 1193. Some buildings were constructed by the Mauryan emperor Ashoka the Great (i.e. Raja Asoka: 273–232 BCE) which is an

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indication of an early establishment. It has been called "one of the first great Universities in recorded history.

3. **Prof. T C Bhalla, Himachal Pradesh University, Shimla** delivered on Professional Education Issues & Challenges, Status of Higher Education in India and Academic Leadership and commented that the main focus of academic leadership is calling & running meetings, building consensus, communicating and facilitating change. Change management initiatives usually face resistance from faculty and staff. To deal with such issues, clarity of vision and process should be encouraged with those affected by proposed changes and change theory needs to be combined with persuasion techniques. Indulging in interactive bargaining, let people understand that their interests are going to be met. Make the faculty feel that they have been heard and the leader has thoroughly considered their opinions.
4. **Prof. H K Chaudhary, HOD, Vegetable Sciences, HPKVV, Palampur** discussed on Education reforms of the 21st Century focusing on global trends in education and changing role of teachers and their education. He emphasised that peace education, human rights education, inter-cultural education, social & economic justice and education for sustainable development i.e. globalization, pre-service and in-service teacher programme, distance mode of education, etc. are the most important areas to be undertaken in the present scenario.
5. **Prof. D R Thakur, Biosciences, Himachal Pradesh University, Shimla** deliberated on Bloom's Taxonomy of Educational Objectives in Cognitive Domain: Implications for Curriculum Designing, Teaching-Learning & Evaluation and Curriculum Decision Making in Higher Education. He emphasised that Bloom's Taxonomy provided the measurement tool for thinking. With the dramatic changes in society, the Bloom's Taxonomy provides an even more powerful tool to fit today's teachers' needs. Today's teachers must make tough decisions about how to spend their classroom time. Clear alignment of educational objectives with local, state, and national standards is a necessity.
6. **Prof. A S Guleria, Dean (Academics), Abhilashi University, Mandi** deliberated on Observation: A Power Tool for Counsellors and Role of Teacher as a Counsellor and stressed that training is a most important requirement to be able to use this tool. Orientation may help to learn that; what to look for, how to record observations, etc. Some ethical issues may be taken care of like; unobtrusiveness is its greatest strength; also potential for abuse in invasion of privacy, one can venture into places and gather



data almost anywhere, remember Human Subjects Protection guidelines, consent form for participating in an observational study, etc. It has many advantages like opportunity to record information as it occurs in a setting, study actual behaviour, study individuals who have difficulty verbalizing their ideas (e.g. pre-school children), easy to complete, saves time and it can be used in natural or experimental settings.

7. **Prof. M S Ashawat, Professor, Laureate Institute of Pharmacy, Jawalaji** conferred on integration of ICT to enhance teaching learning & evaluation and on lesson planning & approaches to lesson planning. He commented that enlightened, emancipated and empowered teachers lead communities & nations in their march toward better and higher quality of life. They reveal and elaborate the secrets of higher values in life & nurture empathy for the fellow beings. They are torch bearers in the society in creating social cohesion, national integration & a learning society. They not only disseminate knowledge but also create & generate new knowledge. In teaching, mastery of subject matter & effective communication skills are critical components of competence.
8. **Prof. J P Saini, Organic Farming, HPKVV, Palampur** addressed Micro Teaching & Subject based Teaching Skills and told that teachers who have comprehensive knowledge of their subject matter and allow their students to actively participate in the lessons, they are much aware of the problems the students. The information the teachers convey to their students should be updated and should reflect the latest scientific facts of the field. With the effective teaching skills teachers must have due focus on lesson planning, offering variety, using instruction time effectively, ensuring active participation of learners, monitoring of the students' learning & development and ensuring the students' self-control.
9. **Prof. S S Masand, Agriculture, Abhilashi University, Mandi** deliberated on Performance Indicators and Higher Education: Issues and Problems and detailed that performance standards communicate expectations for each responsibility area of the job performance. The major performance standards identified are designing learning experiences for students, knowledge and understanding of subject matter, strategies for facilitating learning, interpersonal relationship, professional development, institutional development and attendance/regularity. He highlighted some issues and challenges in higher education i.e. Conflicting goals & priorities - Goal of Access, Equity and Quality in Higher Education, Weak foundation of School System - 20 to 25% eligible for higher education, Dilemma of State Funding of Higher Education, A License Quota Raj in

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Higher Education-Prior of permission for sanction new courses from Universities/ regulatory bodies.

10. **Prof. Vinod Kapoor, HOD, ECE, NIT, Hamirpur** conversed on e-Content Development, Sensitive Issues in Indian Context for Development of e-Content and Open Educational Resources. He remarked that electronic content (e-content) is also known as digital content which refers to the content or information delivered over network based electronic devices or that is made available using computer network such as internet. He discussed on open educational resources as e-Pathshala, MOOCs, Mobile Apps, etc. He emphasised on sensitive issues in e-Content development which need dire attention and resolution, like factual accuracy and compliance, resources for your information, etc.
11. **Dr. Om Sharma, Research Officer, Ministry of Ayush, GOI** deliberated on Understanding Market based Developments related to Employability of the Students and focused on employability, skills required, skill deficit, recent developments, game/case and path forward. He emphasised on the basic skills like participation, learning by doing, power of questions, expression of ideas not just facts and introspection.
12. **Mr. Narendra Kumar, Finance Office, Abhilashi University, Mandi** addressed on key strategies and skills for effective leadership, Developing organization aspiration and strategy for growth; Visionary leadership in HE: From vision to strategy. Strategic roadmap and highlighted a number of key strategies for effective leadership i.e. to set goal, distribute responsibilities, delegate wisely, to be honest and open about information, create multiple paths for raising and testing ideas, make it safe to fail, provide access to other strategies, develop opportunities for experience based learning, hire for transformation, bring your whole self to work, find time to reflect, think about lasting solutions, find time to reflect, recognize achievements and recognize leadership development as an ongoing practice.
13. **Dr. Naresh Sharma, Rajiv Gandhi Ayurveda College, Paprola** deliberated on Counselling Strategies and Stress & Time Management and highlighted the importance of guidance and counselling in the present scenario to identify strengths and weaknesses of the individuals and at the same time work on their strengths and area of interest to do wonders in future.
14. **Major (Retd.) J C Patial, Registrar, Abhilashi University, Mandi** deliberated on University Administration & Governance, University Rules & Regulations and Entitlements & Benefits. He stated that University administration and governance has a significance role to play and asserted that governance is fundamental and organizations



may fail because of any problems at governance level. Ineffective governances compromise the ability of management to succeed. Effective governance assists the organization to succeed through efficient, respectful conflict of ideas, simple focused, integrated synergistic outlook and it leads to good outcomes, preserve community assets and satisfaction and enjoyment in the organization. Calling and running meetings, building consensus, communicating and facilitating change are the major activities of academic leadership.

15. **Dr. Promila Abhilashi, COE, Abhilashi University, Mandi** discussed on Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions and stated that Assessment should be valid, reliable, clear and consistent. It should be explicit, accessible, and transparent and at the same time inclusive and equitable. Assessment should be an integral part of programme design and should relate directly to the programme aims and learning outcomes. The amount of assessed work should be manageable and formative and summative assessment should be included in each programme. Timely feedback that promotes learning and facilitates improvement should be an integral part of the assessment process. She emphasised that staff development policy and strategy should include assessment and deliberated on the merits and limitations of CRT, achievement test and rubrics.
16. **Prof. R C Thakur, Dean Agriculture, Abhilashi University, Mandi** deliberated on Curriculum Design & Development, Conventional & Non-conventional Methods and emphasised on the four steps of the curriculum development process (Ralph Tyler's Model). He explained how to define objectives and focus on the educational purposes, selection of content & learning experiences focusing on type of content & educational experiences to be provided to attain the objectives. He also deliberated upon organization of content & learning experiences in order to achieve the objective of successful teaching learning and curriculum evaluation to determine whether it is helpful in the attainment of objectives or not.
17. **Prof. L Raju, Dean Pharmacy, Abhilashi University, Mandi** convened on Emotional Intelligence: Concept, Approaches and Importance in Work & other Areas of Life. He focused that emotional quotient can be instrumental in achieving success in many areas of professional life and can help in increasing productivity, speeding up adaptation to change, developing leadership skills and stimulating creativity. People with high EQ are happier, healthier and more successful in social relationship in their profession. He suggested that a person's ability to perceive, identify, and manage emotion provides the

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basis for the kinds of social and emotional competencies that are important for success in almost any job and use emotional intelligence to improve both productivity and psychological well-being in the workplace of tomorrow.

