

## **Outcome and feedback of Faculty induction workshops carried out at IIT Indore**

### **Points Covered**

1. The number of institutes, batches, and participants covered.
2. Attendance of the participants.
3. The participation and enthusiasm of the participants in the workshop.
4. The strengths, weakness, opportunities, and concerns observed in the participants.
5. The gap analysis on the curriculum of the training.
6. The feedback from participants on the workshop.
7. The scope of next training program that could benefit these participants

## 1. The number of institutes, batches, and participants covered

Total 141 faculty members from Seven Institutes participated in the Faculty Induction Workshop organized at IIT Indore. Details are as follows:

| Institute No. | Name of the Participating Institute                                 | Batches                              | Participants | Remarks   |
|---------------|---|--------------------------------------|--------------|---|
| 1             | Shri G S Institute of Technology & Science, Indore (M.P.)           | Phase – A<br>(Jan 17 – 21, 2018)     | 8            | 41 participants were present and 01 (Gunjan Gupta) was absent.  |
| 2             | Ujjain Engineering College, Ujjain (M.P.)                           |                                      | 34           |   |
| 1             | Shri G S Institute of Technology & Science, Indore (M.P.)           | Phase – B<br>(Jan 23 – 27, 2018)     | 8            | 51 participants were present and 02 participants (MOUMITA PAIT from Rewa and SRUTHI.K.K. from SGSITS Indore) were absent. |
| 2             | Samrat Ashok Technological Institute, Engg. College, Vidisha (M.P.) |                                      | 15           |   |
| 3             | Rewa Engineering College, Rewa (M.P.)                               |                                      | 18           |   |
| 4             | Seemant Engineering Institute, Pithoragarh (Uttarakhand)            |                                      | 12           |   |
| 1             | Indira Gandhi Engineering College, Sagar (M.P.)                     | Phase – C<br>(Jan 29 – Feb 02, 2018) | 2            | All 52 participants were present  |
| 2             | Shri G S Institute of Technology & Science, Indore (M.P.)           |                                      | 8            |   |
| 3             | Jabalpur Engineering College, Jabalpur (M.P.)                       |                                      | 38           |   |
| 4             | Ujjain Engineering College, Ujjain (M.P.)                           |                                      | 2            |   |

## 2. Attendance of the participants

Phase A: Out of 42 participants, 41 participants were present. Only one participant namely Ms. Gunjan Gupta was absent.

Phase B: Out of 53 participants, 51 participants were present. Only two participants, namely Ms. Moumita Pait from Rewa Engineering College, Mr. Rewa and Sruthi K.K. from Shri G S Institute of Technology & Science, Indore were absent.

Phase C: All 52 participants were present. No one was absent.

### 3. The participation and enthusiasm of the faculties in the workshop

Such type of workshop is very much useful for newly appointed faculty members. Most of the participants were actively participated in the workshop.

### 4. The strengths, weakness, opportunities, and concerns observed in the faculties

**Strengths:** Most of the participants were well qualified and had zeal to learn. They were also keen to excel in teaching as well as research in near future.

**Weakness:** The newly appointed Assistant Professors are very much ambitious and simultaneously looking for other opportunities. A sense of belongingness to the Institutes is lacking.

**Opportunities:** This high quality workforce can be utilized to improve the overall quality of the Institutes where they are currently engaged. They are young and from diverse backgrounds. Most of them have linkages with established Institutes.

**Concerns:** The participants had a sort of uncertainty about their future professional scope in their current institutes.

### 5. The gap analysis on the curriculum of the training

- (a) Advance information about this type of event is required for better arrangement and this will save time and energy of the organizer as well as participants. A sufficient time is required to rope in the best of the speakers for such kind of workshops.
- (b) Faculty members from similar specialisation should be part of a typical batch so that dedicated research/lab visit will be arranged for them to improve their output.

### 6. The feedback from faculties on the workshop

The averaged out of the feedback of participants is attached as Annexure A. The hard copy of individual feedback can be provided, if needed.

### 7. The scope of next training program that could benefit these faculties

Similar training programme should be organized for these faculties in future for longer duration during summer vacations. NBA related workshop should also be organized for them. Such type of training should be extended for all the faculty members of TEQIP funded institutes with less than five years teaching experience.

## Annexure A

### Summary of Feedback of Faculty Induction Workshops

Phase A (Jan 17-21, 2018)

Phase B (Jan 23-27, 2018)

Phase C (Jan 29-Feb 02, 2018)

| 1. QUALITY OF TEACHING   |   | Grade Policy  | Average Grade |         |         |
|--------------------------|---|---|---------------|---------|---------|
|                          |   |   | Phase A       | Phase B | Phase C |
| 1.1                      | Gave well organised presentations                   | Strongly Disagree (1);<br>Average (3);<br>Strongly Agree (5); | 3.92          | 3.77    | 3.85    |
| 1.2                      | Defined subject learning goals well                 |   | 3.90          | 3.81    | 3.70    |
| 1.3                      | Encouraged me to take role in my learning           |   | 4.43          | 4.04    | 4.06    |
| 1.4                      | Encouraged questions and class participation        |   | 4.48          | 4.12    | 4.06    |
| 1.5                      | Used good examples and illustrations                |   | 4.04          | 3.81    | 3.66    |
|                          |   |   |               |         |         |
| 2. ASSESMENT OF LEARNING |   |   |               |         |         |
| 2.1                      | I have a good understanding of the subject concepts |   | 4.12          | 3.96    | 3.65    |
| 2.2                      | I can apply the subject concepts                    |   | 4.15          | 3.98    | 3.87    |
| 2.3                      | I learned a great deal in this subject              |   | 4.04          | 3.76    | 3.55    |
| 2.4                      | Electronic material contributed to my teaching      |   | 3.65          | 4.02    | 3.39    |

**Overall Average: 3.92/5**