Annual Professional Development Report: Academic Year 2018-2019

Faculty Induction & Orientation Program

During the academic year of 2018-2019, the Professional Development Institute (PDI) conducted induction and orientation sessions from 27th July to 02nd August, 2018 for faculty members, strategically defining their roles within the institution. In line with our commitment to fostering continuous professional development, a meticulously planned series of workshops unfolded throughout the year. These workshops were designed to empower our faculty, equipping them with the necessary tools and expertise to excel in their teaching.

The program commenced with a deep dive into the Culture of Teaching and Learning at CMRU. This session led by Dr. Suja Bennet, Dean of Academic Affairs imparted an understanding of the institution's ethos and educational philosophy. Delving further, sessions led by Ms. Juanita, HR Head introduced the faculty to Organizational Structure and Roles, enabling faculty members to navigate their roles effectively within the institution's framework.

To familiarize the faculty to the curriculum philosophy at CMRU, Dr. Suja Bennet (DA) conducted sessions dedicated to Curriculum Scheme of Teaching and Evaluation 2028-19. The PD team session on Outcome-Based Education, Core Curriculum, and Bloom's Taxonomy, emphasized the art of crafting Effective Learning Outcomes. These sessions and discussions were pivotal in aligning pedagogy with contemporary educational paradigms, ensuring a holistic understanding of Higher Education in the Indian Context. Faculty engagement was further amplified through a PD session centered on Pedagogical Principles for Teaching and Learning, fostering a dynamic approach to education delivery. The Mentorship Programme at CMRU session presented by Dr. Annapoorna MS (Dir., SOEC) provided a framework for effective guidance and support within the academic community. Crafting an effective Instructional Plan by the PD team became a focal point, ensuring a structured approach to educational delivery. The Roadmap to Research session led by Prof. Jayanthi showed faculty members different ways and plans to do research and contribute to the academic field. It encouraged curiosity and new ideas among the faculty in the institution.

These sessions were complemented by discussions on Team Building, leveraging Tech Tools for enhanced teaching methodologies, thereby nurturing a versatile skill set among faculty members. The culmination of these sessions embodied CMRU's commitment to nurturing a faculty cohort adept in contemporary teaching practices, poised to shape the academic landscape with innovation, insight, and dedication.

PD Workshops and Sessions

During the academic year 2018-2019, an array of professional development (PD) workshops were organized from September 2018 to April 2019, aiming to offer

extensive guidance and resources to faculty members. These workshops were meticulously designed to empower educators with a diverse toolkit of effective teaching strategies catered specifically for college classrooms.

1. Principles of Course Design: The series commenced with an insightful session on the Principles of Course Design, providing faculty with a structured approach to crafting impactful and engaging courses.
2. Student-Centric Teaching Strategies: Delved into methodologies emphasizing students' active involvement and tailored approaches to meet diverse learning needs. The session emphasized creating an inclusive and engaging environment to facilitate effective learning experiences.
3. Mentoring Teachers - Classroom Observation: Guidance on effective mentoring practices through classroom observations, promoting continuous improvement among educators.
4. Framing Effective Questions for Critical Thinking: Explored the art of crafting thought-provoking questions that stimulate critical thinking, enhancing educators' ability to foster deeper understanding and analytical skills among students.
5. Formative and Summative Assessments: Comprehensive discussion on strategies for creating balanced assessments, aiding in effective measurement of student progress and guiding instructional decisions.

Faculty Feedback: Some faculty members articulated it might be challenging to implement certain student-centric strategies due to the wide variation in student receptiveness and participation levels. Faculty members raised concerns about the university policies that might hinder the implementation of certain teaching methodologies. For instance, policies related to assessment formats or rigid curriculum structures limit the flexibility required to implement innovative teaching strategies discussed in the workshops.

Recommendations:

Offer supplementary resources or follow-up sessions for the faculty that focus specifically on addressing student engagement challenges. These resources could include case studies, peer-to-peer discussions, or forums for sharing successful engagement strategies among faculty members.

Encourage regular reviews of university policies concerning teaching and assessment methods. Ensure that these policies remain adaptive and supportive of innovative teaching practices, allowing flexibility for faculty members to implement diverse strategies.

Overall, these workshops served as invaluable platforms, equipping faculty members with a diverse repertoire of teaching strategies and pedagogical insights essential for cultivating enriched learning environments within college classrooms.

Session Name	Date
Induction Day 1	27th July, 2018
Induction Day 2	28th July, 2018
Orientation Day 1	01st August, 2018
Orientation Day 2	02nd August, 2018
Principles of Course Design	18th, 19th & 20th September, 2018
Student-Centric Teaching Strategies	23rd, 25th & 26th October, 2018
Mentoring Teachers - Classroom Observation	15th, 16th & 20th November, 2018
Framing Effective Questions for Critical Thinking	17th, 18th & 19th January, 2019
Formative and Summative Assessments	23rd, 24th & 25th April 2019

Participant Attendance and Feedback for Induction - Orientation:

Induction Day 1 - 27th July, 2018

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Leadership	New Faculty	City Campus - AV Hall
9:30 - 10:30 AM	Culture of Teaching and Learning at CMRU	Dr. Suja (DA)	New Faculty	
10:30 - 11:15 AM	Organizational Structure and Roles of Co-ordinators	Ms Juanita	New Faculty	
11:30 AM - 12:45 PM	Curriculum Overview	Dr. Suja Bennet (DA)	New Faculty	

1:30 - 3:00 PM	Outcome -Based Education, Bloom's Taxonomy and Framing Effective Learning Outcomes	PD Team	New Faculty	
3:00 - 4:00 PM	Core Curriculum Overview	Mr. M.O. Ravichander, Director, LIfe Skill Institute	New Faculty	

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH
Present	3	2	5	5	1	2
Absent	1	1	1	2	0	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	73%	20%	7%		

Present and Absent
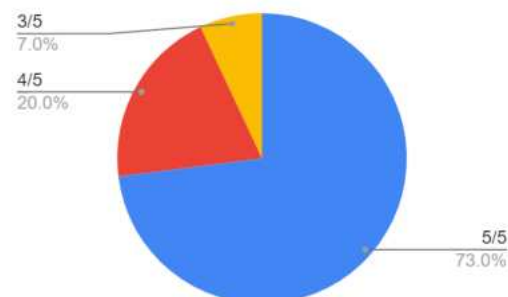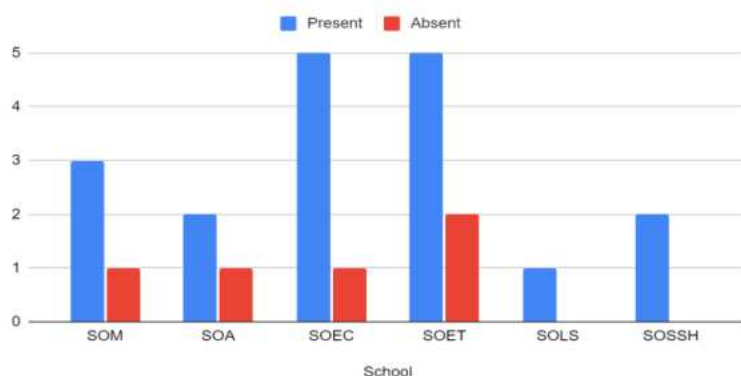
Induction Day 2 - 28th July, 2018

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 -9:30 AM	Introduction and Welcome	Dr. Praveen (Registrar)	New Faculty	City Campus - AV Hall
9:30 - 10:30 AM	Team Building Activity	PD Team	New Faculty	
10:45 AM - 12:15 PM	Instructional Planning	PD Team	New Faculty	

12:15 - 1:00 PM	Tech Tools		Ms Indukala	New Faculty	

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH
Present	4	2	5	6	1	2
Absent	0	1	1	1	0	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	61%	28%	8%	2%	

Present and Absent

Orientation Day 1 - 01st August, 2018

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Dr. Sanjay Jain (Pro-Vice Chancellor)	All Faculty	OMBR Campus - Seminar Hall
9:30 - 10:15 AM	Higher Education in the Indian Context	Dr. V.J. Praneshwaran (Prof. and Director, SOLS)	All Faculty	
10:15 - 11:00 AM	CMRU Culture	Dr. Suja Bennet (DA)	All Faculty	
11:15 AM - 12:15 PM	University Functioning - Organizational Structure	Dr. Praveen (Registrar)	All Faculty	

12:15 - 1:00 PM	HR Policies	Ms Juanita	All Faculty	
1:45 - 3:00 PM	Curriculum (AY18 - 19) + STE	Dr. Suja Bennet (DA)	All Faculty	

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	12	8	13	10	6	4	7
Absent	2	2	5	6	2	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	52%	30%	8%	10%	
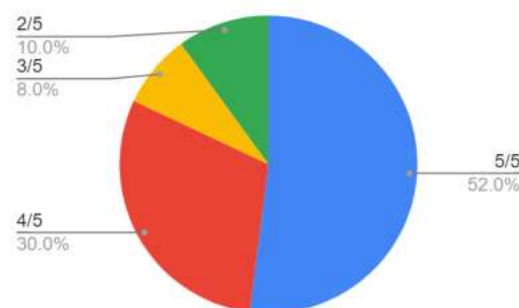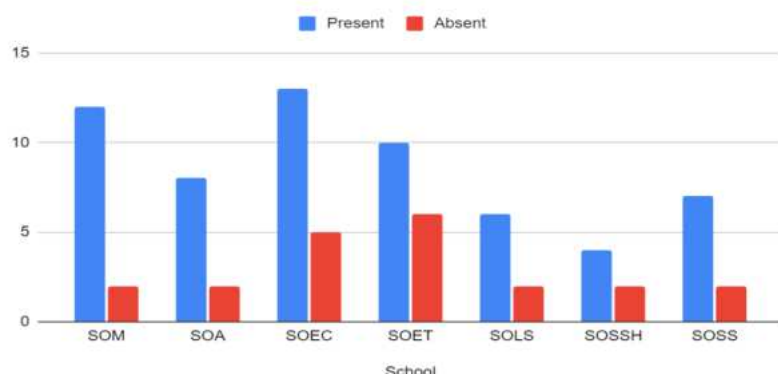
Orientation Day 2 - 02nd August, 2018

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Dr. Subramanya (Dean, SOLS)	All Faculty	OMBR Campus - Seminar Hall
9:30 - 11:00 AM	Pedagogical Principles for Teaching and Learning	PD Team	All Faculty	
11:15 am - 12:15 AM	Exam Procedures	Dr. Praveen (Registrar)	All Faculty	
12:15 - 1:15	Mentorship Programme at	Dr. Annapoorna M.S.	All Faculty	

PM	CMRU	(Director, SOEC)	
1:45 - 3:00 PM	Instructional Plan	PD Team	All Faculty
3:00 - 4:00 PM	Roadmap to Research	Prof. Jayanthi M.	All Faculty

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	12	8	13	10	6	4	7
Absent	2	2	5	6	2	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	39%	49%	12%		
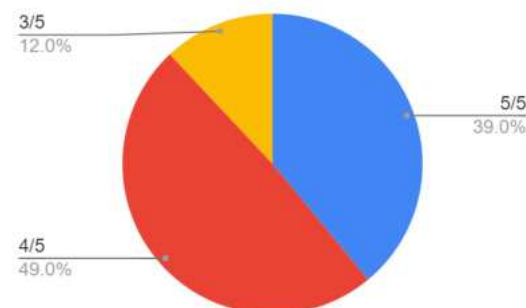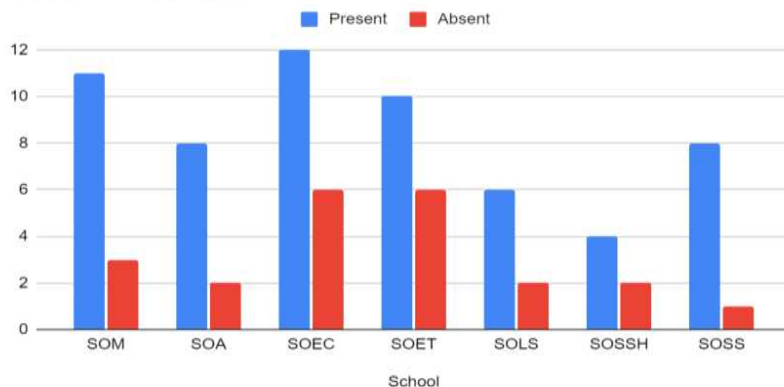
Participant Attendance and Feedback for PDI Workshops:

1. Principles of Course Design

Schedule

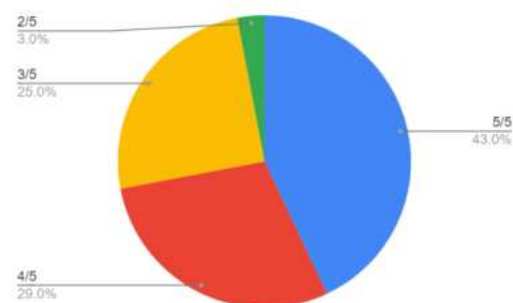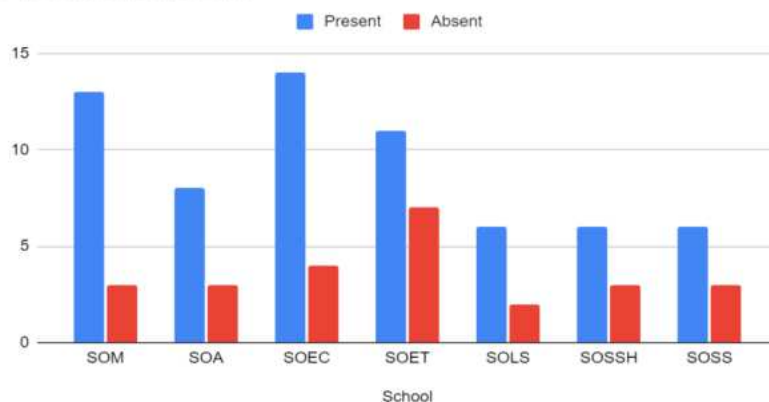| Date	Facilitators	Audience	Venue
18-09-2018	PDI TEAM	SOM, SOEC	City Campus AV Hall
19-09-2018	PDI TEAM	SOSS, SOET	City Campus AV Hall
20-09-2018	PDI TEAM	SOSSH, SOLS, SOA	City Campus AV Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	13	8	14	11	6	6	6
Absent	3	3	4	7	2	3	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	43%	29%	25%	3%	

Present and Absent

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2. Student Centric Teaching Strategies

Schedule

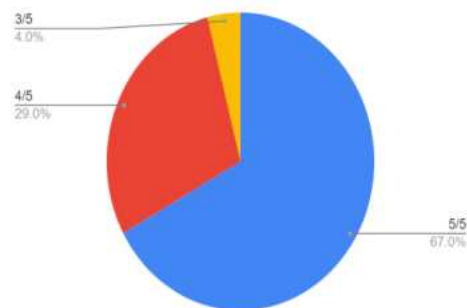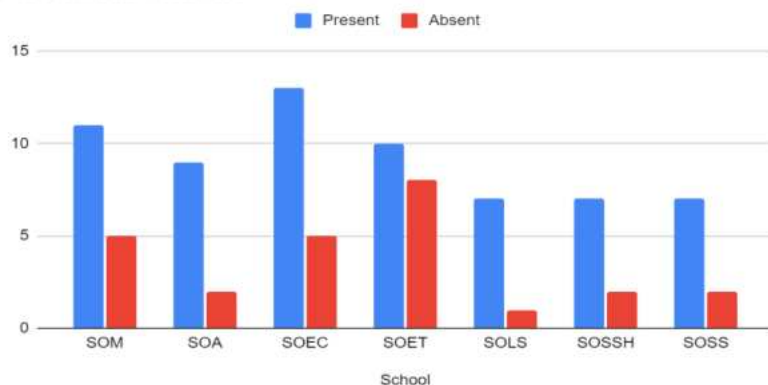| Date	Facilitators	Audience	Venue
23-10-2018	PDI TEAM	SOM, SOEC	OMBR Campus - Seminar Hall
25-10-2018	PDI TEAM	SOSSH, SOLS, SOA	OMBR Campus - Seminar Hall
26-10-2018	PDI TEAM	SOSS, SOET	OMBR Campus - Seminar Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	11	9	13	10	7	7	7
Absent	5	2	5	8	1	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	67%	29%	4%		

