



# SNDT Arts and Commerce College for Women, Karve Road, Pune- 38

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NAAC Accredited First constituent College of SNDT Women's University, Mumbai  
Established on 5 July 1916

**Report**  
**of**  
**Faculty Development Programme**  
**on**  
**Endeavor for Pedagogical Innovations**

**Organised by**

**SNDT Women's University**  
**and**  
**IQAC, SNDT Arts and Commerce College for Women, Pune**  
**(Constituent college of SNDTWU)**

**Report**

Faculty Development Programme on  
**“Endeavor for Pedagogical Innovations”**

On behalf of the SNTD Women's University, Mumbai, IQAC of SNTD Arts and Commerce College for Women, Karve Road, Pune, in their centennial year, organised a 6-Day Faculty Development Programme (FDP) for the teachers from 25 April to 30 April, 2016. It provided a platform to academicians from different disciplines to come together and share innovative teaching and research ideas.

The idea behind this FDP was to equip a modern-day teacher to go beyond the traditional teaching-learning. The art of information dissemination using the technology was discussed to empower them to use pedagogical Innovations more effectively. Accordingly, the base line and theme of FDP was Pedagogical Innovations and Research by using ICT.

After conducting the Need Based Assessment (NBA) the areas and resource persons were finalized. An all twenty-seven teachers from SNTD Women's University's P. G. Departments, College of Home Science, College of Education and Arts and Commerce College registered for FDP.

Director, BCUD, SNTDWU graced the inaugural function. In her thought provoking key note address she discussed about Vision 2020 and challenges of 21<sup>st</sup> century in the process of teaching and learning. Techniques like 3 Cs and 4 Rs, qualities and techniques explained by her clarified the difference between traditional teaching and modern teaching.

On 25 April 2016, the first technical session was of Dr. Pradeep Apte, Professor of Economics from Fergusson College and Gokhale Institute of Politics and Economics. His vast experience in the field of research and his association with national and international organizations like SEBI, Stock Exchange, World Bank, etc. not only made the presentation informative but also very interesting. He talked about conceptual innovations, importance of raising the question and questioning the question itself, relevance of historical information, challenging the assumptions, identifying the context and designing the questionnaire, skill of developing 'Hypothesis in to Thesis', etc.

First post lunch session was chaired by Dr. Swati Sardesai, Deputy Director and Research Scientist G, from National Informatics Centre (NIC), Pune. With her practical experience in the field of IT and knowledge about use of ICT in Education she gave numerous examples of use of ICT in the field of secondary and higher education. She informed about different tools for developing learning material, use of video conferencing, presentations using sound and animation, etc.

The last session of the day was on Brain Gymnasium by the Founder Director of NGO called *Anubhuti*. A former Management Consultant and ISO Professional Mr. Sameer Khadye chaired the session along with his colleague Miss. Uma Ganu. He gave tips to keep soul, mind and body fit by focusing on Ten Golden Rules and by avoiding three areas. He also explained power of meditation and its techniques like Mindfulness and Visualization.

On 26 April 2016, Dr. Madhavi Kulkarni, Vice-Principal and Associate Professor of Commerce, SNTD Arts and Commerce College, conducted two sessions on Use of Statistical Tools for Hypothesis Testing and Data Analysis. She explained Normally Distributed Data in

Bell Shape, Re-codification of Data, Basics of Questionnaire, Concept of Research, Hypothesis, Data Collection and Interpretation. In the second session she focused on functional literacy of Statistics and technique of using free open source namely SOFA (Statistics Open For All). Different steps were thoroughly discussed and elaborated by her.

In the second session of the day Dr. C. N. Rawal, Principal, B. M. College of Commerce narrated on Application Oriented Activities and Role of Infrastructure. He discussed about infrastructure beyond physical infrastructure like classrooms, labs and laboratories, libraries, play ground etc. He explained Challenges of 21<sup>st</sup> century, importance of Knowledge and Vision, Life and Career Skills Required, Need of Team Work, etc. His focus was on outcome of the knowledge than quantum of knowledge.

In another session Dr. G. Y. Shitole, Principal, SNTD Arts and Commerce College delivered a talk on Creativity and Innovations in Teaching. After explaining the term innovation, he focused on Principles and Functions of Teaching, Teaching Process. He discussed different innovative methods like Group Discussion, Demonstration, Role Play, etc. He further explained need of Smart and Hardworking teachers in different situations.