18. **Dr. Ajay Gautam, Agriculture, Abhilashi University, Mandi** familiarized the participants with the Law of Copyright, Patent and Access to Genetic Resources. He explained about the copyright variations in the composition of the rights depending on the work. He also discussed the rights related to copyright including those of performing artists in their performances, producers of phonograms in their recordings, and those of broadcasters in their radio and television programs. Moreover, he also discussed nature of rights consisting of statutory rights or negative rights, economic rights and moral rights.
19. **Prof. S C Chauhan, Dean Engg. & Technology, Abhilashi University, Mandi** discussed on Disability Awareness and Emotional problems among exceptional students. He recommended a unique way out to deal with the problems of the disabled and exceptional students. He emphasised on self-awareness of strengths and weaknesses of affected person, information to family, peers, teachers, knowledge about particular condition of affected person in detail and lead to acceptance by self and society. Teachers would play the central role. The other most important components he explained were teaching methods and communication i.e. speech therapy, sign language, listening skills, lip reading, figure spelling, etc.
20. **Prof. D K Mishra, Dean Ayurveda, Abhilashi University, Mandi** discussed Diversity related Issues and Gender and affirmed that diversity acknowledges the existence of broad cultural groups within Indian culture. Cultural diversity has been part of India's history & through it Indian culture is constantly developing. He commented on anti-discrimination provisions under the constitution of India and said that the socio-economic rights also urge the state to ensure that citizens, men and women equally, have the right to an adequate means of livelihood, right to shelter, food, education and work. He recommended diversity awareness programs to provide members with accurate information about diversity, uncover personal biases and stereotypes, and develop an atmosphere to share differing perspectives, improve understanding of others and encourage women participation in every field.


Dr. A.S. Guleria

A Report
of
Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
August 07th – 12th, 2017



ABHILASHI UNIVERSITY
Chail Chowk, Distt. Mandi – 175028 (H.P.)

**OFFICE OF THE DIRECTOR (IQAC)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

August 07-12, 2017

ORGANISING COMMITTEE

Chief Patron	:	Dr. R K Abhilashi (Chancellor)
Patrons	:	Shri. L K Abhilashi (Pro-Chancellor) Prof. H S Banyal (Vice Chancellor) Major J C Patial (Registrar)
Convener	:	Prof. A S Guleria (Dean, Academics)
Organising Secretary	:	Dr. Sachin Goyal (Director-IQAC)

SUBCOMMITTEES

Hospitality and Transportation

Mr. Atul Kabra	Mr. Chirag Kapoor	Mr. Abhishek Soni
Ms. Chinu Kumari	Mr. Arun Guleria	

Inauguration and General Services

Dr. Shivali Singla	Mrs. Ruchika Kabra
Mrs. Sarita Verma	Ms. Bhimi Kumari



**Orientation Programme on
Quality Issues for Teachers
Abhilashi University
Chail Chawk, Distt. Mandi (H.P.)
August 07th - 12th 2017**

Agenda		
August 07, 2017		
Time	Event	Session Chair
10:00 am – 10:30 am	Inauguration and Welcome of Guests	
10:30 am – 11:30 am	Track 1: Prof. H S Banyal: A Power Tool for Counsellors and Role of Teacher as a Counsellor	Prof. H S Banyal
11:30 am – 12:30 pm	Track 2: Prof. A C Rana: Micro Teaching & Subject based Teaching Skills	
August 08, 2017		
10:30 am – 11:30 am	Track 1: Mr. Narendra Kumar: Key strategies and skills for effective leadership. Developing organization aspiration and strategy for growth: Visionary leadership in HE. From vision to strategy	Prof. R C Thakur
11:30 am – 12:30 pm	Track 1: Prof. R C Thakur: Curriculum Design & Development, Conventional & Non-conventional Methods and emphasised on the four steps of the curriculum development process (Ralph Tyler's Model)	
August 09, 2017		
10:30 am – 11:30 am	Track 1: Prof. S S Masand: Performance Indicators and Higher Education: Issues and Problems	Prof. S S Masand
11:30 am – 12:30 pm	Track 2: Dr. Sachin Goyal: e-Content Development: Sensitive Issues in Indian Context for Development of e-Content	
August 10, 2017		
10:30 am – 11:30 am	Track 1: Track 2: Dr. Om Sharma: Understanding Market based Developments related to Employability of the Students	Dr. Om Sharma
11:30 am – 12:30 pm	Track 2: Dr. Promila Abhilashi: Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions	
August 11, 2017		
10:30 am – 11:30 am	Track 1: Major (Retd.) J C Patial: University Administration & Governance	Major (Retd.) J C Patial
11:30 am – 12:30 pm	Track 2: Prof. L Raju: Emotional Intelligence: Concept, Approaches and Importance in Work & other Areas of Life	
August 12, 2017		
10:30 am – 11:30 am	Track 1: Prof. S C Chauhan: Disability Awareness and Emotional problems among exceptional students	Prof. D K Mishra
11:30 am – 12:30 pm	Track 2: Prof. D K Mishra: Diversity related Issues and Gender and affirmed that diversity acknowledges the existence of broad cultural groups within Indian culture	
Conclusion of Programme		

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website: www.abhilashiuniversity.in

Orientation Program on Quality Issues for Teachers

August 07th - 12th, 2017

List of Participants

S. No.	Name of Faculty	Designation
1.	Dr. Neetu Sharma	Associate Professor
2.	Dr. Mouhammad Salim Reshi	Assistant Professor
3.	Ms. Urmil Kaundal	Associate Professor
4.	Ms. Priyanka Rana	Assistant Professor
5.	Dr. S.C. Chauhan	Professor
6.	Dr. O.P. Chauhan	Assistant Professor
7.	Dr. S. S. Masand	Professor
8.	Dr. R. C. Thakur	Professor
9.	Dr. A. S. Guleria	Professor
10.	Dr. B. S. Deor	Professor
11.	Dr. Ajay Kumar Gautam	Associate Professor
12.	Mrs. Ankita Chaudhary	Associate Professor
13.	Dr. Aakriti Guleria	Associate Professor
14.	Er. Shatruhan Jaiswal	Assistant Professor
15.	Dr. Nivedita Gupta	Assistant Professor
16.	Dr. Vinita Rajput	Assistant Professor
17.	Dr. Navdeep Singh Jamwal	Assistant Professor
18.	Dr. Jyotika Brari	Assistant Professor
19.	Dr. Chhavi	Assistant Professor
20.	Mr. Anuj Kumar	Assistant Professor
21.	Ms. Kanika Mehta	Assistant Professor
22.	Mrs. Shivani Kaundal	Assistant Professor
23.	Ms. Abha Sharma	Assistant Professor
24.	Ms. Parita	Assistant Professor
25.	Ms. Nandita Sharma	Assistant Professor
26.	Mr. Ravinder Kumar	Assistant Professor
27.	Ms. Yogita Thakur	Assistant Professor
28.	Dr. Nimit Kumar	Assistant Professor
29.	Ms. Geeta Sharma	Assistant Professor
30.	Mr. Hem Raj	Assistant Professor
31.	Ms. Suman Kumari	Assistant Professor
32.	Ms. Priyanka Rana	Assistant Professor
33.	Mr. Hemant Kapoor	Assistant Professor
34.	Dr. O.P. Chauhan	Assistant Professor
35.	Ms. Urmil Kaundal	Assistant Professor
36.	Dr. Insha Khusar	Assistant Professor
37.	Ms. Ruchi	Assistant Professor
38.	Dr. C D Khadse	Professor
39.	Dr. Gopal Garg	Professor
40.	Dr. Sachin Goyal	Associate Professor