Present and Absent

3. Mentoring Teachers- Classroom Observation

Schedule

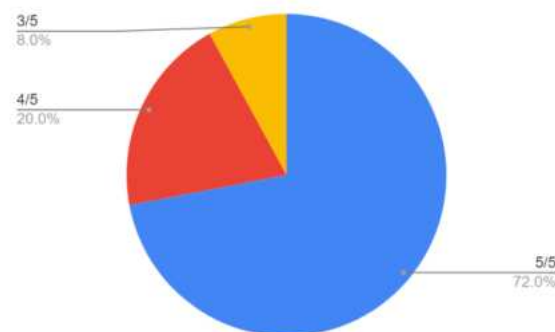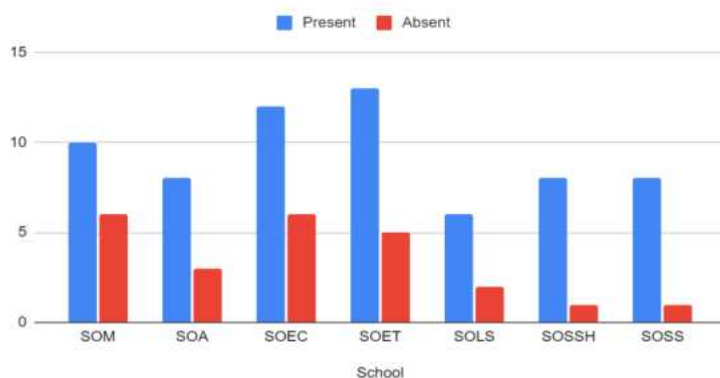| Date	Facilitators	Audience	Venue
15-11-2018	PDI TEAM	SOSSH, SOEC	City Campus AV Hall
16-11-2018	PDI TEAM	SOLS, SOM,SOSS	OMBR Campus - Seminar Hall
20-11-2018	PDI TEAM	SOET, SOA	Bagalur Campus - Seminar Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	10	8	12	13	6	8	8
Absent	6	3	6	5	2	1	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	72%	20%	8%		

4. Framing Effective Questions for Critical Thinking

Schedule

Date	Facilitators	Audience	Venue
17-01-2019	PDI TEAM	SOM, SOEC	City Campus AV Hall

18-01-2019	PDI TEAM	SOSSH, SOLS, SOA	City Campus AV Hall
19-01-2019	PDI TEAM	SOSS, SOET	City Campus AV Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	11	8	15	14	7	7	7
Absent	5	3	3	5	1	2	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	68%	24%	8%		
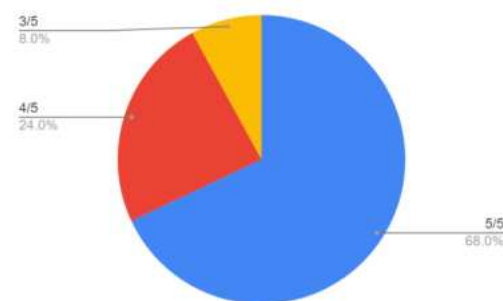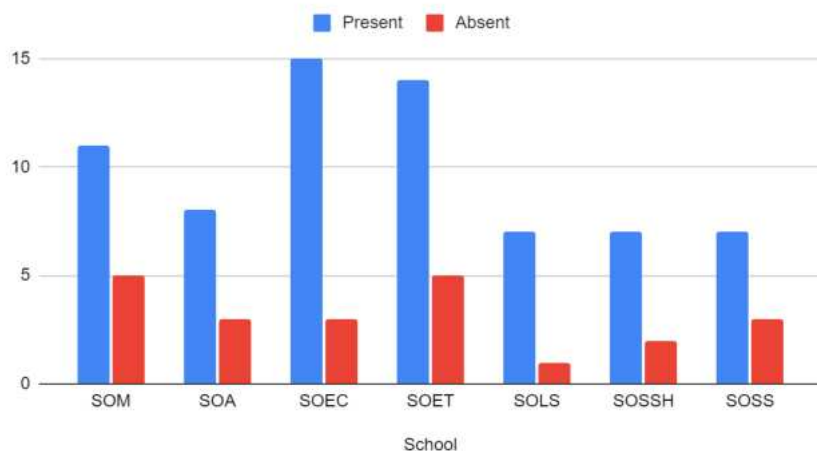
5. Formative and Summative Assessments

Schedule

| Date	Facilitators	Audience	Venue
23-04-2019	PDI TEAM	SOM, SOEC	City Campus AV Hall
24-04-2019	PDI TEAM	SOSSH, SOLS, SOA	City Campus AV Hall
25-04-2019	PDI TEAM	SOSS, SOET	City Campus AV Hall

Collated Attendance:

CMR University - Activities Organized for Faculty and Students

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	12	10	14	17	9	8	7
Absent	4	3	4	4	1	1	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	59%	30%	11%		

Present and Absent
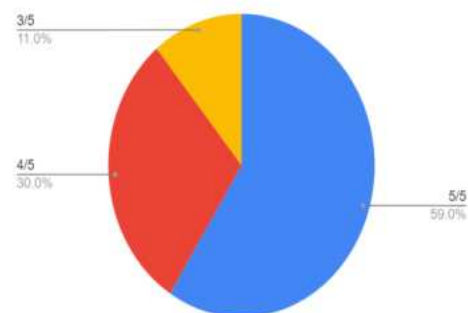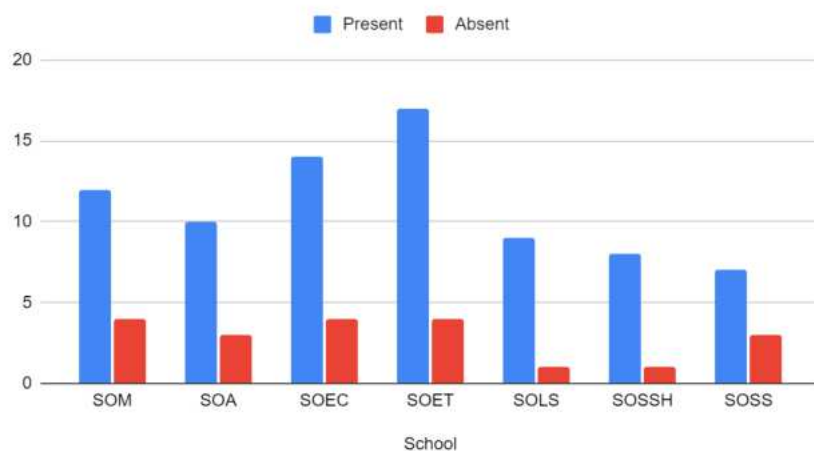
Annual Professional Development Report: Academic Year 2019 - 2020

Faculty Induction Program: The goal of the Faculty Induction program is to orient the new staff into the culture and pedagogy promoted and implemented at CMR University and to familiarize the faculty with its organizational structure and policies. The 2-day program conducted on the 25th and 26th July, 2019 is organized and arranged by the PDI in conjunction with the Senior Leadership of the University.

Day 1 of the Induction program began with the Welcome address by Dr. V.J. Praneshwaran, Prof. and Director, SOLS. This was followed by a session led by Dr. Praveen, Registrar, who traced the origins and growth and development of the University over the past years and highlighted the vision of its founder, late Sri Chikka Muniyappa Reddy to bring quality education to the masses. He highlighted the vision and mission of the University to 'To nurture creative thinkers who will drive positive global change'. In a later session Dr. Praveen shared details of the organizational structure of the CMR institutions. The PDI conducted a session on Outcome - Based education which lies at the core of the curriculum at CMRU and led the faculty through the key ideas to bear in mind, and a technique they could use, to create clear and effective course and session learning outcomes. The day's proceedings ended with a team building activity conducted by the PDI.

Day 2 of the Induction Program commenced with an enlightening address by Dr. Anandappa, Prof. and Vice-Principal, SOSSH on 'Critical Thinking Skills in the 21st Century'. The main session led by the PDI focused on 'Creating Effective Instructional Plans'. In this session, the faculty considered the constructive alignment between learning outcomes, learning activities and assessments and how to select suitable teaching methods and learning activities to make their lectures interactive and compelling. Post lunch, faculty visited the various university campuses and interacted one on one with the Deans of the respective Schools.

Faculty Orientation Program: The inaugural address of the Faculty Orientation program 2019 - '20 was delivered by Dr. Sanjay Jain, Pro-Vice Chancellor, CMR University. The day 1 sessions focussed on various aspects of Higher Education — its usiques perspectives in the Indian context and the increasingly multi and interdisciplinary approach to learning being adopted in campuses across the country. The Dean of Academic Affairs, Dr. Suja Bennet gave a comprehensive overview of the curriculum for the academic session 2019 - '20 and the scheme of teaching for the various departments. The PDI conducted a workshop of the 'Pedagogy of Learning' which gave faculty insight into the scientific basis of how students learn, and hence, the importance of incorporating various active learning strategies into their lecture sessions. The PD team had faculty engage in simple active strategies such as think-pair-share and minute paper which they could immediately implement in their sessions.

Day 2 of the Orientation program began with a session on Problem-Based learning led by the PDI. This interactive workshop took the faculty through the process of planning and implementation of problem - based learning: 1) Pre-planning to be carried out by the instructor 2) Role of the instructor during the problem-solving sessions 3) Steps of the problem-solving process carried out by students and 4) how the problem-solving activity may be assessed. In another session later in the day, the PDI highlighted other resources through which faculty could fuel their professional development, namely MOOCs and open educational resources. The session on 'Exam Procedures' led by Dr. Praveen highlighted the key duties carried out by the different examination officials and the key procedures and policies to be followed by faculty assigned various examination duties. CMR University lays great emphasis on research and innovation and Dr. Phani Pullela's timely session addressed the concerns of 'Academic Integrity and Quality Research'. The day's proceedings ended with an overview of the CMRU Mentorship program. Recognizing the significant role that the leadership and experienced faculty can play in developing collegiality and improving teacher quality, the mentorship program of the CMRU was instituted. Through its mentorship program, new faculty work with more experienced staff to develop their teaching skills and also benefit from feedback from lesson observations from their peers.

PD Workshops 2019 - 2020: The PD conducted various workshops throughout the academic year to enhance faculty awareness of pedagogy and their teaching skills. These included:

1. Constructive Alignment of Learning Outcomes, Assignments and Assessments: This workshop exposed faculty to the concept of "Backward Design" for effective teaching-learning with a view to faculty adopting this process when designing their instructional plans. It highlighted the importance of determining the appropriate assessments to be carried out and the learning activities to be implemented in relation to the learning outcomes to be achieved by the students.

2. Active Learning Strategies and Student Engagement: This workshop defined what is meant by 'active learning' and focussed on different learning strategies such as think-pair-share, group discussion, brainstorming, debate and jigsaw which could be used in the classroom to increase student involvement and engagement during the session.

3. Framing Effective Questions: Asking questions remains one the most frequently used strategy by which faculty develop their lessons and check for student understanding and learning. This workshop will focus on techniques that faculty could use to plan and develop better questions: (1) how to frame open-ended and divergent questions and (2) framing questions that stimulate students' higher order thinking skills (linked to Bloom's Cognitive taxonomy). It also highlighted the importance of Wait Time and how to handle student responses.

4. Approaches to Assessment and Role of Formative and Summative Assessments: Faculty received a better understanding of 'Assessment for Learning and

Assessment as Learning' through this workshop. They also considered the key differences between formative and summative assessments and reflected on which category of assessments were more effective in fostering and evaluating student learning. Faculty were made aware of different tools of formative assessments. They participated in an activity in which they selected a tool of formative assessment that was linked to one of their course outcomes and prepared an overall plan of how this would be implemented in the classroom.

5. Principles of Curriculum Design: Prior to the end of the academic year, this workshop run by the PDI equipped faculty with a framework they could follow to successfully design impactful courses.

Faculty Feedback: Overall the faculty has shown a positive response to the PD sessions.

1. In the absence of any formal training in teaching, some of the workshops particularly those on 'Constructive Alignment of LOs, Activities and Assessments' and 'Active Learning Strategies' were eye-opening.
2. Some faculty felt that while scientific studies provided evidence in support of active learning strategies, it was difficult to implement them given the large size of classes and also due to the lack of certain skills on the part of some students — lack of effective communication skills, teamwork skills etc. Faculty felt that as students were used to rote learning, implementing these strategies was challenging.

PDI General Observations and Recommendations:

1. Faculty required follow up sessions on framing effective learning outcomes.
2. Certain active learning strategies had more relevance to certain subjects than others. Hence the PDI could plan for department wise planning workshops on specific active strategies relevant to these departments.
3. The Life Skills Institute of CMRU could be approached to conduct workshops on group work, conflict resolution and effective oral communication for students.
4. Lead teachers to be identified in each department to model some of the active learning strategies in the classroom for other staff to observe.

Participant Attendance and Feedback for Induction - Orientation:
Induction Day 1 - 25th July, 2019
<u>**Schedule**</u>

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Dr. VJ Praneshwaran (Prof. and Director, SOLS)	New Faculty	City Campus -AV Hall
9:30 - 10:30 AM	CMRU - Culture, Vision and Mission	Dr. Praveen (Registrar)	New Faculty	
10:30 - 11:15 AM	HR Policies	Ms Juanita	New Faculty	
11:30 AM - 12:45 PM	Understanding HE: Outcome - Based Education, Framing Effective Learning Outcomes	PD Team	New Faculty	
1:30 - 2:30 PM	University Functioning - Organizational Structure	Dr. Praveen (Registrar)	New Faculty	
2:30 - 3:30 PM	Team Building Activity	PD Team	New Faculty	

Collated Attendance:

School	SOA	SOET	SOLS	SOM	SOSS	SOSSH

PRAVEEN R

Present	2	8	2	3	2	3
Absent	1	2	1	0	0	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	49%	44%	7%		
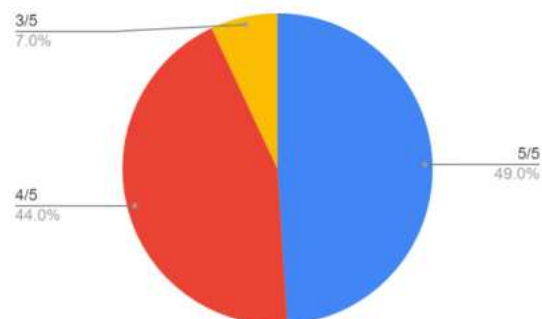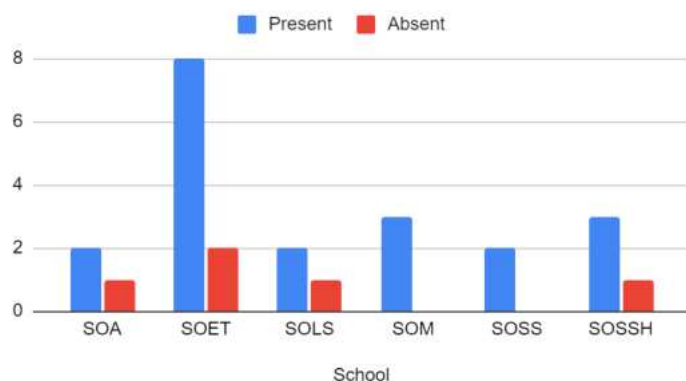
Induction Day 2 - 26th July, 2019

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 -9:30 AM	Introduction and Welcome	Dr. Praveen (Registrar)	New Faculty	City Campus -AV Hall
9:30 - 10:30 AM	Critical Thinking Skills in the 21st Century	Dr. Anandappa (Prof. and Vice-Principal, SOSSH)	New Faculty	
10:45 AM - 12:15 PM	Instructional Planning	PD Team	New Faculty	

Collated Attendance:

School	SOA	SOET	SOLS	SOM	SOSS	SOSSH
Present	3	7	2	3	2	4
Absent	0	3	1	0	0	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	72%	20%	8%		

Present and Absent
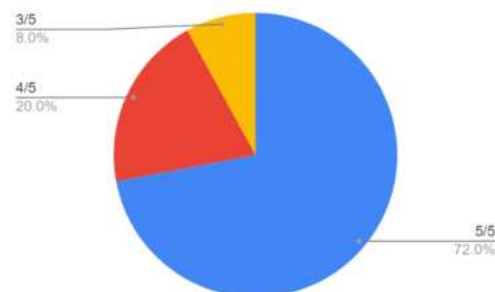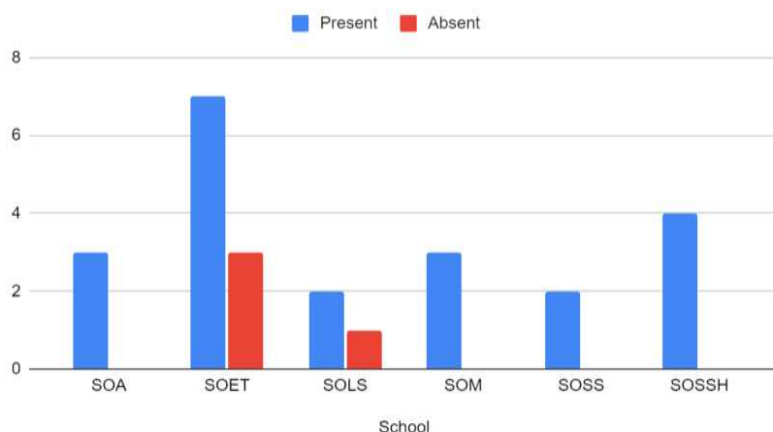
Orientation Day 1 - 01st August, 2019
Schedule

