

# **Faculty Development Program (FDP) Handbook**

## **I. Rare Minds: Background and Philosophy:**

### **1. Company Foundation and Mission**

Rare Minds is an organization dedicated to enhancing education and employability. Established in 2000, they achieve this by providing targeted development programs for both students and faculty in educational institutions such as universities and colleges. Rare Minds focuses on bridging gaps in learning and empowering individuals and educators.

### **2. Expertise in Faculty Development**

Rare Minds delivers Faculty Development Programs (FDPs) designed to equip teachers with the necessary skills and knowledge to excel in their roles. They work with universities and colleges to provide training that supports both student and faculty development.

### **3. Pedagogical Framework**

Rare Minds' core philosophy emphasizes active learner involvement as a cornerstone of effective education. Their teaching methods prioritize practical application and engagement, often incorporating lab sessions, experiments, and project-based learning.

### **4. Technology Integration**

Rare Minds recognizes the importance of digital literacy in modern education. Their FDPs emphasize the integration of digital skills into classroom teaching, preparing faculty to leverage technology to enhance student learning. The specific methods of digital skill integration are tailored to the context of the programs.

### **5. Quality Assurance**

Rare Minds is committed to providing effective and relevant programs. To ensure quality, they align their FDP content with current industry requirements and job market demands. They also implement a feedback loop, where input from students and faculty at the end of programs is used to refine and improve future offerings.

## II. Course Offerings:

Rare Minds offers the following courses for Faculty Development Programs (FDPs):

- **Agri Business Management:** Understand the principles of managing agricultural enterprises, and rural markets by integrating agriculture with modern business practices to optimize productivity and profitability.
- **Food Analysis:** Study scientific techniques used to assess food quality and safety, with a focus on processing & preservation methods to ensure long-term storage and compliance with standards.
- **Organic Food Production:** Learn chemical-free farming practices rooted in sustainability.
- **Electronic Vehicle Battery Management Systems:** Dive into EV battery technology, efficiency, application, and management systems.
- **Medical Coding:** Preparation for accurately translating healthcare data and services into standardized codes for clinical documentation and billing purposes.
- **Food Processing & Preservation Techniques:** Techniques to enhance food shelf life while preserving quality.
- **Sustainability and Green Chemistry in the EV Sector:** Green innovations and sustainable practices in electric mobility (such as BMW's initiative of using renewable energy for their EV production).
- **Chemical Safety in Battery Management:** Best practices in chemical handling, hazard prevention, advanced sensing techniques, cell balancing for optimal battery performance and adherence to regulatory compliance.

## III. Faculty Development Programs (FDPs):

Rare Minds' Faculty Development Programs (FDPs) are designed to ensure that educators are equipped with the same advanced knowledge, skills, and methodologies being imparted to students through the Student Development Programs (SDPs). These programs empower faculty to effectively mentor students by strengthening both subject matter expertise and pedagogical approaches.

Each FDP mirrors the structure and content of the corresponding SDP, allowing faculty members to experience the learning journey from a learner's perspective.

This alignment ensures a consistent and high-quality academic experience across all levels of instruction.

### **Program Structure and Duration**

- **Total Duration:** 45 Hours
- **Completion Period:** 6 Days
- **Mode:** Hybrid (On-campus training and online assessment)

The FDP is structured as follows:

- **Days 1–4:** Intensive training sessions focusing on:
  - Course content familiarization
  - Use-case model exploration
  - Assessment framework review
  - Project topic guidance
- **Days 5–6:** Online assessment and evaluation of faculty members to validate comprehension and readiness for implementation.

### **Implementation Timeline**

The FDP is conducted **prior to the commencement of the corresponding Student Development Program (SDP)**. This sequencing ensures faculty are well-prepared to guide student learning throughout the 9-week SDP cycle.

While both the FDP and SDP cover the same 45-hour curriculum:

- **FDP** delivers this content over an accelerated **6-day** schedule.
- **SDP** extends delivery across **9 weeks**, allowing for more gradual student engagement.