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41.	Dr. Jiwan Lavande	Associate Professor
42.	Mr. Deepak Awasthi	Associate Professor
43.	Mr. Ravinder Sankar Yadav	Assistant Professor
44.	Mrs. Shivali Singla	Assistant Professor
45.	Mr. Abhishek Soni	Assistant Professor
46.	Ms. Shivani Thaur	Assistant Professor
47.	Ms. Sangeeta Verma	Assistant Professor
48.	Ms. Chinu Kumari	Assistant Professor
49.	Mr. Chirag Kapoor	Assistant Professor
50.	Ms. Abha Vyas	Assistant Professor
51.	Ms. Bhimi Kumari	Assistant Professor
52.	Ms. Anju Bala	Assistant Professor
53.	Mr. Amit Sharma	Assistant Professor
54.	Ms. Nisha Kumari	Assistant Professor
55.	Ms. Punam Kumari	Assistant Professor
56.	Dr. Biplav Kumar Sarkar	Professor
57.	Ms. Reenu Jaswal	Assistant Professor
58.	Mr. Hem Raj	Assistant Professor
59.	Dr. H. S. Badrinaray	Assistant Professor
60.	Er. Chaman Lal	Assistant Professor
61.	Mr. Virender Chaudhary	Assistant Professor
62.	Er. Raj Kumar	Assistant Professor
63.	Er. Vireder Singh	Assistant Professor
64.	Mr. Bhaskar Dhiman	Assistant Professor
65.	Mr. Dinesh Kumar	
66.	Mrs. Ankita chaudhary	Assistant Professor
67.	Ms. Nancy Verma	Assistant Professor
68.	Mr. K. K. Kampani	Assistant Professor
69.	Er. Manoj Kumar	Assistant Professor
70.	Mr. Shobhika Rana	Assistant Professor
71.	Mr. Raman Kumar Sharma	Assistant Professor
72.	Ms. Ruchi	Assistant Professor
73.	Mr. Omkar Sharma	Assistant Professor
74.	Dr. A. S. Guleria	Professor
75.	Dr. Jyoti Sondhi	Associate Professor
76.	Dr. Jatinder Kaur	Associate Professor
77.	Mr. Hemant Kapoor	Assistant Professor
78.	Ms. Nancy	Assistant Professor
79.	Dr. Insha Kousar Kalem	Assistant Professor
80.	Dr. Tarun Thakur	Assistant Professor
81.	Dr. Promila	Professor & Dean
82.	Dr. Rajesh Kumar	Associate Professor
83.	Dr. Dharmeder Kumar Mishra	Dean
84.	Dr. Amit Masand	Associate Professor
85.	Dr. Neha Kaundal	Assistant Professor
86.	Dr. Manmeet Dhaliwal	Assistant Professor
87.	Dr. Harsaran Singh Malhotra	Assistant Professor
88.	Dr. Vishal Dublish	Assistant Professor
89.	Mrs. Nitasha Chandel	Assistant Professor

A 06 days Orientation Programme on Quality Issues for Teachers was organized by the office of the Dean (Academics), Abhilashi University on August 07th – 12th, 2017. In this programme, teachers from various faculties of the Abhilashi University were participated. The Inaugural session of the Orientation Programme was held on August 07, 2017. Prof. H S Banyal, Hon'ble, Vice-Chancellor, Abhilashi University presided over the inaugural ceremony of the programme. Prof. A C Rana, Director, UIPS, Kurukshetra University graced the occasion. Prof. A S Guleria, Dean (Academics) Coordinator of the programme welcomed the dignitaries and introduced the theme of the programme.

Inaugural Session

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3. **Mr. Narendra Kumar, Finance Office, Abhilashi University, Mandi** addressed on key strategies and skills for effective leadership, Developing organization aspiration and strategy for growth; Visionary leadership in HE: From vision to strategy. Strategic roadmap and highlighted a number of key strategies for effective leadership i.e. to set goal, distribute responsibilities, delegate wisely, to be honest and open about information, create multiple paths for raising and testing ideas, make it safe to fail, provide access to other strategies, develop opportunities for experience based learning, hire for transformation, bring your whole self to work, find time to reflect, think about lasting solutions, find time to reflect, recognize achievements and recognize leadership development as an ongoing practice.
4. **Prof. R C Thakur, Dean Agriculture, Abhilashi University, Mandi** deliberated on Curriculum Design & Development, Conventional & Non-conventional Methods and emphasised on the four steps of the curriculum development process (Ralph Tyler's Model). He explained how to define objectives and focus on the educational purposes, selection of content & learning experiences focusing on type of content & educational experiences to be provided to attain the objectives. He also deliberated upon organization of content & learning experiences in order to achieve the objective of successful teaching learning and curriculum evaluation to determine whether it is helpful in the attainment of objectives or not.
5. **Prof. S S Masand, Agriculture, Abhilashi University, Mandi** deliberated on Performance Indicators and Higher Education: Issues and Problems and detailed that performance standards communicate expectations for each responsibility area of the job performance. The major performance standards identified are designing learning experiences for students, knowledge and understanding of subject matter, strategies for facilitating learning, interpersonal relationship, professional development, institutional development and attendance/regularity. He highlighted some issues and challenges in higher education i.e. Conflicting goals & priorities - Goal of Access, Equity and Quality in Higher Education, Weak foundation of School System - 20 to 25% eligible for higher education, Dilemma of State Funding of Higher Education, A License Quota Raj in Higher Education-Prior of permission for sanction new courses from Universities/regulatory bodies.
6. **Dr. Sachin Goyal, Pharmaceutical Sciences, Abhilashi University Prof. S S Masand, Agriculture, Abhilashi University, Mandi** deliberated on Performance Indicators and Higher Education: Issues and Problems and detailed that performance standards communicate expectations for each responsibility area of the job performance. The major performance standards identified are designing learning experiences for students,



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7. **Dr. Om Sharma, Research Officer, Ministry of Ayush, GOI** deliberated on Understanding Market based Developments related to Employability of the Students and focused on employability, skills required, skill deficit, recent developments, game/case and path forward. He emphasised on the basic skills like participation, learning by doing, power of questions, expression of ideas not just facts and introspection.
8. **Dr. Promila Abhilashi, COE, Abhilashi University, Mandi** discussed on Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions and stated that Assessment should be valid, reliable, clear and consistent. It should be explicit, accessible, and transparent and at the same time inclusive and equitable. Assessment should be an integral part of programme design and should relate directly to the programme aims and learning outcomes. The amount of assessed work should be manageable and formative and summative assessment should be included in each programme. Timely feedback that promotes learning and facilitates improvement should be an integral part of the assessment process. She emphasised that staff development policy and strategy should include assessment and deliberated on the merits and limitations of CRT, achievement test and rubrics.
9. **Major (Retd.) J C Patial, Registrar, Abhilashi University, Mandi** deliberated on University Administration & Governance, University Rules & Regulations and Entitlements & Benefits. He stated that University administration and governance has a significance role to play and asserted that governance is fundamental and organizations may fail because of any problems at governance level. Ineffective governances compromise the ability of management to succeed. Effective governance assists the organization to succeed through efficient, respectful conflict of ideas, simple focused, integrated synergistic outlook and it leads to good outcomes, preserve community assets and satisfaction and enjoyment in the organization. Calling and running meetings, building consensus, communicating and facilitating change are the major activities of academic leadership.
10. **Prof. L Raju, Pharmacy, AGPI, Nerchowk** convened on Emotional Intelligence: Concept, Approaches and Importance in Work & other Areas of Life. He focused that



emotional quotient can be instrumental in achieving success in many areas of professional life and can help in increasing productivity, speeding up adaptation to change, developing leadership skills and stimulating creativity. People with high EQ are happier, healthier and more successful in social relationship in their profession. He suggested that a person's ability to perceive, identify, and manage emotion provides the basis for the kinds of social and emotional competencies that are important for success in almost any job and use emotional intelligence to improve both productivity and psychological well-being in the workplace of tomorrow.