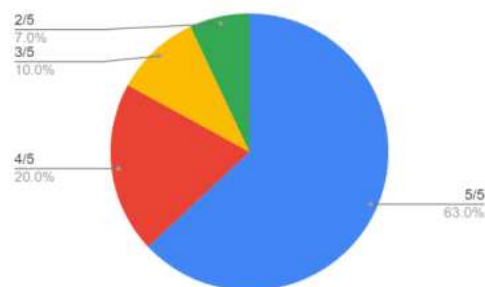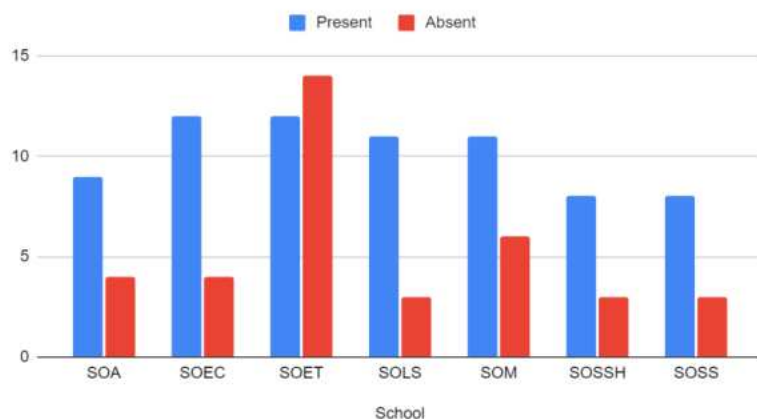| Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Dr. Sanjay Jain (Pro-Vice Chancellor)	All Faculty	OMBR Campus - Seminar Hall
9:30 - 10:15 AM	Higher Education in the Indian Context	Dr. V.J. Praneshwaran (Prof. and Director, SOLS)	All Faculty	
10:15 - 11:00 AM	Understanding HE: Multi and Inter-Disciplinary Approach to Learning	Dr. Sanjay Jain (Pro-Vice Chancellor)	All Faculty	
11:15 AM - 12:45 PM	Curriculum (AY19- 20) + STE	Dr. Suja Bennet (DA)	All Faculty	
1:30 - 3:00 PM	Pedagogy of Learning	PD Team	All Faculty	

Collated Attendance:

School	SOA	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	9	12	12	11	11	8	8
Absent	4	4	14	3	6	3	3

Ratings from Faculty:

PRAVEEN R

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	63%	20%	10%	7%	

Orientation Day 2 - 02nd August, 2019
Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Dr. Subramanya (Dean, SOLS)	All Faculty	OMBR Campus - Seminar Hall
9:30 - 11:00 AM	Problem-Based Learning	PD Team	All Faculty	
11:15 am - 12:15 AM	Exam Procedures	Dr. Praveen (Registrar)	All Faculty	
12:15 - 1:15 PM	MOOCs and Open-end Educational Resources	PD Team	All Faculty	
1:45 - 3:00 PM	Academic Integrity and Research Quality	Dr. Phani Kumar Pullela (Prof. and Assoc. Director, SOET)	All Faculty	
3:00 - 4:00 PM	Mentorship Programme at CMRU	Dr. Annapoorna M.S. (Director, SOEC)	All Faculty	

Collated Attendance:

School	SOA	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	8	12	19	11	13	8	8

PRAVEEN R

Absent	5	4	7	3	4	3	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	47%	37%	10%	6%	

Present and Absent
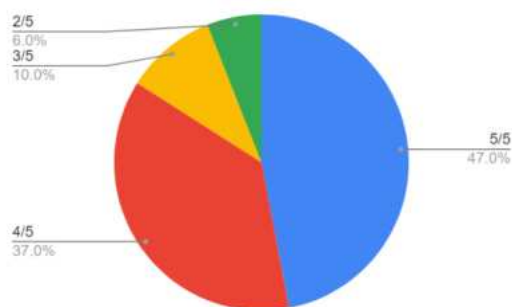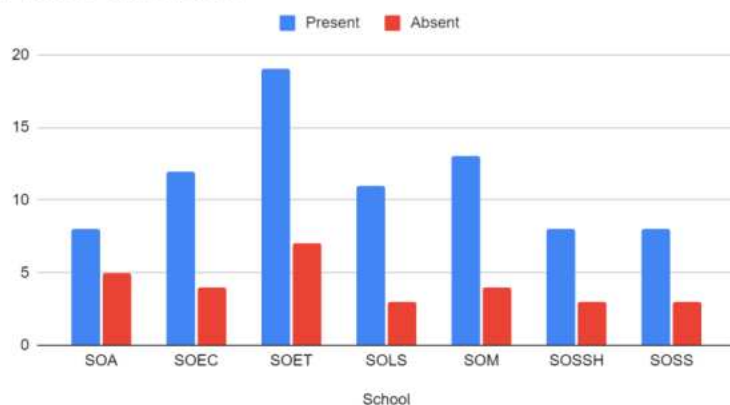
Participant Attendance and Feedback for PDI Workshops:

1. **Constructive Alignment of LOs, Activities and Assessments**

Schedule

Date	Facilitators	Audience	Venue
17-09-2019	PDI TEAM	SOSS, SOET	City Campus AV Hall
19-09-2019	PDI TEAM	SOM, SOEC	City Campus AV Hall

20-09-2019	PDI TEAM	SOSSH, SOLS, SOA	City Campus AV Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	12	13	16	28	13	9	9
Absent	5	3	1	4	1	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	53%	41%	6%		
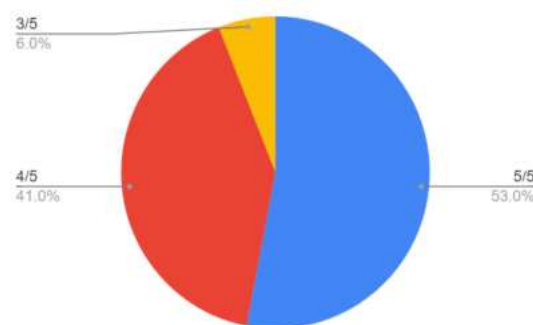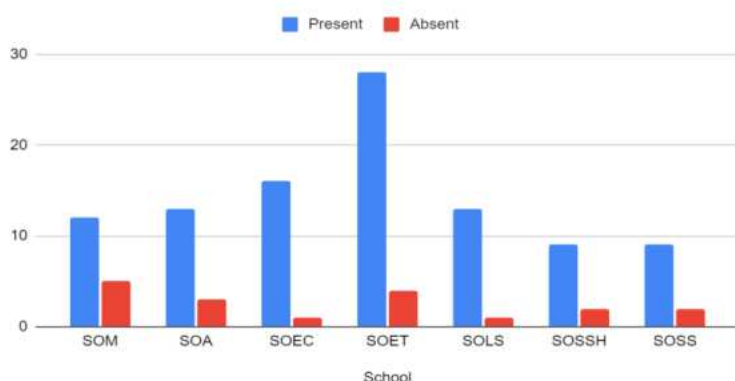
2. Active Learning Strategies and Student Engagement

Schedule

Date	Facilitators	Audience	Venue
22-10-2019	PDI TEAM	SOSSH, SOLS, SOA	OMBR Campus - Seminar Hall
23-10-2019	PDI TEAM	SOM, SOEC	OMBR Campus - Seminar Hall
24-10-2019	PDI TEAM	SOSS, SOET	Bagalur Campus - Seminar Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	14	12	15	27	12	9	9

PRAVEEN R

Absent	3	4	2	5	2	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	46%	39%	10%	5%	

3. Framing Effective Questions

Schedule

Date	Facilitators	Audience	Venue
27-11-2019	PDI TEAM	SOSS, SOET	Bagalur Campus - Seminar Hall
28-11-2019	PDI TEAM	SOM, SOEC	City Campus AV Hall
29-11-2019	PDI TEAM	SOSSH, SOLS, SOA	Bagalur Campus - Seminar Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	12	13	16	26	12	9	9
Absent	5	3	1	6	2	2	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5

Feedback	46%	32%	10%	12%	
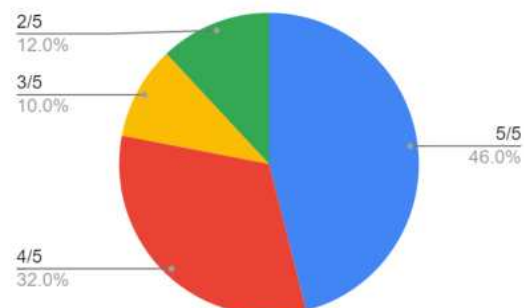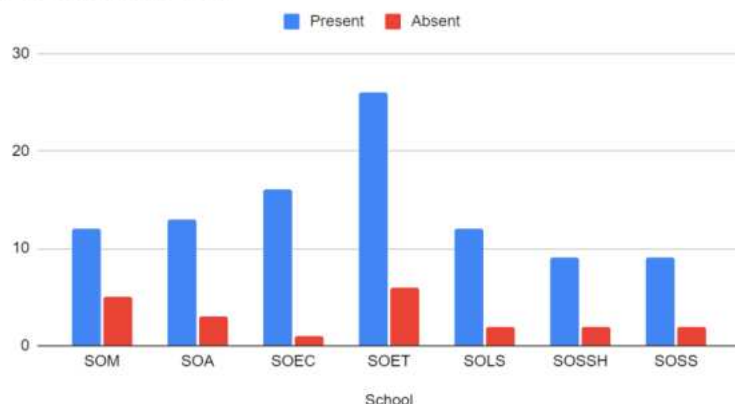
4. Approaches to Assessment and Role of FA and SA

Schedule

Date	Facilitators	Audience	Venue
14-02-2020	PDI TEAM	SOSSH, SOLS, SOA	City Campus AV Hall
19-02-2020	PDI TEAM	SOM, SOEC	City Campus AV Hall
20-02-2020	PDI TEAM	SOSS, SOET	Bagalur Campus - Seminar Hall

Collated Attendance:

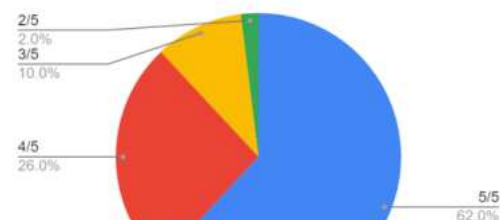| School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	13	12	15	28	13	8	8
Absent	4	5	2	6	3	4	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	62%	26%	10%	2%	

PRAVEEN R

Present and Absent

5. Principles of Curriculum Design

Schedule

Date	Facilitators	Audience	Venue
21-04-2020	PDI TEAM	SOM, SOEC	City Campus AV Hall
22-04-2020	PDI TEAM	SOSS, SOET	Bagalur Campus - Seminar Hall
24-04-2020	PDI TEAM	SOSSH, SOA, SOLS	Bagalur Campus - Seminar Hall

Collated Attendance:

School	SOM	SOA	SOEC	SOET	SOLS	SOSSH	SOSS
Present	14	14	15	30	15	10	10
Absent	3	3	4	5	3	3	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	50%	35%	10%	5%	

CMR University - Activities Organized for Faculty and Students

Present and Absent
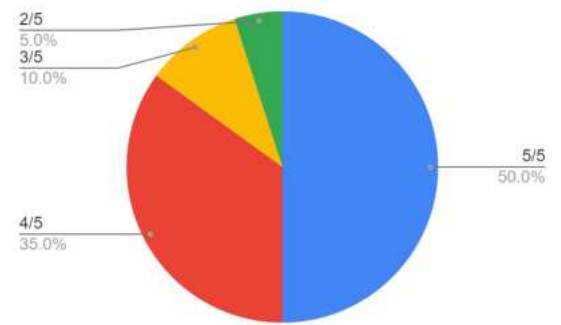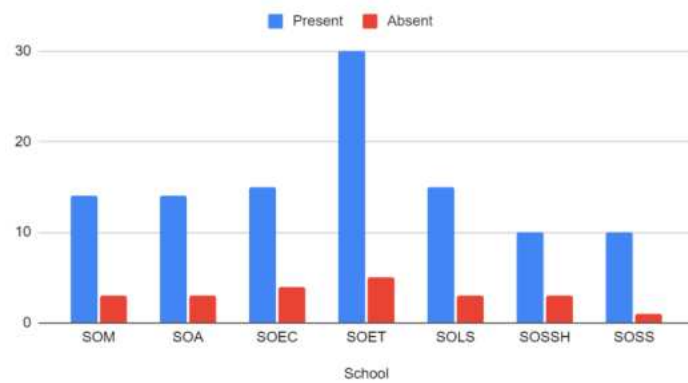
Annual Professional Development Report: Academic Year 2020-2021

Faculty Induction & Orientation Program

The induction and orientation period commenced from 23rd to 30th July 2020 with an informative opening session led by the Senior Leadership of the University that offered faculty members an insight into the institution's ethos, values, and overarching goals for the academic year. This was complemented by detailed instructional plans that aligned faculty members' teaching strategies with the institution's objectives and student learning outcomes.

During the faculty induction and orientation, a series of sessions were conducted to familiarize faculty members with their roles and responsibilities. Dedicated sessions presented by Ms Soumya Narayan delved into the details of various roles across departments. These sessions provided comprehensive insights into the expectations, duties, and coordination requirements within each department, fostering enhanced collaboration and mutual understanding among faculty members.

Furthermore, workshops conducted by Ms. Indukala focused on technological implementation emphasizing the utilization of essential tools such as GSheet, GDocs, Slides, Sites, and Drive from Google Suite. The goal was to equip faculty with the necessary skills for effective teaching, collaborative projects, and streamlined document management, fostering a technologically proficient teaching environment during Covid lockdown.

Faculty members were also introduced to tech tools like GreytHR and Slack, integral for efficient communication within the institution by the HR team. Sessions delved deeper into the organizational structure, emphasizing the significance of effective communication channels and hierarchical frameworks for smoother functioning and streamlined operations.

Apart from these, orientation sessions centered around the curriculum for the academic year 2020-2021. Specialized sessions led by the PD team were conducted, aimed at fostering innovative teaching approaches and multidisciplinary methodologies to enhance the learning experience.

Additionally, sessions encompassed crucial aspects of higher education, focusing on outcome-based learning, constructive alignment, understanding the National Education Policy (NEP), online instructional strategies, university assessment frameworks, policies, procedures, pedagogical principles for effective teaching-learning, and designing effective assessments. These sessions aimed at providing a comprehensive understanding and skill set to ensure a robust and adaptable teaching approach.

PD Workshops and Sessions
Conducted from September 2020 to February 2021

PRAVEEN R

The transition to online teaching presented challenges and opportunities, resulting in a series of specialized workshops aimed at improving online teaching practices. These sessions addressed various key areas and were conducted from September 2020.

1. Engagement in Synchronous Online Classes: Faculty underwent specialized training focused on creating dynamic and interactive virtual learning spaces, aiming to bridge the physical gap and ensure active participation through innovative pedagogical methods.
2. Student Well-being and Online Teaching: Sessions prioritized the creation of supportive virtual environments, acknowledging and addressing the unique challenges students faced, emphasizing mental health support and social-emotional learning in the online classroom.
3. ICT-Based Assessments: Equipping faculty with necessary skills to design and implement fair and effective assessments in the online realm, despite the absence of traditional assessment settings.
4. Adapting Labs and Practical Classes: Workshops offered guidance in navigating the complexities of moving hands-on practical classes into the online sphere, utilizing simulation tools and innovative approaches to replicate real-world experiences virtually.

Faculty Feedback

While some faculty members felt confident navigating online platforms, others admit to facing challenges in adapting to and utilizing these technologies effectively in their teaching practices.

Faculty members appreciated the training that focused on making online classes more dynamic and interactive. However, some felt they needed more practical examples and hands-on activities to confidently apply these methods in their teaching.

Insights and Recommendations:

Faculty members at the university have diverse levels of familiarity with digital tools. Some are adept at using online platforms, while others struggle, impacting the consistency of technological fluency in teaching. We will need to implement a series of specialized workshops tailored to different proficiency levels. Continual support and training and establishing feedback mechanisms are required to address evolving challenges effectively.