The third day started with a session of Dr. Suman Karandikar, an eminent educationist. Her vast experience in the field of education, her immense contribution as a researcher at National and International level reflected in her scholarly talk on Pedagogical Innovations. She started with group discussion by using structured questions which made the participants to think and contribute in their own way. Her focus was on understanding the students, identifying their problems, critical and self evaluation, process of thinking, 21<sup>st</sup> Century's expected competences to increase effectiveness, efficiency and productivity, etc. She discussed with examples of Value Education and Role of a Teacher. Uncover to Discover and Change Yourself was the take home message.

Second session of the day was arranged in the SNTD Women's University Branch Library. Dr. Durga Murari, Deputy Librarian demonstrated on Searching Databases. After explaining basic terms like on line resources, on line databases, steps of searching the information she discussed about different databases available. Sites like thesaurus, googlescholar, methods of advanced search, and databases like ProQuest, EBSCO, UGC infante consortia resources, JSTOR, India stat, shodhgandha, etc were explained by her.

In the afternoon session Dr. Chitra Sohani, Former Associate Professor, SNTD College of Education, Pune conducted a session on Creative Environment for Participative Learning. Group Discussions on Problems and issues of newly admitted students, creating environment to make them comfortable and different methods of participative learning were conducted. Use of quiz to identify different innovative methods was very much interesting. She demonstrated participative learning and set an example.

In the last session of the third day Dr. Rashmi Hasamnis draw attention on need and importance of Hypothesis Framing and Developing Questionnaire. She started with Planning Research Study, Conceptualizing Research Design, Formulating Research Problem, Concept-Indicator-Variable, Concept, Function, Characteristics and Types of Hypothesis. Further she

discussed about preparing the questionnaire, Forms of Questions, etc. She rightly expressed that Quality and Validity depends upon Hypothesis and Questionnaire.

28 April was the fourth day of FDP. Pre-lunch two sessions on Effective use of ICT in Education were conducted by Dr. Radha Mishra, Head, Department of CMC, SNDTWU, Pune. Initially she shared the initiatives taken by the SNDTWU for designing the policy for Use of ICT in Teaching and Learning. She discussed about the idea of Technical Enabled Learning (TEL), how to design technology that enhance learning and how to measure that enhancement. Her talk and presentation was around e-learning, GOI's initiatives, benefits of TEL, Technical Enabled Activity, Blended Learning Matrix, etc. She further informed about Open Educational Resources (OER) and suggested useful sites developed by NCERT, MIT, IGNOU, and many others. She concluded with the effective use of social medias like face book, blogs, twitter, Wikipedia, you tube for teaching and learning. One hour practical session in the computer lab helped the participants to have hands on experience.

In two post- lunch sessions Dr. Mrudula Ranade, Associate Professor, P. G. Department of Education discussed Effective Teaching Methods and Techniques. Innovative Teaching Methods to enhance quality of lecture method were discussed. Judge Yourself, Handout Study Guide, Outline Method, Advanced Organizer, KWLH (Know, Want to know, Learnt, How) Technique, Brain Storming and Reverse Brain Storming, Graphic Presentation, Concept/Mind Map, Cloze Technique, Debate (Structured Controversy), Muddiest Point Technique, Pair and Share, One-line Quick Puzzles etc. were different tools suggested by her to make lecture method interesting, informative and thought Provoking.

On Day five the first session was on Measuring Learning Outcomes by Dr. Dattatrey Tapkeer from SNDT College of Education. He described learning as a process of reception and retention while measurement of learning outcome is nothing but the measurement of recall or recognition. He threw light on today's rigid examination system which gives stress and develops fear in the minds of students. He expressed need to create an environment where the students will feel happy to give an examination. The evaluation should be quantitative, qualitative as well as a remark given by the teacher, based on the day to day observation of the students. He discussed about formative and summative assessment and rubric method in detail. The students who need help should be provided the diagnostic or remedial teaching. Personal attention can be given through micro teaching or through bridge lessons.