11. **Prof. S C Chauhan, Dean Engg. & Technology, Abhilashi University, Mandi** discussed on Disability Awareness and Emotional problems among exceptional students. He recommended a unique way out to deal with the problems of the disabled and exceptional students. He emphasised on self-awareness of strengths and weaknesses of affected person, information to family, peers, teachers, knowledge about particular condition of affected person in detail and lead to acceptance by self and society. Teachers would play the central role. The other most important components he explained were teaching methods and communication i.e. speech therapy, sign language, listening skills, lip reading, figure spelling, etc.
12. **Prof. D K Mishra, Dean Ayurveda, Abhilashi University, Mandi** discussed Diversity related Issues and Gender and affirmed that diversity acknowledges the existence of broad cultural groups within Indian culture. Cultural diversity has been part of India's history & through it Indian culture is constantly developing. He commented on anti-discrimination provisions under the constitution of India and said that the socio-economic rights also urge the state to ensure that citizens, men and women equally, have the right to an adequate means of livelihood, right to shelter, food, education and work. He recommended diversity awareness programs to provide members with accurate information about diversity, uncover personal biases and stereotypes, and develop an atmosphere to share differing perspectives, improve understanding of others and encourage women participation in every field.

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14/09/2017

Dr. Sachin Koyal

A Report
of
Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
August 06th – 11th, 2018



ABHILASHI UNIVERSITY
Chail Chowk, Distt. Mandi – 175028 (H.P.)

**OFFICE OF THE DIRECTOR (IQAC)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

August 06-11, 2018

ORGANISING COMMITTEE

Chief Patron	:	Dr. R K Abhilashi (Chancellor)
Patrons	:	Shri. L K Abhilashi (Pro-Chancellor) Prof. A S Guleria (Vice Chancellor) Dr. S K Shukla (Registrar)
Convener	:	Prof. Amit Chaudhary (Director-IQAC)
Organising Secretary	:	Dr. Ajay Gautam

Organizing Committee

Mr. Chirag Kapoor
Ms. Chinu Kumari

Mr. Abhishek Soni
Mrs. Sarita Verma

Ms. Nitika
Ms. Bhimi Kumari





ABHILASHI UNIVERSITY

Chail Chowk, Tehsil Chachyot, Distt. Mandi (H.P.) - 175028
Ph: 01907-250407, 250408, 9418006520, 9816700520, 9816005139
website: www.abhilashiversity.in

Orientation Program on Quality Issues for Teachers

August 06th – 11th, 2018

List of Participants

S. No.	Name of Faculty	Designation
1.	Dr. Neetu Sharma	Associate Professor
2.	Dr. Nisha Devi	Associate Professor
3.	Dr. Jyotika Brari	Assistant Professor
4.	Mr. Varun Kumar	Assistant Professor
5.	Ms. Urmil Kaundal	Associate Professor
6.	Ms. Priyanka Rana	Assistant Professor
7.	Ms. Geeta Sharma	Assistant Professor
8.	Dr. Shaloo Devi	Assistant Professor
9.	Dr. S.C. Chauhan	Professor
10.	Dr. S.K. Shukla	Professor
11.	Dr. O.P. Chauhan	Assistant Professor
12.	Mr. Avtar	Assistant Professor
13.	Dr. S. S. Masand	Professor
14.	Dr. A. S. Guleria	Professor
15.	Dr. R. C. Thakur	Professor
16.	Dr. B. S. Deor	Professor
17.	Dr. J. C. Gupta	Professor
18.	Dr. Ajay Kumar Gautam	Associate Professor
19.	Dr. Aakriti Guleria	Associate Professor
20.	Mrs. Ankita Chaudhary	Associate Professor
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38.	Ms. Nikita Vaid	Assistant Professor

39.	Ms. Chhama Devi	Assistant Professor
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49.	Mrs. Durga Sharma	Assistant Professor
50.	Mr. Hemant Kapoor	Assistant Professor
51.	Ms. Urmil Kaundal	Assistant Professor
52.	Ms. Suman Kumari	Assistant Professor
53.	Ms. Priyanka Rana	Assistant Professor
54.	Mr. Virender Chaudhary	Assistant Professor
55.	Dr. Amit Chaudhary	Professor & Dean
56.	Dr. C D Khadse	Professor
57.	Dr. Jiwan Lavande	Associate Professor
58.	Dr. Pankaj Wadhwa	Associate Professor
59.	Mr. Deepak Awasthi	Associate Professor
60.	Ms. Chinu Kumari	Assistant Professor
61.	Ms. Sangeeta Verma	Assistant Professor
62.	Mr. Chirag Kapoor	Assistant Professor
63.	Mr. Abhishek Soni	Assistant Professor
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75.	Mr. Inder Kumar	Assistant Professor
76.	Ms. Vandana devi	Assistant Professor
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97.	Mr. Sunny Kumar	Assistant Professor
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99.	Ms. Divya Jyoti	Assistant Professor
100.	Ms. Smriti Thakur	Assistant Professor
101.	Ms. Geetanjali	Assistant Professor
102.	Mr. Vireder Kumar	Assistant Professor
103.	Ms. Pratibha	Assistant Professor
104.	Dr. Jyoti Sondhi	Associate Professor
105.	Dr. Jatinder Kaur	Associate Professor
106.	Mr. Hemant Kapoor	Assistant Professor
107.	Ms. Nancy	Assistant Professor
108.	Mr. Manish	Assistant Professor
109.	Dr. M. R Masand	Associate Professor
110.	Dr. Monika Sharma	Assistant Professor
111.	Dr. Niharika Thakur	Assistant Professor
112.	Dr. Neelam	Assistant Professor
113.	Dr. Akshima Dogra	Assistant Professor
114.	Dr. Promila	Professor & Dean
115.	Dr. Rajesh Kumar	Associate Professor
116.	Dr. Reena	Assistant Professor
117.	Dr. Amit Masand	Associate Professor
118.	Dr. Neha Kaundal	Assistant Professor

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2. Prof. T C Bhalla, Himachal Pradesh University, Shimla delivered on Professional Education Issues & Challenges, Status of Higher Education in India and Academic Leadership and commented that the main focus of academic leadership is calling & running meetings, building consensus, communicating and facilitating change. Change management initiatives usually face resistance from faculty and staff. To deal with such issues, clarity of vision and process should be encouraged with those affected by proposed changes and change theory needs to be combined with persuasion techniques. Indulging in interactive bargaining, let people understand that their interests are going to be met. Make the faculty feel that they have been heard and the leader has thoroughly considered their opinions.



3. **Prof. M S Ashawat, Professor, Laureate Institute of Pharmacy, Jawalaji** conferred on integration of ICT to enhance teaching learning & evaluation and on lesson planning & approaches to lesson planning. He commented that enlightened, emancipated and empowered teachers lead communities & nations in their march toward better and higher quality of life. They reveal and elaborate the secrets of higher values in life & nurture empathy for the fellow beings. They are torch bearers in the society in creating social cohesion, national integration & a learning society. They not only disseminate knowledge but also create & generate new knowledge. In teaching, mastery of subject matter & effective communication skills are critical components of competence.

4. **Dr. Ajay Gautam, Agriculture, Abhilashi University** deliberated on Counselling Strategies and Stress & Time Management and highlighted the importance of guidance and counselling in the present scenario to identify strengths and weaknesses of the individuals and at the same time work on their strengths and area of interest to do wonders in future.

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learning, interpersonal relationship, professional development, institutional development and attendance/regularity. He highlighted some issues and challenges in higher education i.e. Conflicting goals & priorities - Goal of Access, Equity and Quality in Higher Education, Weak foundation of School System - 20 to 25% eligible for higher education, Dilemma of State Funding of Higher Education, A License Quota Raj in Higher Education-Prior of permission for sanction new courses from Universities/ regulatory bodies.