Participant Attendance and feedback for Orientation and feedback for PD Workshops:

Session Name	Date
Induction Day 1	23-07-2020

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CMR University - Activities Organized for Faculty and Students

Induction Day 2	24-07-2020
Induction Day 3	26-07-2020
Orientation Day 1	28-07-2020
Orientation Day 2	29-07-2020
Orientation Day 3	30-07-2020
Engaging Students in Synchronous	7th - 11th September, 2020
Online Teaching and Student Well-Being	12th - 16th October, 2020
ICT-Based Assessment Methods	23rd- 27th November, 2020
Adapting Labs and Practical Classes To An Online Format	15th & 16th February, 2021

Participant Attendance and Feedback for Induction - Orientation:

Induction Day 1 - 23rd July 2020

Schedule

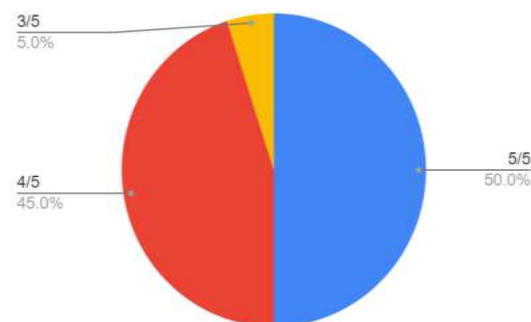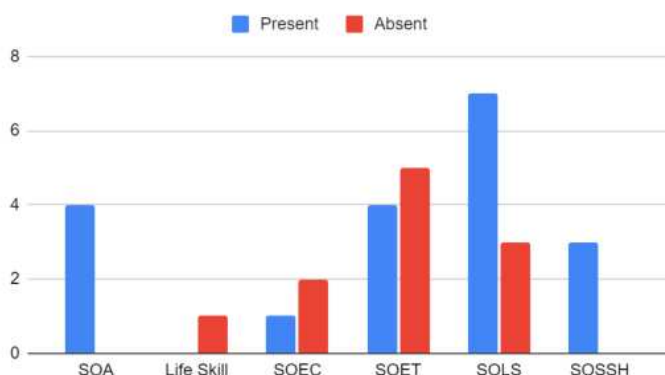| Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Introduction and Welcome	Leadership	School Leadership/Heads-CDT/CC/LEAP/OSA /All new staff	Account: PDI https://zoom.us/j/96384520899?pwd=SldWSFNwZ01GUjZmM3piQ01HWUYyQT09
9.30-11.00 am	Tech Tools: Gsheet, Gdocs, Slides, Sites, Drive etc...	Ms Indukala	New Faculty	Account: CMRU OSA https://zoom.us/j/97269224747?pwd=ZkNaNE5yeXVZWldlZUowOXBxMDJJZz09

11.15-12.45 pm	Roles & Responsibilities: Various coordinators	Soumya Narayan (SOM)	New Faculty	Account: PDI https://zoom.us/j/93270047271?pwd=Wi9BSlM5SUIBNkUwbGs5TE5tQXJHUT09
1.15-2.45 pm	GreytHR + Slack + Org. structure	Ms Juanita + Deepthi N	New Faculty	Account: CMRU OSA https://zoom.us/j/97964431747?pwd=SURPbzNOeE84WEt3RElibFRQSWxmZz09

Collated Attendance:

School	SOA	Life Skill	SOEC	SOET	SOLS	SOSSH
Present	4	0	1	4	7	3
Absent	0	1	2	5	3	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	50%	45%	5%		

Induction Day 2 - 24th July 2020

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Prof. Mohan Cherian	New Faculty	Account: PDI https://zoom.us/j/93031797538?pwd=UDZnOTJQb28rSjErM204OVBISktYdz09
9.30-11.00	Curriculum (AY 21-22) + STE	Dr Suja (DA)	New Faculty	Account: CMRU OSA

PRAVEEN R

|				
am				https://zoom.us/j/95571931426?pwd=L1ZMNlNCbWpyVHh6R01vWEwvb2p3QT09
11.15-12.45 pm	Curriculum (AY 21-22) + STE Self-directed work : Please log in to this session using the link	CDT Team	New Faculty	Account: CMRU OSA https://zoom.us/j/94398549791?pwd=WWtDTTd1ajJZV0pVL2hpWUlMNGpOdz09
9.00-9.30 am	Opening	Prof. Mohan Cherian	New Faculty	Account: PDI https://zoom.us/j/93031797538?pwd=UDZnOTJQb28rSjErM204OVBISktYdz09

Collated Attendance:

School	SOA	Life Skill	SOEC	SOET	SOLS	SOSSH
Present	4	1	3	5	8	3
Absent	0	0	0	4	2	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	60%	25%	5%	10%	
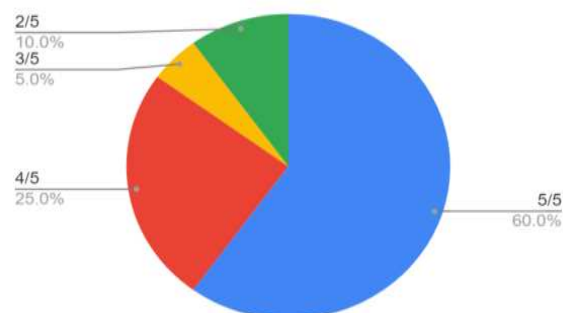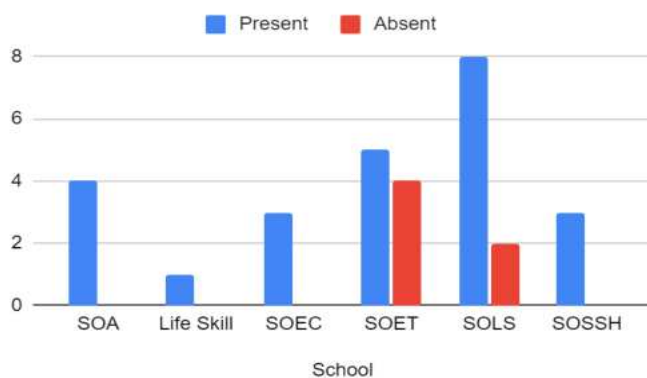
Induction Day 3 - 26th July 2020

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link

|				
9.00-9.30 am	Opening	Dr. LN (Dir. TAP)	New Faculty	Account: PDI https://zoom.us/j/93721329345?pwd=cVBYKytvMVI3RHAzRXRDYlFYTkE1dz09
9.30-11.00 am	Instructional plan	PD Team	New Faculty	Account : PDI https://zoom.us/j/92245988570?pwd=ZGpmcm5iMTZEQ20yMm9xT0Jhekdzdz09
11.15-12.45 pm	Google workspace for Teaching- Learning	Prof. Jayanthi	New Faculty	Account: not cmru https://zoom.us/j/94893411429?pwd=ZmNyQzU3anVNYTZQZEhyTks5SDEyQT09
1.15-2.45 pm	Understanding Higher Education: Outcome Based Learning, Constructive Alignment	PD Team	New Faculty	Account: PDI https://zoom.us/j/94893411429?pwd=ZmNyQzU3anVNYTZQZEhyTks5SDEyQT09
3.00-4.00 pm	Continued Session	PD Team	New Faculty	Account: PDI https://zoom.us/j/94893411429?pwd=ZmNyQzU3anVNYTZQZEhyTks5SDEyQT09

Collated Attendance:

School	SOA	Life Skill	SOEC	SOET	SOLS	SOSSH
Present	4	1	3	5	9	3
Absent	0	0	0	4	1	0

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	50%	35%	10%	5%	
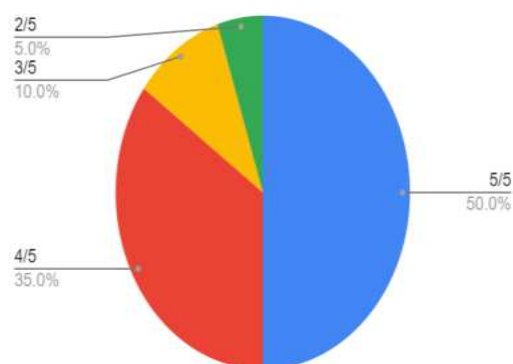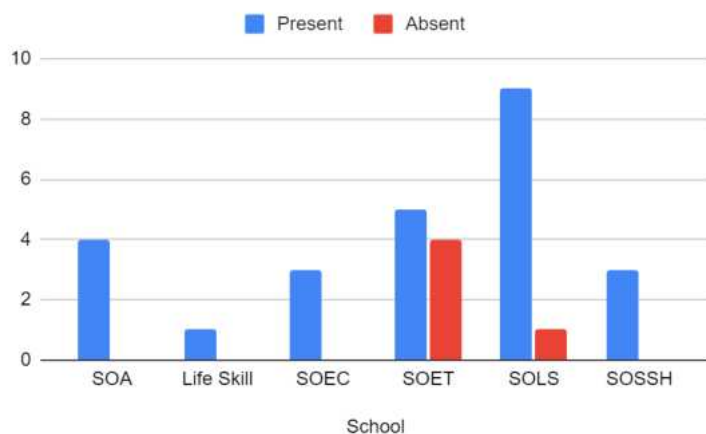
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Orientation Day 1 - 28th July 2020

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Introduction and Welcome	Dr. Praveen (Reg.) + Dr. Bhaskar Reddy	All Faculty	Account: PDI https://zoom.us/j/99241353831?pwd=MHR2cG1QYjA5dGVlaTBtMGRncGV5QT09
9.30-11.45 am	Understanding NEP	Dr. Latha Krishnan	All Faculty	Account: CMRU OSA https://zoom.us/j/97580528443?pwd=THUzSVdFTGhuUFB0SDlUUIRLOGZ6Zz09
12:00 -1:15 pm	Curriculum overview	Dr. Balaji (CDT) + Dr. Suja (DA)	All Faculty	Account: PDI https://zoom.us/j/91478221971?pwd=V25idzZ2K1hnVU5TNWkwRFhrbUkzdz09
2:15 - 3:30 pm	Online Instructional Strategies	PD Team	All Faculty	Account: PDI https://zoom.us/j/92464224829?pwd=UzNJdUlHYytCK2k3QmtUMVFRYnBlZz09
3:30 - 4:00	Library Resources	Dr Malatesh (CL)	All Faculty	Account: PDI https://zoom.us/j/97778615

PRAVEEN R

				083?pwd=UHNDMFMxb0N STUN4ZmV2b3pmVmliQT09

Collated Attendance:

School	SOM	Life Skill	SOA	SOEC	SOET	SOLS	SOSS	SOSSH
Present	9	1	11	14	23	13	9	10
Absent	7	0	6	5	12	5	2	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	40%	30%	25%	5%	

Present and Absent
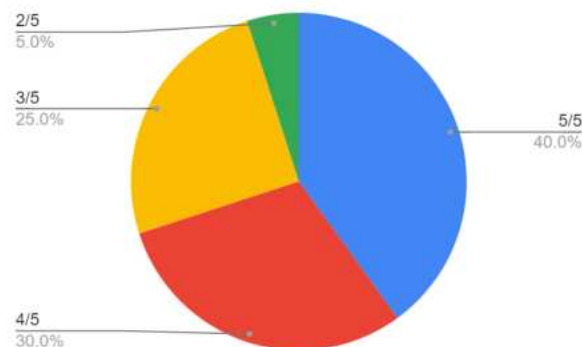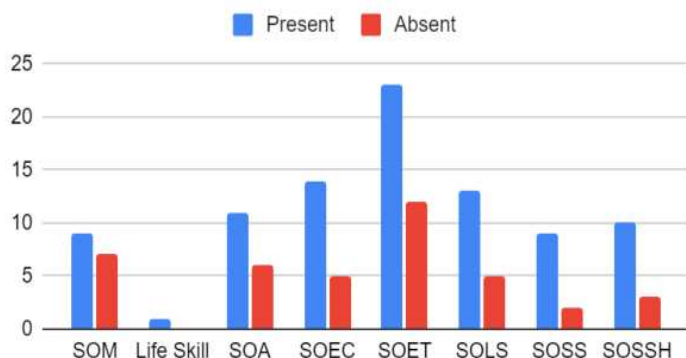
Orientation Day 2 - 29th July 2020

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Ashika T.	All Faculty	Account: PDI https://zoom.us/j/ 93799359438?pwd=ampoZ 2pCckVkZjZiV0QzVFpTZW1j QT09
9.30-11.00 am	Core Curriculum Overview AY (21-22)	Viivek M (CCT)	All Faculty	Account: CMRU OSA https://zoom.us/j/ 92568018123?pwd=c05uRj RWWitDdHpsTG5QQS9qSG 1CZz09
11:30 - 1:00	University Assessment	Dr Balaji	All Faculty	Account: PDI https://zoom.us/j/

| pm	Framework, Policies and Procedures	(CDT)		91456758087?pwd=RDVPYTBNYmRKSm11S1VCZmlZUHk4Zz09
2:00 - 3:30 pm	Pedagogical Principles for Effective Teaching-Learning	PD Team	All Faculty	Account: PDI https://zoom.us/j/96527973247?pwd=dUE1RXI1RlR5TlFqMEVES3N1eEZKQT09

Collated Attendance:

School	SOM	Life Skill	SOA	SOEC	SOET	SOLS	SOSS	SOSSH
Present	9	0	10	14	25	14	6	10
Absent	7	1	7	5	10	4	5	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	45%	25%	15%	15%	
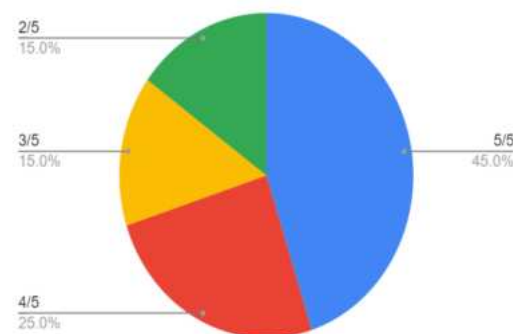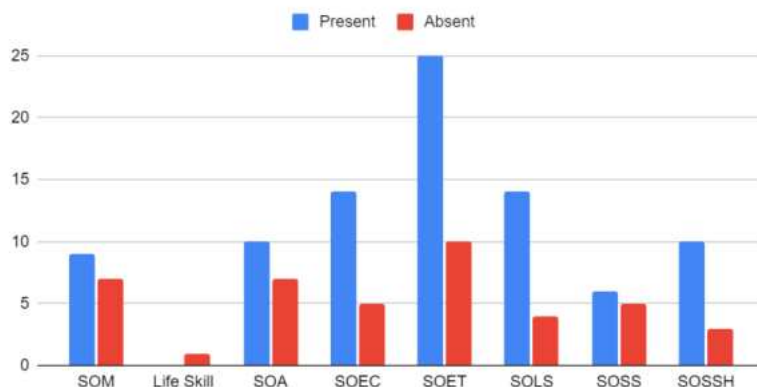
Orientation Day 3 - 30th July 2020

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Prof. Mohan Cherian	All Faculty	Account: PDI https://zoom.us/j/92493627263?pwd=S0ZTMk

|				4rUVZ0Vlg0akhYNE5aRkJVUT09
9.30-11.00 am	Academic Audit + Feedback	Dr Suja (DA) + Ms. Juanita	All Faculty	Account: CMRU OSA https://zoom.us/j/91967360597?pwd=M3liZC9BcDB4Y2dGOHE4YzBwSkZnUT09
11.30-1:00 pm	Introduction to Slack, policies, internal sites, procedures	Ms. Juanita	All Faculty	Account: PDI https://zoom.us/j/98459704395?pwd=SzZsYWo5UHYzcEZGRnB4QjJPdEsvUT09
2:00 - 3:30 pm	Designing Effective Assessments	PD Team	All Faculty	Account: PDI https://zoom.us/j/92645553519?pwd=N1ZCTld2NUMwbEMxQjNIQVdNbW5aUT09

Collated Attendance:

School	SOM	Life Skill	SOA	SOEC	SOET	SOLS	SOSS	SOSSH
Present	10	1	11	14	24	14	10	10
Absent	6	0	6	5	11	4	1	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	72%	18%	10%		
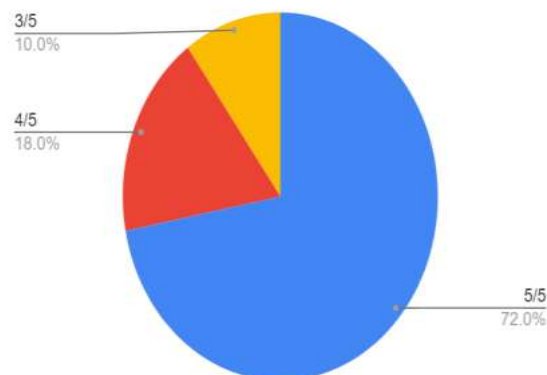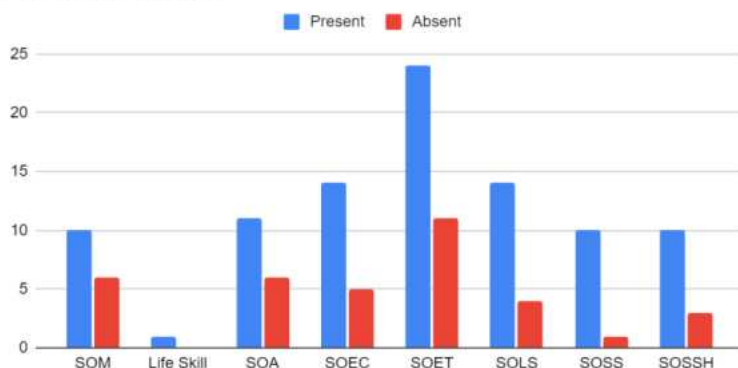
Participant Attendance and Feedback for PDI Workshops:

1. Engaging Students in Synchronous

Schedule

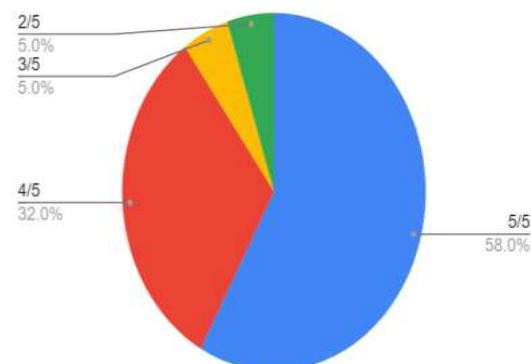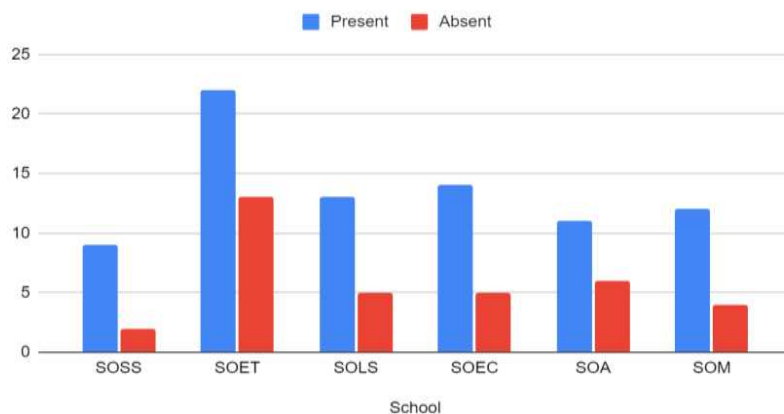| Date	Facilitators	Audience	Login Link
07-09-2020	PDI team	SOSS	Video call link: https://meet.google.com/esp-skzy-pch
08-09-2020	PDI team	SOET	Video call link: https://meet.google.com/kuc-spgw-qgj
09-09-2020	PDI team	SOLS	Video call link: https://meet.google.com/zvn-pmna-hrf
10-09-2020	PDI team	SOEC & SOA	Video call link: https://meet.google.com/osp-jzoe-zjk
11-09-2020	PDI team	SOM	Video call link: https://meet.google.com/tbh-rnqr-dpa

