

Mahatma Hansraj Faculty Development Centre

1. **Title of the practice:** Mahatma Hansraj Faculty Development Centre, Hansraj College

2. **The context that required the initiation of the practice:**

Traditionally, the teachers were expected to possess teaching ability based on the content knowledge and teach students in a manner they themselves were taught by their respective teachers. Over the last few decades, education has evolved significantly due to many factors such as emerging variations in educational standards, changing goals and outcomes achieved, day to day advancement of new technologies and variable approaches towards educational theory. As a result, teachers in these times are expected to be more resourceful than they were earlier. Faculty development programmes provides opportunity to every academic/teacher to upgrade their domain knowledge, become aware about latest developments taking place in their subject and allied areas and acquire new skills in development of educational content and delivery. These programmes help in capacity building of teachers and promote institutional effectiveness in delivering and developing educational programs and curricula. The focus of some of these Faculty Development Programmes is also to provide support for research work and promote research in emerging issues in different fields of knowledge.

The context that led to the establishment of Faculty Development Centre at Hansraj College was to motivate the teachers in promoting institutional effectiveness through their *personal* (interpersonal skills, career development and life planning issues), *instructional* (course design and development, instructional technology), *organizational* (ways to improve the institutional environment to better support teaching), and *professional* (ways to support faculty members so that they fulfil their multiple roles of teaching, research and service) development.

3. **Objectives of the practice**

- To facilitate Institutional building and advancement through training and development of faculty.
- To identify and assess the skill deficit and career advancement needs of faculty across the education spectrum.
- To create opportunities for faculty for enhancing their personal, instructional, organizational and professional skills.
- To work in collaboration with other education institutions in providing quality training through conduct of short term and mid-term programs.
- To facilitate research and experiential learning in the education sector.
- To provide pre-induction training to newly appointed faculty.

4. **The Practice**

Mahatma Hansraj Faculty Development Centre is a centre that works under the aegis of Ministry of Human Resource Development, Government of India, under a scheme named as Pandit Madan Mohan

Malaviya National Mission on Teachers and Teaching (PMMMNMTT). PMMMNMTT is a scheme of the government with the following objectives:

- Ensure a coordinated approach so as to holistically address the various shortcomings relating to teachers and teaching across the educational spectrum ranging from school education to higher education including technical education; using the best international practices for excellence.
- Create and strengthen the institutional mechanisms (Schools of Education, Institutes of Academic leadership and Education Management, Subject based networks, Teaching-learning and Faculty Development Centres etc.) at the Centre & in the States, for augmenting training and discipline-wise capacity building of faculty and their periodic assessment for excellence.
- Empower teachers and faculty during thorough training, re-training, refresher and orientation programmes in generic skills, pedagogic skills, discipline specific content upgradation, ICT and technology enabled training and other appropriate interventions..

MHRFDC works as a nodal centre for FDC component of the scheme, primarily focusing on inviting participation of faculty from areas outside Delhi, particularly non pan areas like Bihar and Jharkhand. The Centre was established in Hansraj College in August 2018 and has conducted more than 20 Faculty Development Programmes till date, with national level participation in almost all the programmes. Apart from Faculty Development Programmes and Faculty Induction Programmes, other special features of MHRFDC include:

- Internship programme for students.
- Workshops on contemporary issues (like Seminar on Draft New Education Policy 2019, Special Lecture on Indo-Japan relationship: History and Perspectives).
- Special lectures of societal relevance (like Lecture by Noble Peace Laureate Kailash Sathyarathi on Right to Child Education).
- National Leadership Summit

5. Obstacles faced if any and strategies adopted to overcome them :

- A few permanent faculties were available for One Month Faculty Induction Programme. Due to less permanent appointments in the last few years, the center could not attract due participation in Faculty induction Programme organized during June, 2019.
- Initially there were difficulties in research software related programmes because of the infrastructure but the Centre now has a fully functional computer lab of 30 systems with required software.
- Some resource persons are not willing to share the content of their presentation in the form of ppts and pdfs for free circulation, so the center is unable to keep the full record of the complete content of delivery during the programmes.
- One week FDP was conducted in Ranchi (Dr. Shyama Prasad Mukherjee University) in August 2019 and few more programmes were in pipeline but could not be executed due to floods in

these areas. We are in the process of conducting those programmes by Mid-February, 2020 in Jharkhand and Bihar.

6. Impact of the practice

Project	Output	Outcome	Deliverable	Impact
FDPs	Twenty-one programmes conducted	847 Participants	Two days, One week, Two weeks structured programmes	Acquaintance to contemporary pedagogy, innovative teaching practices and enhanced research skills.
FIP	One	14 newly recruited faculty members were oriented.	One month structured programme as per the modules provided by the MHRD.	Orientation to the education system and university administration as a whole.
Workshops/ Seminars	Four	189 Participants	One day seminars and One day workshops including Leadership Summit	Skill enhancement of participants, awareness about Draft New Education Policy, 2019, LOCF in HEIs, vocationalization of higher education coupled with apprenticeship promotion and creating awareness about ethics in teaching and research.

7. **Resources required** : At present, the entire expenditure in centre activities is completely done from the grant received for this purpose from MHRD under PMMMNMTT scheme. **There is no registration fee charged from the participants.** All the resources required for successful conduct of the target programmes are acquired by the centre through the grant's timely installments received from MHRD, Govt of India.