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Dr. Amit Chaudhary

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Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
August 05th – 10th, 2019



ABHILASHI UNIVERSITY
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**OFFICE OF THE DIRECTOR (IQAC)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

August 05-10, 2019

ORGANISING COMMITTEE

- | | | |
|-------------------------|---|---|
| 1. Chief Patron | : | Dr. R K Abhilashi (Chancellor) |
| 2. Patrons | : | Shri. L K Abhilashi (Pro-Chancellor)
Prof. A S Guleria (Vice Chancellor)
Er. Kapil Kapoor (Registrar) |
| 3. Convener | : | Prof. Amit Chaudhary (Director-IQAC) |
| 4. Organising Secretary | : | Dr. Ajay Gautam |

Organizing Committee

Mr. Chirag Kapoor
Ms. Chinu Kumari

Mr. Abhishek Soni
Mrs. Sarita Verma

Ms. Nitika
Mr. Satrugan Jaiswal





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Orientation Program on Quality Issues for Teachers

August 05th - 10th, 2019

List of Participants

S. No.	Name of Faculty	Designation
1.	Ms. Urmil Kaundal	Associate Professor
2.	Ms. Priyanka Rana	Assistant Professor
3.	Ms. Geeta Sharma	Assistant Professor
4.	Dr. Shaloo Devi	Assistant Professor
5.	Dr. S.C. Chauhan	Professor
6.	Dr S.K.Shukla	Professor
7.	Dr.O.P.Chauhan	Assistant Professor
8.	Mr. Avtar	Assistant Professor
9.	Dr. S. S. Masand	Professor
10.	Dr. A. S. Guleria	Professor
11.	Dr. R. C. Thakur	Professor
12.	Dr. B. S. Deor	Professor
13.	Dr. J. C. Gupta	Professor
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75.	Dr. Lalit Kumar	Professor
76.	Dr. Biplav Kumar Sarkar	Professor
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102.	Dr. M. R Masand	Associate Professor
103.	Dr. Monika Sharma	Assistant Professor
104.	Dr. Niharika Thakur	Assistant Professor
105.	Dr. Neelam	Assistant Professor
106.	Dr. Akshima Dogra	Assistant Professor
107.	Dr. Promila	Professor & Dean



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Inaugural Session

The Orientation Programme on Quality Issues for Teachers had three sessions daily. The experts deliberated on different topics as mentioned in the programme agenda followed by training activities related to their topic. Detail of different sessions of the Orientation Programme is as given below:-

- 1. Prof. A S Guleria, Hon'ble Vice-Chancellor, Abhilashi University, Mandi** deliberated on University Administration & Governance, University Rules & Regulations and Entitlements & Benefits. He stated that University administration and governance has a significance role to play and asserted that governance is fundamental and organizations may fail because of any problems at governance level. Ineffective governances compromise the ability of management to succeed. Effective governance assists the organization to succeed through efficient, respectful conflict of ideas, simple focused, integrated synergistic outlook and it leads to good outcomes, preserve community assets and satisfaction and enjoyment in the organization. Calling and running meetings, building consensus, communicating and facilitating change are the major activities of academic leadership.
- 2. Prof. S S Masand, Agriculture, Abhilashi University, Mandi** deliberated on Performance Indicators and Higher Education: Issues and Problems and detailed that performance standards communicate expectations for each responsibility area of the job performance. The major performance standards identified are designing learning experiences for students, knowledge and understanding of subject matter, strategies for facilitating learning, interpersonal relationship, professional development, institutional development and attendance/regularity. He highlighted some issues and challenges in higher education i.e. Conflicting goals & priorities - Goal of Access, Equity and Quality in Higher Education, Weak foundation of School System - 20 to 25% eligible for higher education, Dilemma of State Funding of Higher Education, A License Quota Raj in Higher Education-Prior of permission for sanction new courses from Universities/regulatory bodies.



3. **Dr. Amit Chaudhary, Pharmacy, Abhilashi University** discussed on Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions and stated that Assessment should be valid, reliable, clear and consistent. It should be explicit, accessible, and transparent and at the same time inclusive and equitable. Assessment should be an integral part of programme design and should relate directly to the programme aims and learning outcomes. The amount of assessed work should be manageable and formative and summative assessment should be included in each programme. Timely feedback that promotes learning and facilitates improvement should be an integral part of the assessment process. She emphasised that staff development policy and strategy should include assessment and deliberated on the merits and limitations of CRT, achievement test and rubrics.

4. **Er. Kapil Kapoor, Registrar, Abhilashi University** discussed Diversity related Issues and Gender and affirmed that diversity acknowledges the existence of broad cultural groups within Indian culture. Cultural diversity has been part of India's history & through it Indian culture is constantly developing. He commented on anti-discrimination provisions under the constitution of India and said that the socio-economic rights also urge the state to ensure that citizens, men and women equally, have the right to an adequate means of livelihood, right to shelter, food, education and work. He recommended diversity awareness programs to provide members with accurate information about diversity, uncover personal biases and stereotypes, and develop an atmosphere to share differing perspectives, improve understanding of others and encourage women participation in every field.

5. **Prof. D K Mishra, Ayurveda, Abhilashi University** discussed on Education reforms of the 21st Century focusing on global trends in education and changing role of teachers and their education. He emphasised that peace education, human rights education, inter-cultural education, social & economic justice and education for sustainable development i.e. globalization, pre-service and in-service teacher programme, distance mode of education, etc. are the most important areas to be undertaken in the present scenario.

6. **Dr. Ajay Gautam, Agriculture, Abhilashi University** deliberated on Bloom's Taxonomy of Educational Objectives in Cognitive Domain: Implications for Curriculum Designing, Teaching-Learning & Evaluation and Curriculum Decision Making in Higher Education. He emphasised that Bloom's Taxonomy provided the measurement tool for thinking. With the dramatic changes in society, the Bloom's Taxonomy provides an even more powerful tool to fit today's teachers' needs. Today's teachers must make tough decisions about how to spend their classroom time. Clear alignment of educational objectives with local, state, and national standards is a necessity.

7. **Prof. Davender Sharma, SIRDA Institute of Engineering and Technology** conversed on e-Content Development, Sensitive Issues in Indian Context for Development of e-Content and



Open Educational Resources. He remarked that electronic content (e-content) is also known as digital content which refers to the content or information delivered over network based electronic devices or that is made available using computer network such as internet. He discussed on open educational resources as e-Pathshala, MOOCs, Mobile Apps, etc. He emphasised on sensitive issues in e-Content development which need dire attention and resolution, like factual accuracy and compliance, resources for your information, etc.

8. **Prof. B S Deor, Professor, Agriculture, Abhilashi University** discussed the role and contribution of different Universities to higher education sector and issues in Indian higher education through case studies of private, state and central Universities. Beginning from the conceptual meaning of the University, Prof. Gonsalves commented on the world history of Universities and origin and development of Indian Universities. He stressed that Universities can help in great deal to produced leadership in all sphere, i.e. politics, admin, education, management, law, art, literature, health, engineering, etc.



Dr. Anil Chaudhary

A Report
of
Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
October 05th – 10th, 2020



ABHILASHI UNIVERSITY
Chail Chowk, Distt. Mandi – 175028 (H.P.)

**OFFICE OF THE DIRECTOR (IQAC)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

October 05-10, 2020

ORGANISING COMMITTEE

- | | | |
|-------------------------|---|--|
| 1. Chief Patron | : | Dr. R K Abhilashi (Chancellor) |
| 2. Patrons | : | Shri. L K Abhilashi (Pro-Chancellor)
Prof. H S Banyal (Vice Chancellor)
Er. Kapil Kapoor (Registrar) |
| 3. Convener | : | Prof. Amit Chaudhary (Director-IQAC) |
| 4. Organising Secretary | : | Dr. Ajay Gautam |

Organizing Committee

Mr. Chirag Kapoor
Ms. Chinu Kumari

Mr. Abhishek Soni
Mrs. Sarita Verma

Ms. Nitika
Mr. Satrugan Jaiswal





ABHILASHI UNIVERSITY

Chail Chowk, Tehsil Chachyot, Distt. Mandi (H.P.) - 175028

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website: www.abhilashiversity.in