Collated Attendance:

School	SOSS	SOET	SOLS	SOEC	SOA	SOM
Present	9	22	13	14	11	12
Absent	2	13	5	5	6	4

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	58%	32%	5%	5%	

Present and Absent

2. Online Teaching and Student Well-Being

Schedule

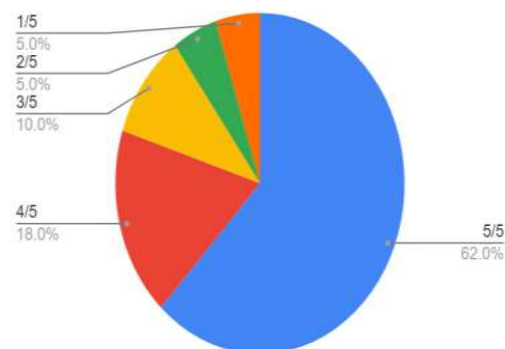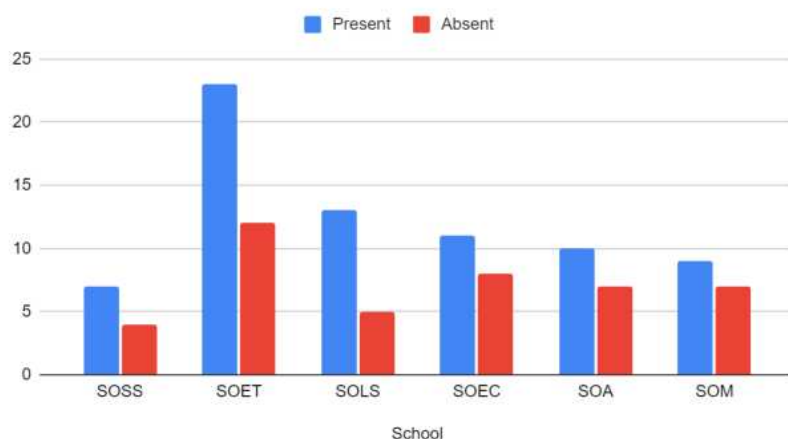| Date	Facilitators	Audience	Login Link
12-10-2020	PDI team	SOSS	Video call link: https://meet.google.com/sbc-kwkc-bdd
13-10-2020	PDI team	SOET	Video call link: https://meet.google.com/ntu-rvwu-ivu
14-10-2020	PDI team	SOLS	Video call link: https://meet.google.com/dke-xhyc-uyk
15-10-2020	PDI team	SOEC & SOA	Video call link: https://meet.google.com/dnw-wiet-svr
16-10-2020	PDI team	SOM	Video call link: https://meet.google.com/fqp-zysr-xdq

Collated Attendance:

School	SOSS	SOET	SOLS	SOEC	SOA	SOM
Present	7	23	13	11	10	9
Absent	4	12	5	8	7	7

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback					

Present and Absent

3. ICT-Based Assessment Methods

Schedule

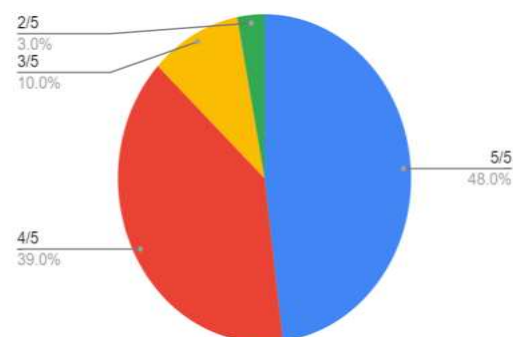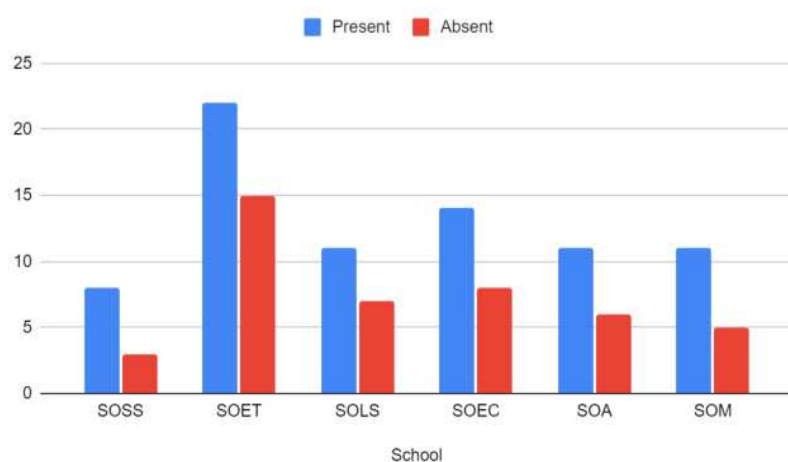| Date	Facilitators	Audience	Login Link
23-11-2020	PDI team	SOSS	Video call link: https://meet.google.com/xpa-njgm-odk
24-11-2020	PDI team	SOET	Video call link: https://meet.google.com/kyu-zafr-yui
25-11-2020	PDI team	SOLS	Video call link: https://meet.google.com/hrb-oskm-rin
26-11-2020	PDI team	SOEC & SOA	Video call link: https://meet.google.com/bwz-qyje-jse
27-11-2020	PDI team	SOM	Video call link: https://meet.google.com/kha-gchd-cqg

Collated Attendance:

School	SOSS	SOET	SOLS	SOEC	SOA	SOM
Present	8	22	11	14	11	11
Absent	3	15	7	8	6	5

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	48%	39%	10%	3%	

Present and Absent

4. Adapting Labs and Practical Classes To An Online Format

<u>Schedule</u>

CMR University - Activities Organized for Faculty and Students

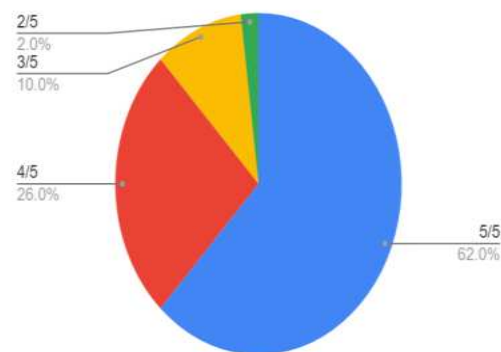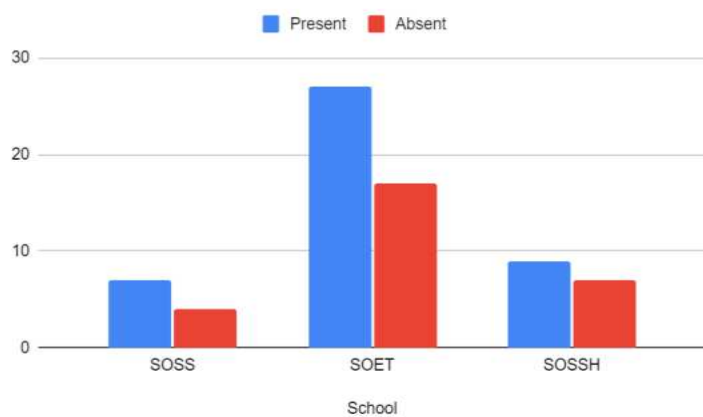| Date	Facilitators	Audience	Login Link
15-02-2021	PDI team	SOSS & SOSSH	Video call link: https://meet.google.com/bma-jboq-ztp
16-02-2021	PDI team	SOET	Video call link: https://meet.google.com/myr-szut-oju

Collated Attendance:

School	SOSS	SOSSH	SOET
Present	7	27	9
Absent	4	17	7

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	62%	26%	10%	2%	

Present and Absent

Annual Professional Development Report: Academic Year 2021-2022

Faculty Induction & Orientation Program

In the academic year 2021-2022, the Professional Development Institute (PDI) facilitated an extensive range of induction and orientation sessions to onboard faculty members, setting the stage for their roles within the institution. As part of a continuous commitment to professional growth, a series of online workshops were conducted throughout the year to help faculty get better at online teaching .

During the CMRU's induction and orientation from 23rd July to 03rd August, 2020, various sessions provided faculty members with a holistic understanding of the institution's values, goals for the academic year, and aligned instructional strategies.

In addition to the foundational sessions, several specialized workshops were integrated into the orientation program. These included immersive sessions on school-wise instructional strategies led by the Deans of respective departments, academic audit and feedback mechanisms (led by DrSuja Bennet (DA)), an introduction to problem-based learning (led by Ms. Rubini), and effective class management techniques (led by Mr. Swapnil). These workshops aimed to enrich faculty members' pedagogical approaches, ensuring a diverse skill set for adaptable teaching methodologies.

The technological integration sessions, a crucial aspect amidst the Covid lockdown, focused on leveraging tools such as G workspace and Google classroom to enable effective teaching, collaborative projects, and streamlined document management. These sessions conducted by Ms Indukala and Prof. Jayanthi M. aimed to create a technologically enhanced teaching environment, helping faculty members adapt to remote teaching.

Additionally, the orientation program included workshops that introduced vital tech tools such as GreytHR and Slack. These sessions emphasized how these tools help improve communication within the institution, emphasizing the importance of clear communication channels and standard operating procedures (SOPs) for smoother operations. The curriculum-oriented sessions for the academic year 2021-2022 led by Ms. Ashika and the PD team were designed to foster innovative online teaching approaches and multidisciplinary methodologies, enriching the learning experience for students.

Complementing these, the program also included in-depth sessions on various aspects of higher education, covering outcome-based learning, constructive alignment (led by the PD team), comprehension of the NEP (led by Dr. Latha Krishnan), online instructional strategies, university assessment frameworks (led by Dr. Balaji), and pedagogical principles. These comprehensive sessions aimed to equip faculty members with skill sets, ensuring an adaptable and robust teaching approach.

PD Online Workshops

Throughout AY 2021-22, a series of online professional development (PD) workshops were conducted from August 2021 to March 2022 to provide comprehensive support to faculty members, enabling the implementation of effective online teaching strategies. These workshops aimed to equip educators with versatile skills tailored to the digital learning environment.

1. Using Case Studies: This session focused on leveraging case studies as a powerful teaching tool in an online setting. Faculty members were guided on incorporating real-world scenarios to enhance student engagement and critical thinking skills within virtual learning environments.

2. Adapting Labs and Practical Classes to an Online Format: Addressing the challenge of transitioning physical laboratory and practical classes to an online platform, this workshop provided practical insights and strategies to simulate hands-on experiences effectively through digital means.

3. Assessment Strategies for Online Learning: Understanding the nuances of online assessment, this session delved into various assessment methodologies, tools, and techniques in virtual settings.

4. Blended Learning: Exploring the fusion of traditional and online teaching methods, this workshop emphasized the seamless integration of both approaches to optimize student learning experiences, combining the strengths of face-to-face and virtual learning environments.

5. Curriculum Design and Instructional Plan: Focused on effective curriculum design, this session guided faculty members in creating robust instructional plans tailored to online teaching, ensuring alignment with learning objectives while maximizing engagement and comprehension in a virtual setting.

Faculty Feedback:

Faculty appreciated the emphasis on case studies for online teaching. Some felt they needed more varied examples across disciplines to better engage students with diverse interests. Participants found the "Adapting Labs and Practical Classes" session helpful, yet many struggled with the technical aspects of replicating hands-on experiences online. Faculty recognized the potential of blended learning but expressed concerns about their student learning and connectivity issues. While faculty appreciated the focus on curriculum design, many felt overwhelmed by the process and desired more structured templates or step-by-step guidance.

Insights and Recommendations:

Faculty members showcase varying comfort levels with online teaching tools. There's a need for tailored guidance catering to different proficiency levels

Few faculty members encounter technical difficulties in simulating practical experiences online. Further support and resources focusing on technical aspects would be beneficial.

The PD Online Workshops served as valuable platforms for enhancing faculty proficiency in online teaching strategies. To further enhance these workshops' effectiveness, addressing the specific issues will be instrumental in fostering a more supportive and conducive environment for faculty development in the digital teaching environment.

Participant Attendance and Feedback for Induction - Orientation:

Session Name	Date
Induction Day 1	23-07-2021
Induction Day 2	24-07-2021
Induction Day 3	26-07-2021
Orientation Day 1	28-07-2021
Orientation Day 2	29-07-2021
Orientation Day 3	30-07-2021
Orientation Day 4	31-07-2021
Orientation Day 5	02-08-2021
Orientation Day 6	03-08-2021
Using Case Studies	17th to 20th August, 2021
Adapting Labs and Practical Classes To An Online Format	8th & 9th September, 2021

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Assessment Strategies for Online Learning	20th to 22nd & 26th October, 2021
Blended Learning	18th to 21st January, 2022
Curriculum Design and Instructional Plan	22nd to 25th March, 2022

Participant Attendance and Feedback for Induction - Orientation:

Induction Day 1 - 23rd July 2021

<u>Schedule</u>

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Introduction and Welcome	Leadership	School Leadership/Heads-CDT/CC/LEAP/OSA/ All new staff	Account: PDI https://zoom.us/j/96384520899?pwd=SldWSFNwZ01GUjZmM3piQ01HWUYyQT09
9.30-11.00 am	Tech Tools: Gsheet, Gdocs, Slides, Sites, Drive etc...	Ms Indukala, Prof. Jayanthi	New Faculty	Account: CMRU OSA https://zoom.us/j/97269224747?pwd=ZkNaNE5yeXVZWldlZUowOXBxMDJJZz09
11.15-12.45 pm	Roles & Responsibilities: Various coordinators	Soumya Narayan (SOM)	New Faculty	Account: PDI https://zoom.us/j/93270047271?pwd=Wi9BSlM5SUlBNkUwbGs5TE5tQXJHUT09
1.15-2.45 pm	GreytHR + Slack + Org. structure	Ms Juanita + Deepthi N	New Faculty	Account: CMRU OSA https://zoom.us/j/97964

				431747?pwd=SURPbzNOeE84WEt3RElibFRQSWxmZz09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	2	9	7	4	3	6
Absent	2	3	7	1	1	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	48%	29%	23%		
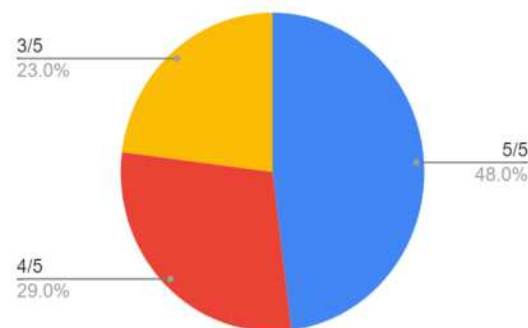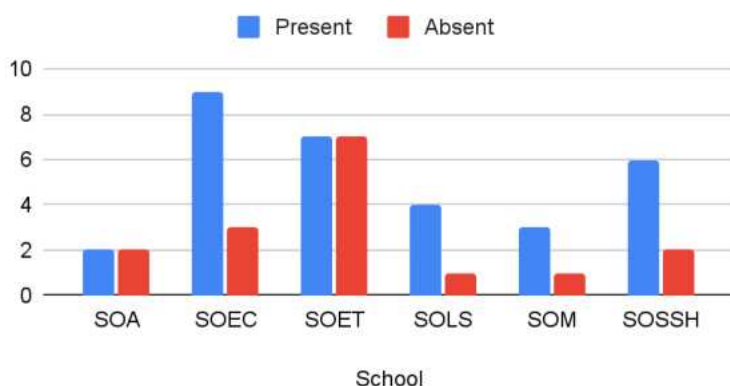
Induction Day 2 - 24th July 2021

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Prof. Mohan Cherian	New Faculty	Account: PDI https://zoom.us/j/93031797538?pwd=UDZnOTJQb28rSjErM204OVBISktYdz09
9.30-11.00 am	Curriculum (AY 21-22) + STE	Dr Suja (DA)	New Faculty	Account: CMRU OSA https://zoom.us/j/95571931426?pwd=L1ZMNlNCbWpyVHh6R01vWEwvb2p3QT09