### **Example FDP Track: NM Project Preparation**

As described in Section II, the NM Project Preparation track is a representative example of FDP integration. Faculty undergo targeted training in project planning, execution, and evaluation strategies, positioning them to support students effectively throughout the NM Project SDP.

### **What We Offer: Structured FDP Tracks**

Rare Minds offers a range of structured Faculty Development Program (FDP) tracks tailored to the evolving needs of educators across disciplines. These tracks are designed to be modular, flexible, and highly impactful—empowering faculty with the tools, methods, and mindsets needed for 21st-century teaching.

<b>Program Name</b>	<b>Focus Area</b>	<b>Duration</b>	<b>Mode</b>
<b>New-Age Pedagogy 360°</b>	Experiential, flipped, and case-based teaching techniques	5 Days	Online/Hybrid
<b>Digital Dexterity for Educators</b>	AI tools in teaching, LMS integration, content creation	3 Days	Online
<b>Assessment &amp; Evaluation Mastery</b>	Designing rubrics, continuous assessment, outcome-based learning	2 Days	Offline/Online
<b>Industry-Ready Curriculum Mapping</b>	Aligning syllabi to industry roles and career paths	1 Week	Hybrid
<b>Research to Publication Bootcamp</b>	Proposal writing, UGC CARE journals, publication strategies, funding	4 Days	Online/Offline
<b>Leadership for Academic Excellence</b>	Institutional strategy, faculty mentoring, academic policy design	3 Days	Retreat Style

#### **IV. Institutional Partnership**

Rare Minds collaborates with universities and colleges to implement FDPs and SDPs. Their integrated approach, where FDPs often precede SDPs, is designed to maximize the effectiveness of both programs. This partnership model aims to create a cohesive learning environment where faculty and students are aligned.

#### **Why Choose Rare Minds FDPs?**

Rare Minds' Faculty Development Programs are designed not just to inform, but to empower educators with real-world, future-ready teaching strategies. Our approach is:

- ✓ **Aligned with NEP 2020** and benchmarks set by **NAAC** and **NBA**, ensuring compliance and quality
- ✓ **Hands-on, participatory, and project-based**, fostering active learning and practical application

- ✓ **Credentialed**, with certificates and micro-credentials that enhance faculty portfolios
- ✓ **Outcome-integrated**, connecting faculty development directly with student skill-building initiatives
- ✓ **Stream-specific**, offering customized tracks for **Arts, Science, Engineering, and Management** disciplines

## **Measurable Impact**

- **Over 8,000 faculty members** trained across diverse disciplines
- Successfully implemented in **25+ universities** and **100+ colleges** nationwide
- **95% of participants** reported significant improvement in teaching effectiveness
- **70% of partner institutions** renewed Rare Minds FDPs annually, reflecting sustained value.

## **V. Pricing and Registration**

- **Program Fee:** Pricing details are available upon request or via the official Rare Minds website. Bulk registration discounts for institutions may be applicable. (Just for example; will be changed based on the feedback)
- **Registration:** Interested faculty or institutions can register through the official Rare Minds portal at [www.rareminds.in](http://www.rareminds.in) or contact the support team for a guided registration process.

### **Contact Details**

- **Email:** [info@rareminds.in](mailto:info@rareminds.in)
- **Phone:** +91 9902326951
- **Website:** [www.rareminds.in](http://www.rareminds.in)

## **VI. Conclusion**

Rare Minds remains committed to bridging the gap between academic learning and industry expectations by empowering both students and educators through structured, outcome-driven development programs. By participating in our Faculty Development Programs, institutions take a proactive step in fostering a future-ready teaching ecosystem.

We invite you to join us in shaping the next generation of thinkers, creators, and leaders. For more information, customized institutional engagements, or collaboration opportunities, please don't hesitate to get in touch.

Together, let's build the future of learning.