Orientation Program on Quality Issues for Teachers

October 05th - 10th, 2020

List of Participants

S. No.	Name of Faculty	Designation
1.	Dr. H. S. Banyal	Professor
2.	Dr. Jyoti Sondhi	Associate Professor
3.	Dr. Neetu Sharma	Associate Professor
4.	Mr. Varun Kumar	Assistant Professor
5.	Dr. Mahender Singh	Assistant Professor
6.	Sapna Kumari	Asstt. Prof
7.	Ms. Priyanka	Assistant Professor
8.	Ms. Geeta Sharma	Assistant Professor
9.	Dr. Pushpa Bhardwaj	Associate Professor
10.	Dr. S. S. Masand	Professor
11.	Dr. A. S. Guleria	Professor
12.	Dr. R. C. Thakur	Dean
13.	Dr. B. S. Deor	Professor
14.	Dr. J. C. Gupta	Professor
15.	Dr. Ajay Kumar Gautam	Associate Professor
16.	Dr. Aakriti Guleria	Associate Professor
17.	Dr. Jaya Chaudhary	Assistant Professor
18.	Dr. Shubhi Awasthi	Assistant Professor
19.	Dr. Ritika Singh Dhial	Assistant Professor
20.	Ms. Priyanka Sharma	Assistant Professor
21.	Dr. Ravinder Kumar	Assistant Professor
22.	Dr. Neha Thakur	Assistant Professor
23.	Ms. Deepika	Assistant Professor
24.	Mr. Anuj Kumar	Assistant Professor
25.	Ms. Parita	Assistant Professor
26.	Ms. Shilpa	Assistant Professor
27.	Mr. Yog Raj	Assistant Professor
28.	Mr. Khub Ram Thakur	Associate Professor
29.	Ms. Kanika Mehta	Assistant Professor
30.	Ms. Chhama Devi	Assistant Professor
31.	Ms. Hem Lata	Assistant Professor
32.	Ms. Nandita Sharma	Assistant Professor
33.	Dr. Nitin	Assistant Professor
34.	Mrs. Shivani Kaundal	Assistant Professor
35.	Er. Shatruhan Jaiswal	Assistant Professor
36.	Dr. Alok Kumar	Assistant Professor
37.	Ms. Suman Kumari	Assistant Professor
38.	Dr. Priyanka Sharma	Assistant Professor

39.	Mr. Rajiv	Assistant Professor
40.	Ms. Kuljeet Kaur	Assistant Professor
41.	Dr. Amit Chaudhary	Professor
42.	Dr. Kapil Verma	Associate Professor
43.	Dr. C D Khadse	Professor
44.	Mr. Deepak Awasthi	Associate Professor
45.	Ms. Chinu Kumari	Assistant Professor
46.	Dr. Abhishek Soni	Associate Professor
47.	Mrs. Smriti Thakur	Assistant Professor
48.	Ms. Amit Sharma	Assistant Professor
49.	Mrs. Sunita Devi	Assistant Professor
50.	Mr. Pankaj Kumar	Assistant Professor
51.	Mr. Inder Kumar	Assistant Professor
52.	Ms. Sushmita	Assistant Professor
53.	Mr. Anshul Jamwal	Associate Professor
54.	Mr. Arvind Kumar	Assistant Professor
55.	Ms. Diksha Choudhary	Assistant Professor
56.	Ms. Nitika Sharma	Assistant Professor
57.	Ms. Shalini Jamwal	Assistant Professor
58.	Ms. Sakshi Sood	Assistant Professor
59.	Mr. Priyankul	Assistant Professor
60.	Ms. Kritika Verma	Lecturer
61.	Mr. Sunny Dhiman	Assistant Professor
62.	Mrs. Shalini Thakur	Assistant Professor
63.	Ms. Akanksha Sharma	Assistant Professor
64.	Dr. Lalit Kumar	Professor
65.	Dr. Parikshit Sharma	Professor & Dean
66.	Dr. Biplav Kumar Sarkar	Professor
67.	Dr. Devender Sharma	Professor
68.	Dr. H. S. Badri Narayan	Assistant Professor
69.	Er. Chaman Lal	Assistant Professor
70.	Er. Raj Kumar	Assistant Professor
71.	Mr. Omkar Sharma	Assistant Professor
72.	Ms. Durga Sharma	Assistant Professor
73.	Mrs. Ankita Chaudhary	Assistant Professor
74.	Mr. Bhaskar Dhiman	Assistant Professor
75.	Mr. Abhishek Kumar	Assistant Professor
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95.	Mrs. Asha Parmar	Assistant Professor
96.	Dr. Amit Masand	Associate Professor
97.	Dr. Neha Kaundal	Assistant Professor
98.	Dr. Archana Bharti	Assistant Professor
99.	Dr. Aakriti Guleria	Associate Professor
100.	Dr. Abhinav Rathore	Reader
101.	Dr. Ankita Thakur	Assistant Professor
102.	Dr. Ankush Kumar	Assistant Professor
103.	Dr. Bhawana Sharma	Assistant Professor
104.	Dr. Dinesh Kumar	Assistant Professor
105.	Dr. Divya Deepak Sharma	Reader
106.	Dr. Manbi Sharma	Assistant Professor
107.	Dr. Monika Sharma	Reader
108.	Dr. Nitin Kumar	Assistant Professor
109.	Dr. Sukhwinder Pal Singh	Reader
110.	Dr. Tanuja Bharti	Assistant Professor
111.	Dr. Vikas Kumar	Assistant Professor
112.	Dr. Vinod Katoch	Assistant Professor
113.	Dr. Yogesh Sharma	Reader
114.	Mr. Jeet Ram	Assistant Professor
115.	Prof. Dharmendra Kumar Mishra	Principal cum Professor
116.	Sh. Shyam Lal	Assistant Professor



A 06 days Orientation Programme on Quality Issues for Teachers was organized by the office of the Dean (Academics), Abhilashi University on October 05–10, 2020. In this programme, teachers from various faculties of the Abhilashi University were participated. The Inaugural session of the Orientation Programme was held on October 05, 2020. Prof. H S Banyal, Hon'ble, Vice-Chancellor, Abhilashi University presided over the inaugural ceremony of the programme. Prof. Amit Chaudhary (Director-IQAC) Coordinator of the programme welcomed the dignitaries and introduced the theme of the programme.

Inaugural Session

The Orientation Programme on Quality Issues for Teachers had three sessions daily. The experts deliberated on different topics as mentioned in the programme agenda followed by training activities related to their topic. Detail of different sessions of the Orientation Programme is as given below:-

Prof. H S Banyal, Vice-Chancellor, Abhilashi University discoursed on the University officers' role, powers & responsibilities and emphasised on the accountability of VCs, Pro-VCs, Registrars, Deans, HODs, Professors, etc. He also discussed the utilization and misappropriation of the powers and responsibilities by the university officials as per the rules and guidelines of the University regulations. The University structure was also the subject of thoughts.

Prof. S S Masand, Abhilashi University discussed the role and contribution of different Universities to higher education sector and issues in Indian higher education through case studies of private, state and central Universities. Beginning from the conceptual meaning of the University, Prof. Gonsalves commented on the world history of Universities and origin and development of Indian Universities. He stressed that Universities can help in great deal to produced leadership in all sphere, i.e. politics, admin, education, management, law, art, literature, health, engineering, etc. It can contribute to create Nobel prize winners and Laureates. Commenting on the role of Indian Universities, he told that Nalanda was an eminent centre of learning long before Oxford, Cambridge and Europe's oldest University Bologna were evolved. Nalanda University in northern India drew scholars from all over Asia, surviving for hundreds of years before being destroyed by invaders in 1193. Some buildings were constructed by the Mauryan emperor Ashoka the Great (i.e. Raja Asoka: 273–232 BCE) which is an indication of an early establishment. It has been called "one of the first great Universities in recorded history."

Prof. Davender Sharma, Abhilashi University delivered on Professional Education Issues & Challenges, Status of Higher Education in India and Academic Leadership and commented that the main focus of academic leadership is calling & running meetings, building consensus, communicating and facilitating change. Change management initiatives usually face resistance from faculty and staff. To deal with such issues, clarity of vision and process should be



encouraged with those affected by proposed changes and change theory needs to be combined with persuasion techniques. Indulging in interactive bargaining, let people understand that their interests are going to be met. Make the faculty feel that they have been heard and the leader has thoroughly considered their opinions.

Amit Chaudhary, Pharmacy, Abhilashi University discussed on Education reforms of the 21st Century focusing on global trends in education and changing role of teachers and their education. He emphasised that peace education, human rights education, inter-cultural education, social & economic justice and education for sustainable development i.e. globalization, pre-service and in-service teacher programme, distance mode of education, etc. are the most important areas to be undertaken in the present scenario.