11.15-12.45 pm	Curriculum (AY 21-22) + STE Self-directed work : Please log in to this session using the link	CDT Team	New Faculty	Account: CMRU OSA https://zoom.us/j/94398549791?pwd=WWtDTTd1ajJZV0pVL2hpWUlMNGpOdz09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	3	9	5	4	2	5
Absent	1	3	9	1	2	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	58%	32%	10%		
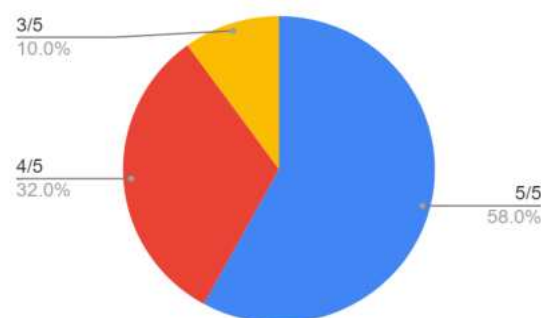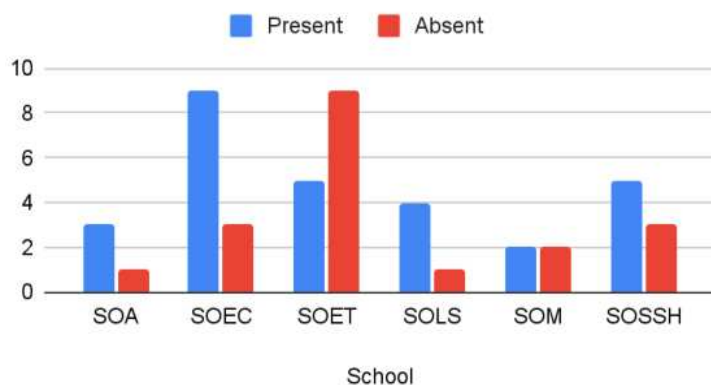
Induction Day 3 - 26th July 2021

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Dr. LN (Dir. TAP)	New Faculty	Account: PDI https://zoom.us/j/93721329345?pwd=cVBYKytvMVl3RHAzRXRDYlFYTkE1dz09
9.30-11.00	Instructional plan	Dr Snehlata	New Faculty	Account : CMRU OSA https://zoom.us/j/92

| am		(SOE)		245988570?pwd=ZGpmcm5iM TZEQ20yMm9xT0Jhekdzdz09
11.15-12.45 pm	Google workspace for Teaching- Learning	Prof. Jayanthi M	New Faculty	Account: not cmru https://zoom.us/j/94893411429 ?pwd=ZmNyQzU3anVNYTZQZ EhyTks5SDEyQT09
1.15-2.45 pm	Kinds of Assessments	Prof Jayanthi M	New Faculty	Account: CMRU OSA https://zoom.us/j/94893411429 ?pwd=ZmNyQzU3anVNYTZQZ EhyTks5SDEyQT09
3.00-4.00 pm	Continued Session	Prof. Jayanthi M	New Faculty	Account: CMRU OSA https://zoom.us/j/94893411429 ?pwd=ZmNyQzU3anVNYTZQZ EhyTks5SDEyQT09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	2	9	8	4	3	5
Absent	2	3	6	1	1	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	46%	32%	10%	12%	

Present and Absent
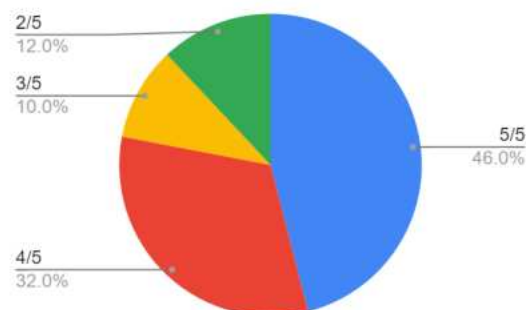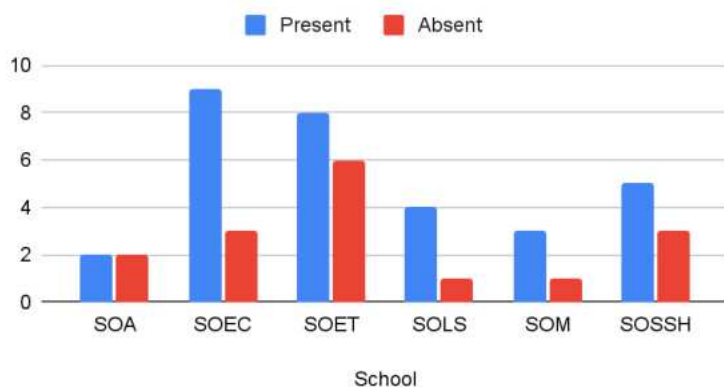
Orientation Day 1 - 28th July 2021

Schedule

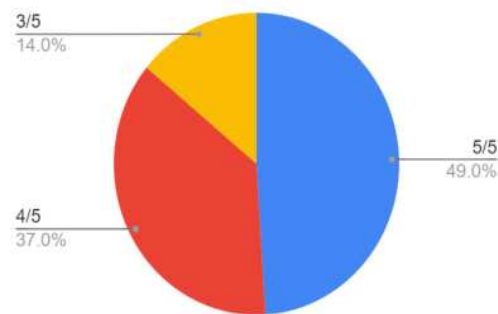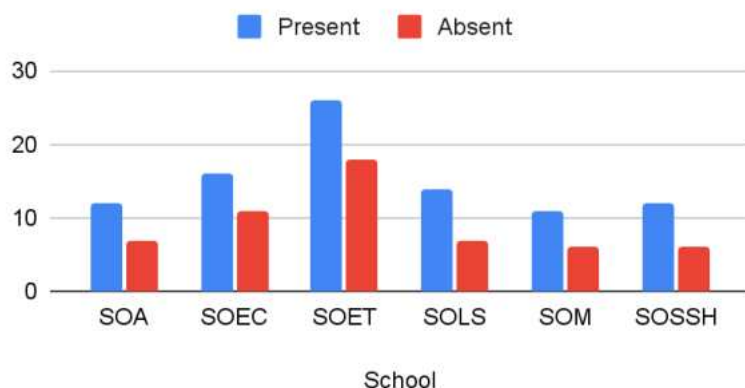| Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Introduction and Welcome	Dr. Praveen (Reg.) + Dr. Bhaskar Reddy	All Faculty	Account: PDI https://zoom.us/j/99241353831?pwd=MHR2cG1QYjA5dGVIaTBtMGRncGV5QT09
9.30-11.45 am	Curriculum overview	Dr. Balaji (CDT) + Dr. Suja (DA)	All Faculty	Account: CMRU OSA https://zoom.us/j/97580528443?pwd=THUzSVdFTGhuUFB0SDIUUIRLOGZ6Zz09
11:45-12.45 pm	Administrative tasks	Dr Praveen (Reg)	All Faculty	Account: PDI https://zoom.us/j/91478221971?pwd=V25idzZ2K1hnVU5TNWkwRFhrbUkzdz09
1.15-2.45 pm	Understanding Higher Education: Outcome Based Learning, Constructive Alignment	Ashika T	All Faculty	Account: CMRU OSA https://zoom.us/j/92464224829?pwd=UzNJdUlHYytCK2k3QmtUMVFRYnBIZz09
3.00-4.00 pm	Library Resources	Dr Malatesh (CL)	All Faculty	Account: PDI https://zoom.us/j/97778615083?pwd=UHNDMFMxb0NSTUN4ZmV2b3pmVmliQT09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	12	16	26	14	11	12
Absent	7	11	18	7	6	6

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	49%	37%	14%		

PRAVEEN R

Present and Absent

Orientation Day 2 - 29th July 2021

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Ashika T.	All Faculty	Account: PDI https://zoom.us/j/93799359438?pwd=ampoZ2pCckVkZjZiV0QzVFpTZW1jQT09
9.30-11.00 am	Placement Focus for the AY 21-22	Dr LN (Dir. TAP)	All Faculty	Account: CMRU OSA https://zoom.us/j/92568018123?pwd=c05uRjRWWitDdHpsTG5QQS9qSG1CZz09
11.15-12.45 pm	Designing online assessments and assignments	Ashika T.	All Faculty	Account: PDI https://zoom.us/j/91456758087?pwd=RDVPYTBNYmRKSm11S1VCZmlZUHk4Zz09
1.15-2.45 pm	University Assessment Framework, Policies and Procedures	Dr Balaji (CDT)	All Faculty	Account: CMRU OSA https://zoom.us/j/96527973247?pwd=dUE1RXI1RIR5TlFqMEVES3N1eEZKQT09
3.00-4.00 pm	Understanding NEP - 2021	Dr. Latha Krishnan	All faculty	Account: PDI https://zoom.us/j/96340789058?pwd=NFBMeXViWGxUMnJoVS9LaFBPNWc4QT09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH

PRAVEEN R

| Present | 13 | 18 | 25 | 15 | 11 | 13 |
| Absent | 6 | 9 | 19 | 6 | 6 | 5 |

Ratings from Faculty:

| Ratings | 5/5 | 4/5 | 3/5 | 2/5 | 1/5 |
| Feedback | 52% | 38% | 10% | | |

Present and Absent
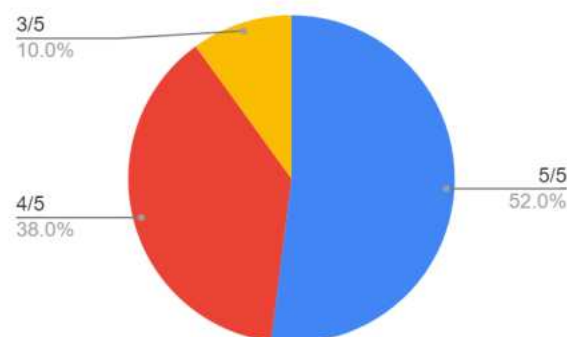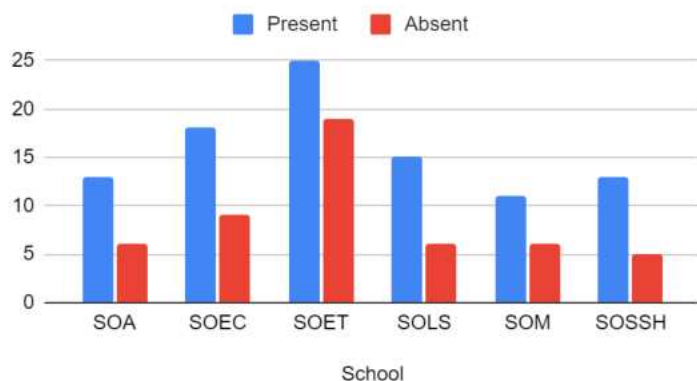
Orientation Day 3 - 30th July 2021

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Prof. Mohan Cherian	All Faculty	Account: PDI https://zoom.us/j/92493627 263?pwd=S0ZTMk4rUVZ0Vl g0akhYNE5aRkJVUT09
9.30-11.00 am	Core Curriculum Overview AY (21-22)	Viivek M (CCT)	All Faculty	Account: CMRU OSA https://zoom.us/j/ 91967360597?pwd=M3liZC 9BcDB4Y2dGOHE4YzBwSkZ nUT09
11.15-12.45 pm	Mentoring	Prof. Satarupa (SOSSH)	All Faculty	Account: PDI https://zoom.us/j/ 98459704395?pwd=SzZsYW o5UHYzcEZGRnB4QjJPdEsv UT09
1.15-2.45 pm	Study Group- Instructional tool	Ashika T	All Faculty	Account: CMRU OSA https://zoom.us/j/92645553 519?pwd=N1ZCTld2NUMw bEMxQjNIQVdNbW5aUT09
3.00-4.00	Introduction to Slack,	Ms Juanita	All Faculty	Account: PDI

pm	policies, internal sites, procedures			https://zoom.us/j/91242528 789?pwd=aVpBdnA2RlQy dUdMbko2ZnZKdTd3dz09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	14	14	27	15	10	7
Absent	5	13	17	6	7	11

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	38%	47%	15%		
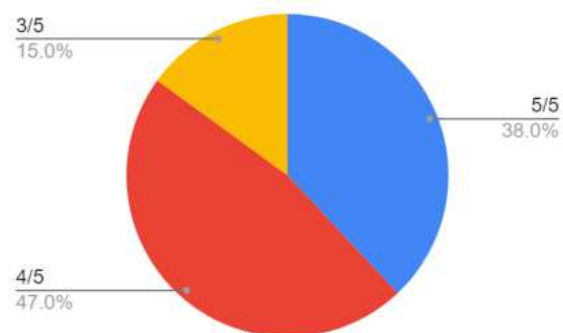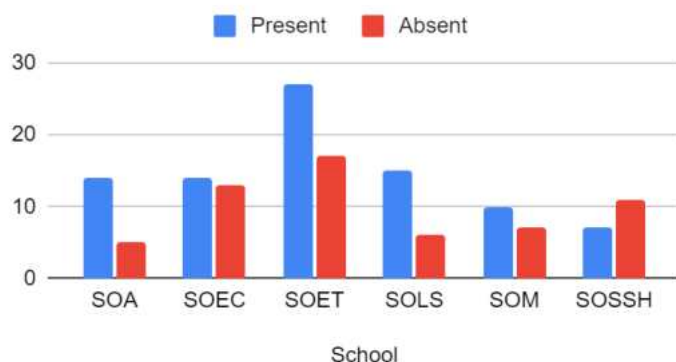
Orientation Day 4 - 31st July 2021

Schedule

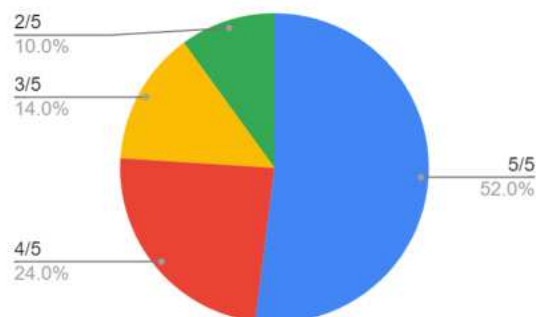| Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Dr. Prabhakar Reddy (Dean SOET)	All Faculty	Account: PDI https://zoom.us/j/92181155 349?pwd=VXVHYy9iNEtlb mM1WkE2SGxuQ2RsQT09
9.30-11.00 am	Leap Overview AY (21-22): Pre-work included for audience please review on Column I	Ms Aathira (LT)	All Faculty	Account: CMRU OSA https://zoom.us/j/96472532 663?pwd=ZGtCbEFxajZ6SE 5CRXVQbnB3ZG1nZz09
11.15-12.45 pm	Professional growth :Faculty Performance Based Appraisial System (FPBAS)	Dr Suja (DA)	All Faculty	Account: CMRU OSA https://zoom.us/j/92357967 560?pwd=RUg5WU5RQzlyU

					FhZc0oraTNPT3FjQT09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	9	19	27	14	10	7
Absent	10	8	17	7	7	11

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	52%	24%	14%	10%	

Orientation Day 5 - 02nd August 2021

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Swapnil M + Dr. Sabitha Madam	All Faculty	Account: PDI https://zoom.us/j/99378032312?pwd=R2dqbzNrUERQUGxnUU1YZ2JQOWhsQT09
9.30-11.00 am	School wise instructional strategies- SOM/EC/SSH/SS	Dr Sugant (Dean SOM)	All facutly SOM/EC/SSH/SS	Account: PDI https://zoom.us/j/97543676073?pwd=dHMwRExTdEREdi9ZN05RdWg3a0hjQT09
	School wise instructional strategies - SOET	Dr Prabhakar Reddy (Dean SOET)	All Faculty SOET	Account: CMRU OSA https://zoom.us/j/91074777990?pwd=Z1FXeFFHeFY4amZESk5pcE5MQ21hUT09

| 11.20 -12.45 pm	Examination	Dr. Praveen (Reg.)	All Faculty	Account: PDI https://zoom.us/j/96901180 539?pwd=cWIvRnlUNkMzO DRNazBqL0F6alBTZz09
1.15-2.45 pm	Academic Audit + Feedback	Dr Suja (DA) + Ms. Juanita	All Faculty	Account: CMRU OSA https://zoom.us/j/98260975 004?pwd=NnBzOW95UXQ3 cDl3bVJRSCs0Q2JEdz09
3.00-4.00 pm	Introduction to Problem Based Learning	Dr Rubini P-SOET	Faculty- SOET & SOSS	Account: PDI https://zoom.us/j/ 92219893382?pwd=S2w5d W9tNjQwNE1XR0tOczdTS2x tUT09
	School wise sessions	Dean/Director	Faculty- SOA / SOEC / SOM / SOSSH	Respective schools to set up meetings internally

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	11	16	26	13	9	10
Absent	8	11	18	8	8	8