In the second session titled Extension Activities and Societal Challenges Smt. Pournima Chikarmane, Head, Department of Adult and Continuing Education and Extension, started with the question, that, what is extension? She said that, in Universities, equal weightage should be given to teaching, research and extension. In a group activity she asked the participants to identify the social reality and the extension activity that the Departments can undertake. Extension is a two way and not a one-way process, we can become the facilitators for these communities, by taking technology to these communities for bringing out the problem to the decision makers, she said.

Third session of the day was on Case Study and Role Play as a teaching tool and conducted by Rashmi Hebalkar, Management and Research Consultant. She explained the term case as a story, which should be objective, meticulous designed and real or realistic. It can be a problem or an event. She discussed the types of cases, sources of cases and role of cases in students' learning. Cases help to distinguish between pertinent from peripheral information, they help to identify the problem at hand and define its context and parameters, and also help to develop some competencies and skills not only in the students but in the teachers as well, she said. She discussed the Role Play method as a teaching-learning device and then organised group activity.

The last session of panel discussion was chaired by Dr. Sachin Deore, Professor, P. G. Department of Geography, Pune Campus. After explaining in general changing role of teachers in the changing scenario, he focused on role of teachers as researchers in 21<sup>st</sup> century. He expressed that teachers should have tendency to find something new. Dr. Madhura Joshi, Head, Department of Economics, SNDT Arts and Commerce College, as one of the panelists expressed need for participative, innovative teaching and learning techniques to make the interesting. Learning new ICT techniques is essential and teachers should be ready for life-long learning, she added. The second panelist, Dr. Manik Dixit, In-charge Principal, SNDT College of Home Science, drew attention on issues due to Students' Centric Approach. She emphasized on the fact that role of the teacher will be significant in future also as techno-based method can't replace traditional chalk and board method with added advantage of eye-to-eye contact and human touch. The third panelist, Smt. Iravati Nalavade, Head, Department of Geography, SNDT Arts and Commerce College, explained role of a teacher as facilitator, and even more important for imparting values and encouraging new generation for Extension Activities. Member participants of FDP also took active part in discussion by expressing their views. Chairperson, Dr. Sachin Deore concluded the discussion with a hope and confidence that teachers will accept the changes as challenges and shape their role.

On the last sixth day Dr. S. G. Bapat, Former Head and Reader of Department of Commerce and currently Head of Training Organization, S. G. Bapat and Associate, Former Vice-President of Indian Society for Training and Development, Founder of Business Ethics Club, known Man agent Consultant, Trainer, and Facilitator addressed the audience on Use of Management Games and Films for Participative Learning. His participative method of training made the participants active with eager to listen more and more. Use of Puzzles, Stories, Management Games, Short Film etc. made his presentation very lively and informative. He set an example of a Good Teachers with appropriate use of innovative teaching methods.

The second session of the day was headed by Dr. Virendra Nagarale, Professor and Head of P. G. department of Geography, SNDTWU, Pune Campus addressed the audience on Funding Agencies for International Conferences and Workshops. He introduced, discussed and elaborated different possibilities of financial support for organizing National and International Conferences and Workshops and financial aid for undertaking research

activities. He further explained procedure and formalities for seeking financial assistance. The session proved to be informative and motivative.

The FDP 2016 was concluded with the valedictory session. Dr Virendra Nagarale, Dr. G. Y. Shitole, Vice- Principal Dr. Madhavi Kulkarni, IQAC Coordinator Dr. Madhura Joshi and IQAC member and Coordinator of FDP Smt. Vasanti Joshi and Smt. Iravati Nalavade IQAC member were present for the function. Dr. G. Y. Shitole in his introductory speech briefed about FDP 2016. Few member participants presented their feedback. Smt. Vasanti Joshi, as a coordinator, put forward the report of FDP 2016 in front of the learned audience. Dr. Madhura Joshi, IQAC Coordinator proposed vote of thanks. Immediately after the valedictory function certificates were distributed to the participants.

In nutshell, exchange of knowledge through 23 sessions by 21 experts (comprising of 8 outsiders and 14 from SNTD Family) was of immense help to all the participants. The FDP 2016 organised under the valuable guidance of the Principal Dr. G. Y. Shitole was a grand success and added a feather in a cap of SNTD Arts and Commerce College for Women, Pune.

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