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Er. Kapil Kapoor, Registrar, Abhilashi University deliberated on Observation: A Power Tool for Counsellors and Role of Teacher as a Counsellor and stressed that training is a most important requirement to be able to use this tool. Orientation may help to learn that; what to look for, how to record observations, etc. Some ethical issues may be taken care of like; unobtrusiveness is its greatest strength; also potential for abuse in invasion of privacy, one can venture into places and gather data almost anywhere, remember Human Subjects Protection guidelines, consent form for participating in an observational study, etc. It has many advantages like opportunity to record information as it occurs in a setting, study actual behaviour, study individuals who have difficulty verbalizing their ideas (e.g. pre-school children), easy to complete, saves time and it can be used in natural or experimental settings.

Prof. D K Mishra, Ayurveda, Abhilashi University conferred on integration of ICT to enhance teaching learning & evaluation and on lesson planning & approaches to lesson planning. He commented that enlightened, emancipated and empowered teachers lead communities & nations in their march toward better and higher quality of life. They reveal and elaborate the secrets of higher values in life & nurture empathy for the fellow beings. They are torch bearers in the society in creating social cohesion, national integration & a learning society. They not only disseminate knowledge but also create & generate new knowledge. In teaching, mastery of subject matter & effective communication skills are critical components of competence.



Prof. J P Saini, Organic Farming, HPKVV, Palampur addressed Micro Teaching & Subject based Teaching Skills and told that teachers who have comprehensive knowledge of their subject matter and allow their students to actively participate in the lessons, they are much aware of the problems the students. The information the teachers convey to their students should be updated and should reflect the latest scientific facts of the field. With the effective teaching skills teachers must have due focus on lesson planning, offering variety, using instruction time effectively, ensuring active participation of learners, monitoring of the students' learning & development and ensuring the students' self-control.

University Campus Tour All the participants were visited various departments of the University to understand the facilities available in the campus. The objective of visit was to develop interdepartmental coordination towards academics, administration and research.

Dr. Parikshit Sharma, Abhilashi University, Mandi deliberated on Performance Indicators and Higher Education: Issues and Problems and detailed that performance standards communicate expectations for each responsibility area of the job performance. The major performance standards identified are designing learning experiences for students, knowledge and understanding of subject matter, strategies for facilitating learning, interpersonal relationship, professional development, institutional development and attendance/regularity. He highlighted some issues and challenges in higher education i.e. Conflicting goals & priorities - Goal of Access, Equity and Quality in Higher Education, Weak foundation of School System - 20 to 25% eligible for higher education, Dilemma of State Funding of Higher Education, A License Quota Raj in Higher Education-Prior of permission for sanction new courses from Universities/regulatory bodies.


Dr. Anil Chaudhary

A Report
of
Orientation Program on Quality Issues for Teachers
By
Abhilashi University, Chail Chawk, Distt. Mandi (H.P.)
August 02st – 07th, 2021



ABHILASHI UNIVERSITY
Chail Chowk, Distt. Mandi – 175028 (H.P.)

**OFFICE OF THE DIRECTOR (IQAC)
ABHILASHI UNIVERSITY
Chail Chowk, Mandi, Himachal Pradesh (India)**

ORIENTATION PROGRAMME

On

QUALITY ISSUES FOR TEACHERS

August 02-07, 2021

ORGANISING COMMITTEE

Chief Patron	:	Dr. R K Abhilashi (Chancellor)
Patrons	:	Shri. L K Abhilashi (Pro-Chancellor) Prof. H S Banyal (Vice Chancellor) Er. Kapil Kapoor (Registrar)
Convener	:	Dr. Parikshit Sharma (Director-IQAC)
Organising Secretary	:	Dr. Abhishek Soni

Organizing Committee

Mr. Chirag Kapoor
Ms. Chinu Kumari

Mr. Abhishek Soni
Mrs. Sarita Verma

Mr. Satrughan Jaiswal



Orientation Programme on

Quality Issues for Teachers

Abhilashi University

Chail Chawk, Distt. Mandi (H.P.)

August 02nd - 07th 2021

Agenda		
August 02, 2021		
Time	Event	Session Chair
10:00 am – 10:30 am	Inauguration and Welcome of Guests	
10:30 am – 11:30 am	Track 1: Prof. H S Banyal: University Act and Legislation and its impact on the Higher Education Sector	Prof. H S Banyal
11:30 am – 12:30 pm	Track 2: Prof. S S Masand: Pedagogical Changes	
August 03, 2021		
10:30 am – 11:30 am	Track 1: Prof. Amit Chaudhary: e-Learning with Digital Experience	Prof. Amit Chaudhary
11:30 am – 12:30 pm	Track 2: Er. Kapil Kapoor: Law of Copyright, Patent and Access to Genetic Resources	
August 04, 2021		
10:30 am – 11:30 am	Track 1: Dr. Parikshit Sharma: Development of Objective Tools of Assessment	Prof. H S Banyal
11:30 am – 12:30 pm	Track 2: Dr. Ajay Gautam: Inclusive Approaches to Teaching-Learning transactions	
August 05, 2021		
10:30 am – 11:30 am	Track 1: Prof. Devender Sharma: Understanding Personality of Learners	Prof. D K Mishra
11:30 am – 12:30 pm	Track 2: Prof. D K Mishra: Demonstration of Interactive Board, Digital Podium and e-Notice Board	
August 06, 2021		
10:30 am – 11:30 am	Track 1: University Campus Tour	Prof. Amit Chaudhary
11:30 am – 12:30 pm	Track 2: Dr. P C Thakur: Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions	
August 07, 2021		
10:30 am – 11:30 am	Track 1: Mr. Narender Kumar: key strategies and skills for effective leadership	Prof. D R Thakur
11:30 am – 12:30 pm	Track 2: Prof. D R Thakur: Observation: A Power Tool for Counsellors and Role of Teacher as a Counsellor	
Conclusion of Programme		



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website: www.abhilashiuniversity.in

Orientation Program on Quality Issues for Teachers

August 02nd – 07th, 2021

List of Participants

S. No.	Name of Faculty	Designation
1.	Dr. H. S. Banyal	Professor
2.	Dr. Jyoti Sondhi	Associate Professor
3.	Dr. Neetu Sharma	Associate Professor
4.	Mr. Varun Kumar	Assistant Professor
5.	Dr. Mahender Singh	Assistant Professor
6.	Sapna Kumari	Asstt. Prof
7.	Ms. Priyanka	Assistant Professor
8.	Dr. S. S. Masand	Professor
9.	Dr. A. S. Guleria	Professor
10.	Dr. R. C. Thakur	Dean
11.	Dr. B. S. Deor	Professor
12.	Dr. J. C. Gupta	Professor
13.	Dr. Ajay Kumar Gautam	Associate Professor
14.	Dr. Aakriti Guleria	Associate Professor
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24.	Ms. Shilpa	Assistant Professor
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29.	Mrs. Shivani Kaundal	Assistant Professor
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32.	Ms. Suman Kumari	Assistant Professor
33.	Dr. Priyanka Sharma	Assistant Professor
34.	Mr. Rajiv	Assistant Professor
35.	Ms. Kuljeet Kaur	Assistant Professor
36.	Dr. Amit Chaudhary	Professor
37.	Dr. Kapil Verma	Associate Professor
38.	Dr. C D Khadse	Professor