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	49%	48%	3%		
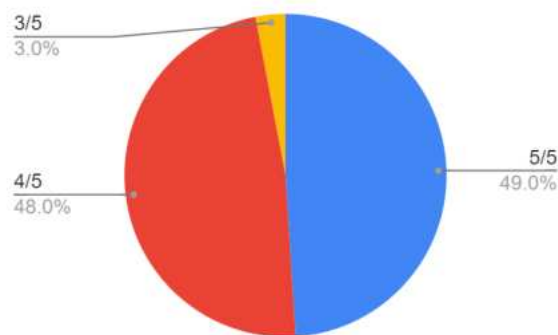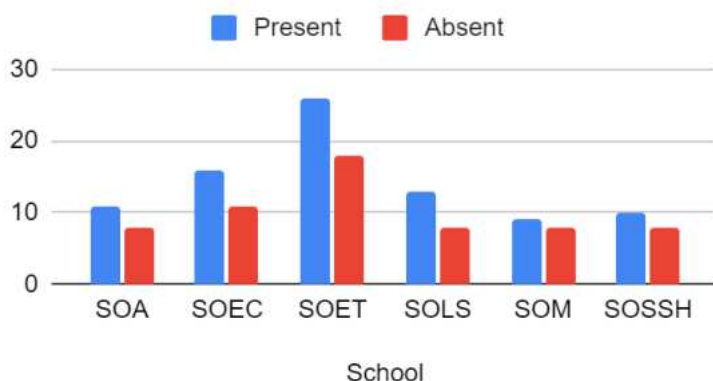
Orientation Day 6 - 03rd August 2021

Schedule

CMR University - Activities Organized for Faculty and Students

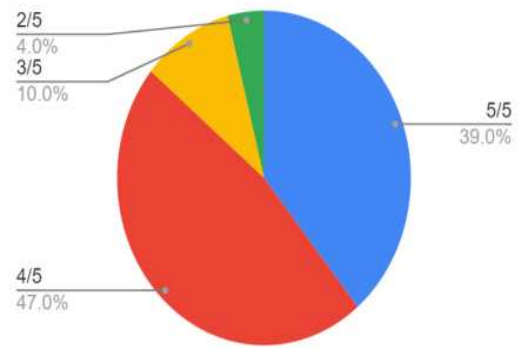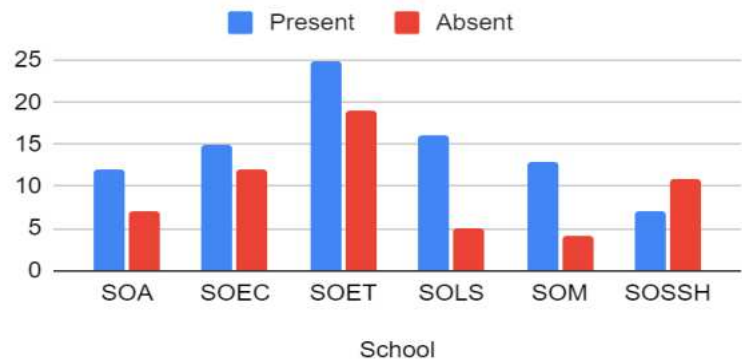| Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Login Link
9.00-9.30 am	Opening	Aurobindo Sir -LSI	All Faculty	Account: PDI https://zoom.us/j/95711044383?pwd=d2ZxamhlTDRxZEV4TXN1aTBLUHlQUT09
9.30-11.00 am	Pedagogical principles for effective Teaching-Learning	Ms. Amrita. R	All Faculty	Account: CMRU OSA https://zoom.us/j/98027892315?pwd=d3BLRTlwTFFFYVNEa25aTWVRVVJRZz09
11.15-12.45 pm	Class management	Swapnil M	All Faculty	Account: PDI https://zoom.us/j/93648447351?pwd=K1I0aExTSEFiQnpPemlWN2JqcUpSUT09
1.15-2.45 pm	School wise sessions	Dean/Director /SOET	School- wise staff (continued)	Account: PDI https://zoom.us/j/95914917204?pwd=cWtyRFJoZldldmNxMTNiTDhvb3lEUT09
3:00 - 4:00 PM	Common Core : (In person)Seminar Hall, HRBR Campus	Viivek M (CCT)	Common Core Team	Account: soa soa.z01 (For those who are online) https://zoom.us/j/98933655142?pwd=T0hVdEpVRS9aWEt3TzA3L29YVjk4dz09

Collated Attendance:

School	SOA	SOEC	SOM	SOET	SOLS	SOSSH
Present	12	15	25	16	13	7
Absent	7	12	19	5	4	11

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	39%	47%	10%	4%	

PRAVEEN R

Digitally signed by PRAVEEN R
DN: C=IN, O=C M R JNANADHARA TRUST, OU=ADMINISTRATION,
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Present and Absent

Participant Attendance and Feedback for PDI Workshops:

1. **Using Case Studies**

Schedule

Date	Facilitators	Audience	Login Links
17-08-2021	PDI Team	SOLS & SOSSH	Video call link: https://meet.google.com/kci-zwvk-ieh
18-08-2021	PDI Team	SOM & SOEC	Video call link: https://meet.google.com/obr-yfxw-ptr
19-08-2021	PDI Team	SOET	Video call link: https://meet.google.com/bob-eydw-ucc
20-08-2021	PDI Team	SOSS & SOA	Video call link: https://meet.google.com/dzx-xdzo-yxr

Collated Attendance:

School	SOLS	SOSSH	SOM	SOEC	SOET	SOSS	SOA
Present	8	7	7	11	13	9	9
Absent	6	2	6	2	12	4	7

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	72%	17%	11%		
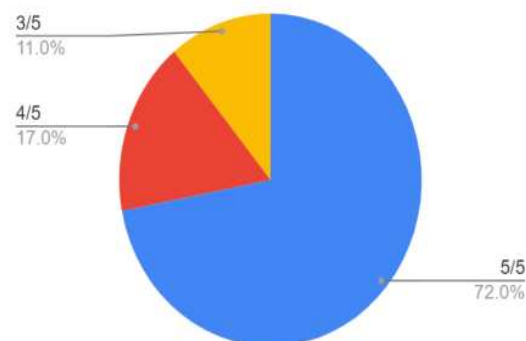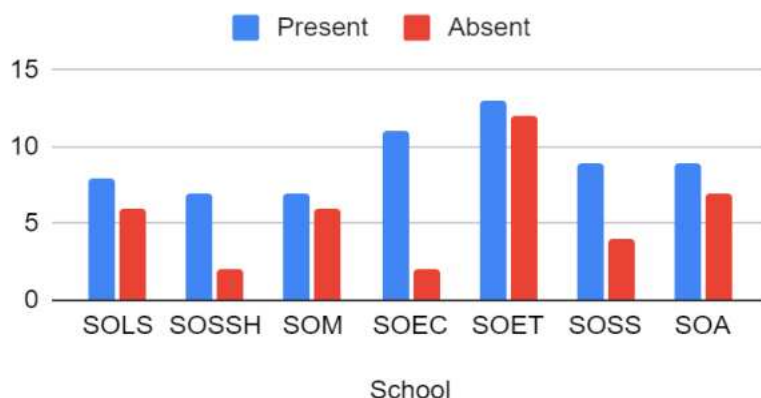
2. **Adapting Labs and Practical Classes To An Online Format**

Schedule

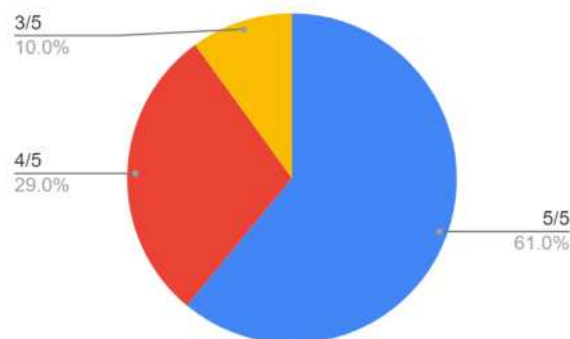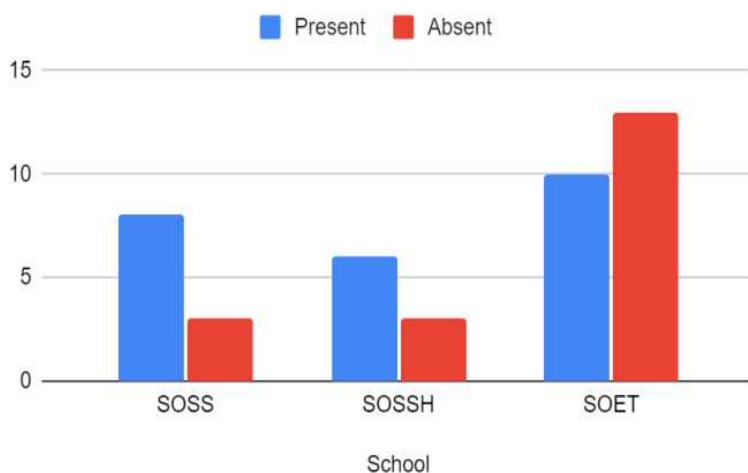| Date	Facilitators	Audience	Venue
08-09-2021	PDI Team	SOSS & SOSSH	Video call link: https://meet.google.com/doh-mczd-ghi
09-09-2021	PDI Team	SOET	Video call link: https://meet.google.com/mff-nisw-mgd

Collated Attendance:

School	SOSS	SOSSH	SOET
Present	8	6	10
Absent	3	3	13

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	61%	29%	10%		

3. Assessment Strategies for Online Learning

Schedule

Date	Facilitators	Audience	Venue
20-10-2021	PDI Team	SOSS & SOA	Video call link: https://meet.google.com/nni-gvwr-eeh
21-10-2021	PDI Team	SOEC & SOM	Video call link: https://meet.google.com/gtv-

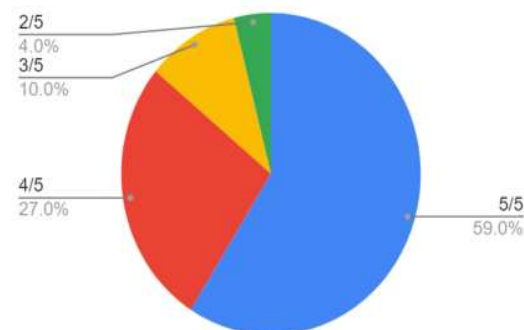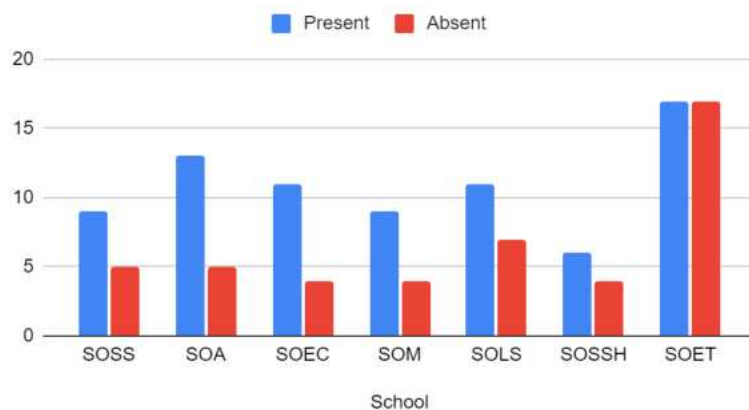|			
			sknz-yyf
22-10-2021	PDI Team	SOLS & SOSSH	Video call link: https://meet.google.com/ipo-kvkr-aay
26-10-2021	PDI Team	SOET	Video call link: https://meet.google.com/mzu-qcgi-kqs

Collated Attendance:

School	SOSS	SOA	SOEC	SOM	SOLS	SOSSH	SOET
Present	9	13	11	9	11	6	17
Absent	5	5	4	4	7	4	17

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	59%	27%	10%	4%	

4. Blended Learning

Schedule

Date	Facilitators	Audience	Venue
18-01-2022	PDI Team	SOSSH & SOLS	Video call link: https://meet.google.com/muo-gotk-bxt
19-01-2022	PDI Team	SOEC & SOM	Video call link: https://meet.google.com/bxg-

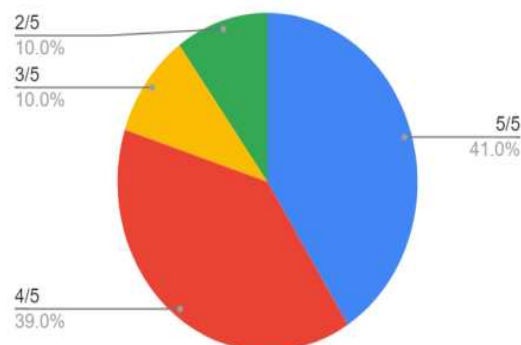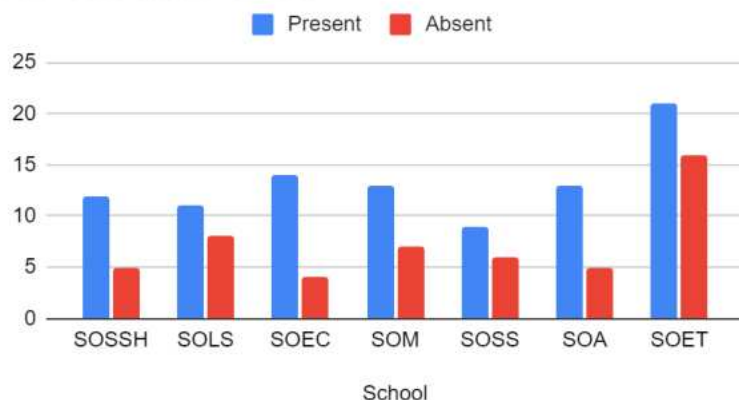|			bobx-ohi
20-01-2022	PDI Team	SOSS & SOA	Video call link: https://meet.google.com/ijp-umri-rxd
21-01-2022	PDI Team	SOET	Video call link: https://meet.google.com/yjn-zzdj-aiu

Collated Attendance:

School	SOSSH	SOLS	SOEC	SOM	SOSS	SOA	SOET
Present	12	11	14	13	9	13	21
Absent	5	8	4	7	6	5	16

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	41%	39%	10%	10%	

5. Curriculum Design and Instructional Plan

Schedule

Date	Facilitators	Audience	Venue
22-03-2022	PDI Team	SOSSH & SOLS	Video call link: https://meet.google.com/jer-nxxv-jqg
23-03-2022	PDI Team	SOEC & SOM	Video call link: https://meet.google.com/vsv-hndv-sjx

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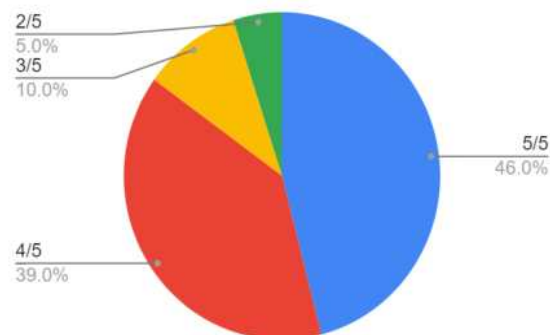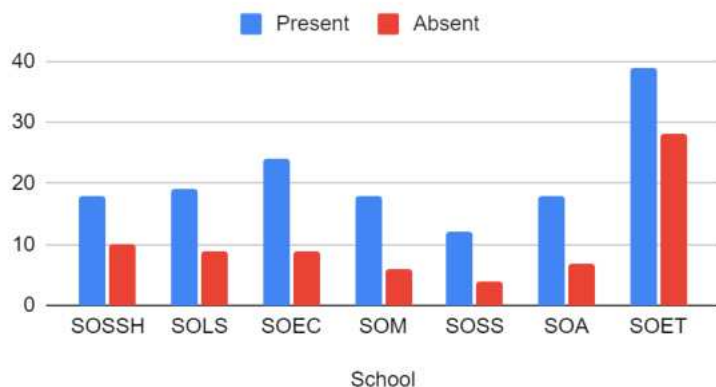| 24-03-2022 | PDI Team | SOSS & SOA | Video call link: https://meet.google.com/okd-dkaw-sxb |
| 25-03-2022 | PDI Team | SOET | Video call link: https://meet.google.com/cbb-cxqs-zup |

Collated Attendance:

School	SOSSH	SOLS	SOEC	SOM	SOSS	SOA	SOET
Present	18	19	24	18	12	18	39
Absent	10	9	9	6	4	7	28

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	46%	39%	10%	5%	

Present and Absent

PRAVEEN R

Annual Professional Development workshop Report: Academic Year 2022 - 2023

Faculty Induction Program: New faculty benefited from a 2 day on-site Induction program held on the 21st and 22nd of July 2022.

Day 1 sessions commenced with an Introductory 'Meet and Greet' session with the University Senior Leadership. This was followed by an address by Dr. Suja Bennet, the DA on 'Culture of Teaching and Learning' at CMRU which highlighted the vision and mission of the CMR institutions and the expectations the University had of its faculty in fulfilling this vision and mission. The next session presented by the HR department outlined the key HR policies of the University, its organizational structure and the duties of the various co-ordinator roles the faculty may be assigned. The afternoon session led by the PD team, focussed on 'Global Trends in Education' with an emphasis on inter and multidisciplinary approach to learning and the incorporation of active learning strategies into the traditional lecture method to enhance student engagement.

The 2nd day of the Induction program began with a PD session on Outcome - Based education which covered aspects such as framing effective learning outcomes and alignment of assessments, teaching strategies and learning activities with course learning outcomes. In a stand-alone session, Dr. Suja Bennet (DA) explained the Choice Based Credit system implemented by the University which was aligned with the NEP introduced by the government. In the afternoon the PD team took a session on Instructional Planning which had faculty look at the different segments of the CMRU IP – overview planning (Learning Outcomes, Assessments, Teaching Methodology and Resources), detailed plan (lesson introduction, development, end, post-lesson work)and consider how to select and sequence the assessments and learning activities to ensure achievement of the learning outcomes.