RP

39.	Mr. Deepak Awasthi	Associate Professor
40.	Ms. Chinu Kumari	Assistant Professor
41.	Dr. Abhishek Soni	Associate Professor
42.	Mrs. Smriti Thakur	Assistant Professor
43.	Ms. Amit Sharma	Assistant Professor
44.	Mrs. Sunita Devi	Assistant Professor
45.	Mr. Pankaj Kumar	Assistant Professor
46.	Mr. Inder Kumar	Assistant Professor
47.	Ms. Sushmita	Assistant Professor
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50.	Ms. Diksha Choudhary	Assistant Professor
51.	Ms. Nitika Sharma	Assistant Professor
52.	Ms. Shalini Jamwal	Assistant Professor
53.	Ms. Sakshi Sood	Assistant Professor
54.	Mr. Priyankul	Assistant Professor
55.	Ms. Kritika Verma	Lecturer
56.	Mr. Sunny Dhiman	Assistant Professor
57.	Er. Chaman Lal	Assistant Professor
58.	Er. Raj Kumar	Assistant Professor
59.	Mr. Omkar Sharma	Assistant Professor
60.	Ms. Durga Sharma	Assistant Professor
61.	Mrs. Ankita Chaudhary	Assistant Professor
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69.	Dr. Vedant	Associate Professor
70.	Ms. Rachita Sharma	Assistant Professor
71.	Mr. Ajay Kumar	Lecture
72.	Mrs. Manisha Thakur	Lecture
73.	Ms. Jyoti Sondhi	Associate Professor
74.	Ms. Jatinder Kaur	Associate Professor
75.	Ms. Sunita Kumari	Assistant Professor
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77.	Ms. Nancy Verma	Assistant Professor
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79.	Dr. Reena	Assistant Professor
80.	Dr. Arti	Assistant Professor
81.	Dr. Parikshit Sharma	Associate Professor
82.	Mrs. Bandana Kapoor	Assistant Professor
83.	Mrs. Asha Parmar	Assistant Professor
84.	Dr. Amit Masand	Associate Professor
85.	Dr. Neha Kaundal	Assistant Professor
86.	Dr. Archana Bharti	Assistant Professor

87.	Dr. Aakriti Guleria	Associate Professor
88.	Dr. Abhinav Rathore	Reader
89.	Dr. Ankita Thakur	Assistant Professor
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93.	Dr. Divya Deepak Sharma	Reader
94.	Dr. Manbi Sharma	Assistant Professor
95.	Dr. Monika Sharma	Reader

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1. Prof. H S Banyal, Vice-Chancellor, Abhilashi University described about the University Act and Legislation and its impact on the Higher Education Sector and Work Ethics and emphasized on the five models of University Governance, i.e. academic staff, corporate governance, trustee governance, stakeholder governance and amalgam models of governance. He focused on research and teaching ethics and highlighted the factors influencing work ethics of the individuals, which include the family influences, religious values, personal standards, personal needs, organizations' supervisory behaviour, peer group norms & behaviour and policy statements & written rules, government laws and regulations, societal, norms and values, and competitive climate in an industry.

2. Prof. S S Masand, Abhilashi University expounded on Pedagogical Changes and introduced the participants with latest emerging shifts in pedagogy viz. Heutagogy- encouraging learners to be self-directed; Pedagogy- focuses on co-learning through dialogue, collaboration, etc. She highlighted the importance of 4Cs as a basic requirement for the success of each individual like communication, collaboration, critical thinking and creative problem solving. Cybergogy- engagement in online environment. Prof. Masand also discussed some other pedagogies and tools like flipped classroom, ubiquitous learning, interactive multimedia, skype translator, vimeo, teachertube, khanacademy, google photos (PICASA), youtube, IPAD in education, etc.

3. Prof. Amit Chaudhary, Pharmacy, Abhilashi University shared on e-Learning with Digital Experience and conferred that in order to awake learners' curiosity and desire to learn it is needful to explain the benefit why they should learn. He discussed latest episodes of podcasts and latest issues of popular science journals in the class and make it accessible through site, to incite a passion among pupils for choosing desired career and explained how to design a

classroom for equipping students with research skills such as scientific methodology, logic, critical thinking and writing. Prof. Chaudhary emphasized that personalized education is expected to transform digital learning landscape significantly within next decade, as it enables the students to define their goals prior hand and get structured, personalized contents that self-adapt during the course, it is going to be the most significant tool in Outcome-Based Learning (OBL).

4. Er. Kapil Kapoor, Registrar, Abhilashi University familiarized the participants with the Law of Copyright, Patent and Access to Genetic Resources and explained about the copyright variations in the composition of the rights depending on the work, which includes the copyright of novels, poems and plays, films, musical works, artistic works such as drawings, paintings, photographs and sculptures, and architectural designs. He also discussed the rights related to copyright including those of performing artists in their performances, producers of phonograms in their recordings, and those of broadcasters in their radio and television programs. Moreover, he also discussed nature of rights consisting of statutory rights or negative rights, economic rights and moral rights.

5. Dr. Parikshit Sharma, Abhilashi University deliberated on Development of Objective Tools of Assessment and conferred that basic considerations for construction of objective tools of assessment might be matching the items and tasks to the learning outcomes as directly as possible, obtaining a representative sample of all intended outcomes, eliminating irrelevant barriers to the answer, preventing unintended clues to the response and focusing on improving learning and instruction. He explained different types of objective tools of assessment like short answer & completion tasks or selection type i.e. true-false or alternative response, matching and multiple choice.

6. Dr. Ajay Gautam, Agriculture, Abhilashi University discussed about the Inclusive Approaches to Teaching-Learning transactions to bring the equity and equality through inclusive educational practices. He recommended that in order to bring IATL in practice, the focus of the teachers should be content integration. Teachers should use examples and contents from a variety of sources in order to illustrate key concepts/issues within their subjects. Secondly, in the knowledge construction process, teachers should help students to understand, investigate and determine how the perspectives influence to construct knowledge. He explained that teaching should facilitate the learning achievement of students from diverse groups. Therefore, cooperative learning activities can help to develop more positivity towards inter-group interactions to reach at common goal.

7. Prof. Davender Sharma, Abhilashi University reflected on the topic Understanding Personality of Learners and highlighted the four major defining characteristics of personality i.e.

psychophysical, dynamic organization, consistency and determinant of unique adjustment with environment. She suggested some online assessment resources, which can help individuals to assess their own personality. She also deliberated on five factor model of personality traits which include openness, conscientiousness, extraversion, agreeableness and neuroticism.

8. Prof. D K Mishra, Ayurveda, Abhilashi University gave the Demonstration of Interactive Board, Digital Podium and e-Notice Board and highlighted their importance in the field of education and teaching learning process.

9. University Campus Tour All the participants were visited various departments of the University to understand the facilities available in the campus. The objective of visit was to develop interdepartmental coordination towards academics, administration and research.

10. Dr. P C Thakur, COE, Abhilashi University discussed on Understanding Curriculum and its Design, Assessment Types, Levels and Framing of Questions and stated that Assessment should be valid, reliable, clear and consistent. It should be explicit, accessible, and transparent and at the same time inclusive and equitable. Assessment should be an integral part of programme design and should relate directly to the programme aims and learning outcomes. The amount of assessed work should be manageable and formative and summative assessment should be included in each programme. Timely feedback that promotes learning and facilitates improvement should be an integral part of the assessment process. She emphasised that staff development policy and strategy should include assessment and deliberated on the merits and limitations of CRT, achievement test and rubrics.

11. Mr. Narendra Kumar, Finance Office, Abhilashi University, Mandi addressed on key strategies and skills for effective leadership, Developing organization aspiration and strategy for growth; Visionary leadership in HE: From vision to strategy. Strategic roadmap and highlighted a number of key strategies for effective leadership i.e. to set goal, distribute responsibilities, delegate wisely, to be honest and open about information, create multiple paths for raising and testing ideas, make it safe to fail, provide access to other strategies, develop opportunities for experience based learning, hire for transformation, bring your whole self to work, find time to reflect, think about lasting solutions, find time to reflect, recognize achievements and recognize leadership development as an ongoing practice.

12. Prof. D R Thakur, Agriculture, Abhilashi University deliberated on Observation: A Power Tool for Counsellors and Role of Teacher as a Counsellor and stressed that training is a most important requirement to be able to use this tool. Orientation may help to learn that; what to look for, how to record observations, etc. Some ethical issues may be taken care of like; unobtrusiveness is its greatest strength; also potential for abuse in invasion of privacy, one can venture into places and gather data almost anywhere, remember Human Subjects Protection

guidelines, consent form for participating in an observational study, etc. It has many advantages like opportunity to record information as it occurs in a setting, study actual behaviour, study individuals who have difficulty verbalizing their ideas (e.g. pre-school children), easy to complete, saves time and it can be used in natural or experimental settings.

Bhama

DR. PARIKSHIT SHARMA