Faculty Orientation Program: There was enthusiastic participation by all the faculty in the Orientation Program conducted after a period of 2 years in the offline mode on the 4th, 5th and 6th August, 2022.

Day 1 of the Faculty Orientation program got off to a rousing start with an inspiring address by Dr. Sabitha Ramamurthy, Chancellor, CMR University. Her presence on this occasion was a tremendous source of encouragement for all the faculty as they prepared to face the challenge of engaging with students face to face, after 2 years of restrictions due to the Covid pandemic. The focus of the day 1 sessions was on re-orienting faculty into the structure and functioning of the university as it was, prior to the outbreak of the pandemic. Pro-Vice Chancellor Dr. Sanjay Jain's address on 'Higher Education in the Indian Context' brought into focus the symbiotic relationship between universities and the emerging economy and the need to equip students with life skills and professional skills that would enable them to contribute to the workforce and bolster India's economy. Professor Jayanthi highlighted key aspects of India's NEP, 2020 that would be implemented in a phased manner during the course of the academic year.

She noted with pride that many of the recommendations of the NEP, such as interdisciplinary approach to learning, had been instituted at CMRU even prior to the NEP being rolled out. Dr Praveen outlined the organizational structure of the University that was crucial to its smooth functioning. In light of the fact that the University was undergoing the process of NAAC accreditation, Dr. Mohan Kumar, Director, IQAC delineated the key aspects of the accreditation process, the committees and their responsibilities etc. Mr Ashutosh Aswati, Head, Technology gave faculty an overview of the ERP system that would be used to document all academic and administrative work in future. Further, school wise training would be conducted to familiarize the faculty with the software. The day ended with a team building activity.

The focus of the day 2 sessions was on academics and effective teaching:
1. Overview of academic curriculum and department schemes of teaching by Dr. Suja Bennet (DA)
2. Overview of the core curriculum which encompasses graduate and credit courses focussing on developing life skills, soft skills and self-awareness that all students must successfully complete to graduate.
3. Examination Procedures and Policies were highlighted by Ms Pushpalatha of the Evaluations department.
4. The PDI-led interactive session on 'Creating Effective Learning Outcomes, Activities and Assessments' equipped faculty with a framework to follow to create specific and clear learning outcomes, aligned to various levels of Bloom's cognitive taxonomy. The staff also gained a better understanding of 'constructive alignment' i.e. how to select and develop learning activities to enable students to achieve the CLOs and how to select appropriate assessments to evaluate whether these LOs had been achieved by the student.

The final day of the Orientation program began with sessions on the role of faculty as Mentor and the faculty mentorship program at CMRU. This was followed by a workshop by the PDI on Active Learning Strategies. Through a series of activities, faculty learned how to plan for and incorporate strategies like think-pair-share, minute paper, and jigsaw. Ms Rachel Jeyvanth presented a session on the LEAP (student Learning, Engagement and Advancement) programs of the Office of Student Affairs. Given the emphasis that CMRU places on innovation and research, 2 sessions were devoted to this crucial aspect of Higher Education - Road Map to Research which highlighted how faculty could stimulate students to pursue fundamental research and Research Publication which provided guidelines for faculty to follow to ensure that their research work is published in acclaimed and recognized publications.

PD Workshops 2022 - 2023: The PD team planned for monthly PD workshops that would on the one hand expose and stimulate faculty thinking and reflection on their pedagogy, and on the other hand, empower them with skills and techniques by which they could enhance the effectiveness of their instruction in class.

1. Pedagogical principles of teaching and learning workshop run in Sept. '22 took a closer look at the scientific basis of learning and how lessons may be structured taking this research into consideration to make learning more enriching and effective.
2. Case-based learning workshop conducted in October gave faculty a comprehensive overview of case study as a learning tool - features of a good case study, its benefits to students, steps to its implementation in the classroom and how to assess students participating in a case study.

In November 2022, the PDI commenced rolling out its Pathway Program which consists of 3 Modules: Module 1: Fundamentals of Teaching at Higher Education, Module 2: Developing Expertise in Teaching in HE, Module 3: Managing Influence and Supporting Colleagues in HE — each module consisting of series of 3 workshops:

3. The first workshop, 'Constructing Effective Learning Outcomes and Instructional Plans' focused on this basic aspect of outcome-based education. This workshop covered the fundamentals of how students learn, effective lesson delivery, and evaluating teaching effectiveness.
4. The second workshop in Nov. conducted for both the leadership and faculty focused on improving teaching practice through observation and feedback. Faculty were given a good understanding of what aspects of the teaching - learning process the leadership would be observing through formal and informal lesson observations as well what good practice looks like. Leadership was given a better understanding of these aspects and also how to record their observations and discuss them with the faculty.
5. Towards the end of December '22 and early Jan '23, workshops on 'Student Engagement and Classroom Interaction' which highlighted the factors influencing student engagement in the classroom and the importance of group interaction in learning, and 'Design of and Implementation of Effective Methods of Teaching and Learning' were conducted as part of the Module 1 series of workshops.
6. Through March, April and May '23, rerun sessions of the Module 1 workshops were run to enable faculty who had missed the earlier sessions to participate in them.
7. In April '23, a workshop for Leadership on Coaching and Giving Feedback To Faculty was conducted — the workshop provided the leadership with strategies they could use to provide meaningful and focused feedback to faculty to support their teaching practice.

Faculty Feedback:

1. The faculty enjoyed the offline training sessions – it gave them an opportunity to interact with faculty of different departments and engage in discussions on pedagogy. However, the Lakeside faculty in particular, and some others as well, faced challenges in moving from one campus to another for the training sessions. Hence they have requested that some workshops be conducted online.

2. With regard to active learning strategies, faculty expressed that they would like separate workshops on department/school - specific strategies.
3. Faculty expressed difficulty in making lectures more interactive by incorporating active learning strategies due to 2 reasons: (a) time constraints due to large syllabus to cover (b) lack of time for planning for the same due to additional administrative responsibilities that they had to carry out.

PDI General Observations and Recommendations: Some faculty were open to implementing teaching methodologies and strategies shared through the PD sessions while others were more reticent to do so, assuming that this was not so applicable to the college scenario. They also still faced difficulty in articulating specific learning outcomes and lacked familiarity with Bloom's taxonomy. Faculty also faced challenges in planning effectively for the sessions and for the semester. Keeping this and the feedback received from the faculty in mind, it is proposed that in the coming academic year, the following steps may be taken:

1. Some skill-based and strategy-based workshops may be conducted such as those on effective questioning, problem-based learning etc. Some of these workshops may be conducted in the online mode while the Pathway Program sessions will continue to be held offline.
2. Workshop will be conducted with the leadership on effective planning so that they could guide their faculty on how to balance their academic and administrative tasks.
3. The PD team would make weekly visits to each campus to enhance the interaction between the faculty and the PDI. During these visits, the PD team would be available throughout the day to meet with the faculty and render support in lesson planning, implementation etc. During these visits, the PD team would also carry out informal lesson observations and share their feedback with the faculty. Faculty will be encouraged to meet with the PD team personally to discuss the feedback.

Participant Attendance and Feedback for Induction - Orientation:
Induction Day 1 - 21st July, 2022
Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	Leadership	New Faculty	AV Hall - City Campus
9:30 - 11:00 AM	Culture of Teaching and Learning at CMRU	Dr. Suja (DA)	New Faculty	
11:15 AM - 12:45 PM	HR Policies and Roles of Co-ordinators	Ms Juanita, Ms Mary Sangeetha		
1:30 - 2:30 PM	Global Trends in Education	PD Team	New Faculty	

Collated Attendance:

School	SOA	SOD	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	4	2	10	18	7	10	8	6
Absent	1	0	4	13	2	4	6	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	47%	49%	4%		

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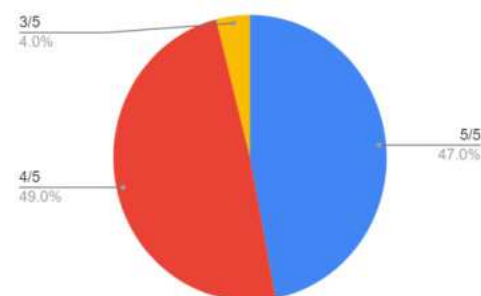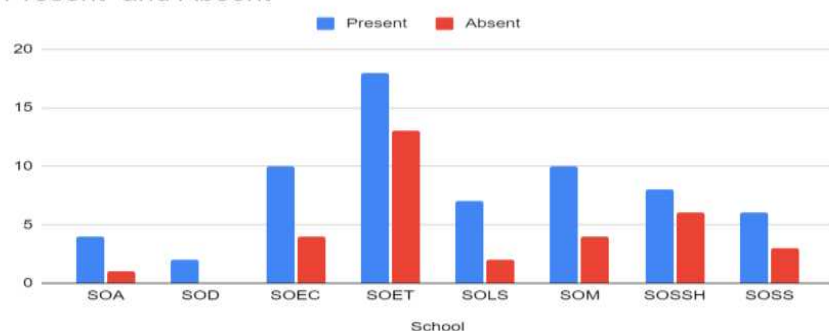
Induction Day 2 - 22nd July, 2022

Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 -9:30 AM	Introduction and Welcome	Dr. Praveen (Registrar)	New Faculty	AV Hall - City Campus
9:30 - 11:30 AM	Outcome -Based Education	PD Team	New Faculty	
11:45 - 12:45 PM	Choice-Based Credit System	Dr. Suja Bennet (DA)	New Faculty	
1:30 - 3:00 PM	Instructional Planning	PD Team	New Faculty	

Collated Attendance:

School	SOA	SOD	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	4	2	8	18	8	11	9	7
Absent	1	0	6	13	1	3	5	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	57%	36%	7%		

Present and Absent
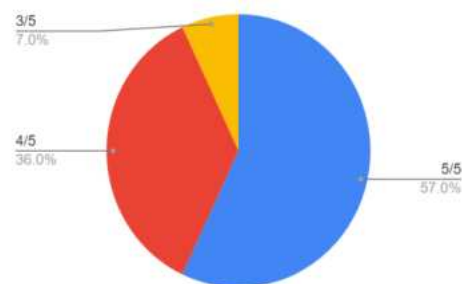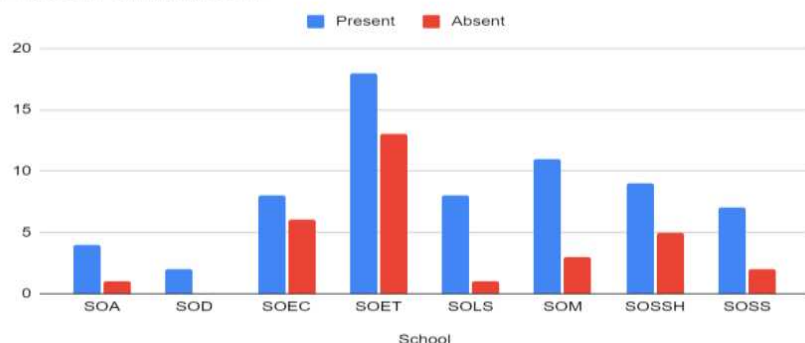
Orientation Day 1 - 04th August, 2022
Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 AM	Introduction and Welcome	MC - Opening Remarks (Dr. Suja Bennet (DA)) Address by the Chancellor (Dr Sabitha Ramamurthy)	All Faculty	Seminar Hall-OMBR Campus
9.30 - 10.30 am	Higher Education in the Indian Context	Pro-Vice Chancellor, Dr. Sanjay Jain	All Faculty	
10.30 - 11:30 am	IQAC & DORI	Dr Mohan Kumar, Director - IQAC	All Faculty	
11.45 am - 12:15 pm	University Functioning - Organizational Structure	Dr Praveen, Registrar	All Faculty	
12:15 - 1.15 pm	Understanding NEP	Prof. Jayanthi	All Faculty	
2:15 - 3:15 pm	Introduction to ERP + Tech Tools	Mr. Ashutosh Aswati, Manager, Technology	All Faculty	
3:15 - 4:00 pm	Team Building Activity	Ms. Rachel (Student Affairs Co-ordinator, OSA)	All Faculty	

Collated Attendance:

School	SOA	SOD	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	13	3	18	28	16	19	10	12

PRAVEEN R

Absent	8	0	16	29	11	9	13	5

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	49%	37%	10%	4%	

Present and Absent
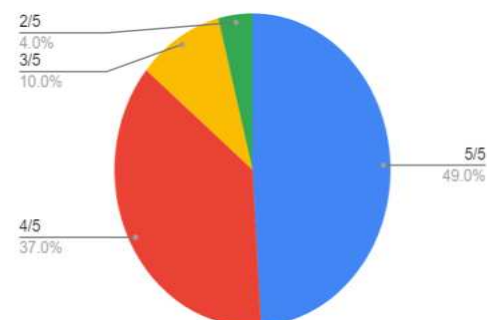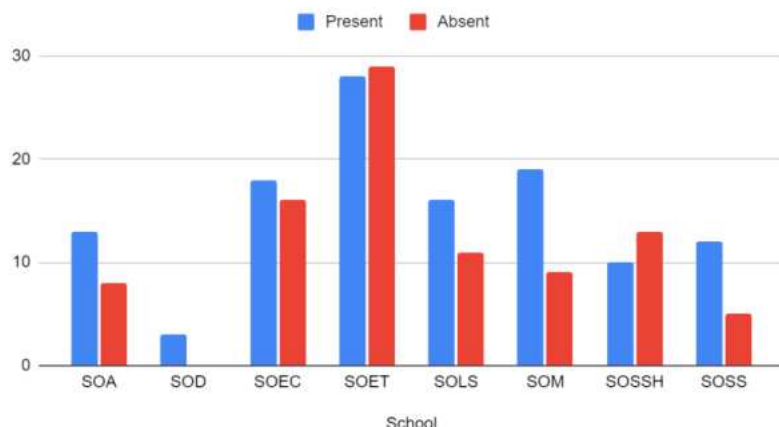
Orientation Day 2 - 05th August, 2022
Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 am	Introduction and Welcome	Dr. Subramanya (Dean, SOLS)	All Faculty	Seminar Hall-OMBR Campus
9.30 - 11:00 am	Curriculum (AY 22-23) + STE	Dr Suja Bennet (DA)	All Faculty	
11:15 am - 12:15 pm	Overview of Core Curriculum (AY 22-23)	Mr. Vivek M.	All Faculty	
12:15 - 1:00 pm	Examination Procedures	Dr SK / Ms.Pushpalatha	All Faculty	
1:45 - 3:00 pm	Creating Effective Learning Outcomes, Activites and Assessments	PD Team	All Faculty	

Collated Attendance:

School	SOA	SOD	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	12	3	20	27	15	22	11	12

PRAVEEN R

Absent	9	0	14	30	12	6	12	5

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	51%	32%	14%	3%	
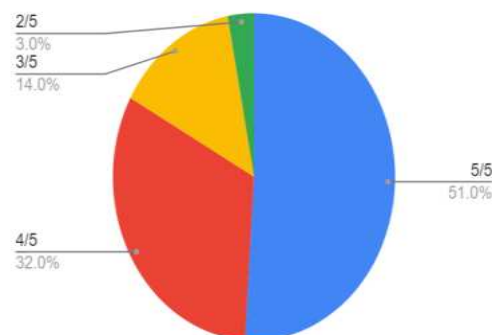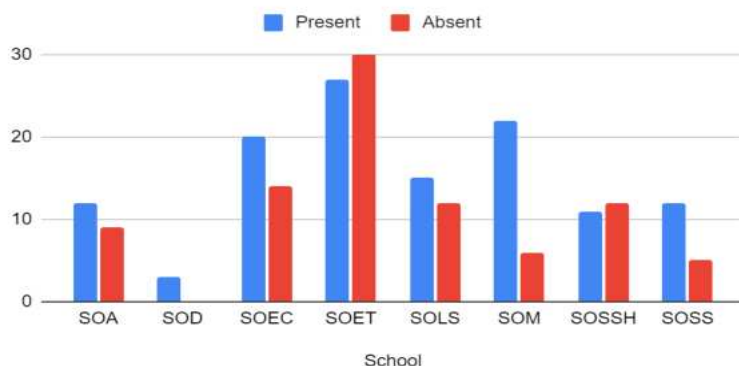
Orientation Day 3 - 06th August, 2022
Schedule

Time Duration	Session Title (Pillar and description)	Facilitators	Audience	Venue
9:00 - 9:30 am	Introduction and Welcome	Dr. Muralidhar, Dean, SOA	All Faculty	Seminar Hall- OMBR Campus
9.30 - 10.30 am	Faculty as a Mentor	Dr. Sugant, Dean, SOM and SOEC	All Faculty	
10.30 - 11:00 am	Mentorship Programme@CMRU - A walk through	Ms. Annamma Renu, OSA	All Faculty	
11:15 am - 12:45 pm	Active Learning Strategies	PD Team	All Faculty	
1:30 - 2:30 pm	Roadmap To Research	Prof. Muralishankar R.	All Faculty	
2:30 - 3:30 pm	Leap Overview	Ms. Rachel Jeyvanth, OSA	All Faculty	
3:30 - 4:15 pm	Research Publications	Dr Venkata Ramani, Director, SOSSH	All Faculty	

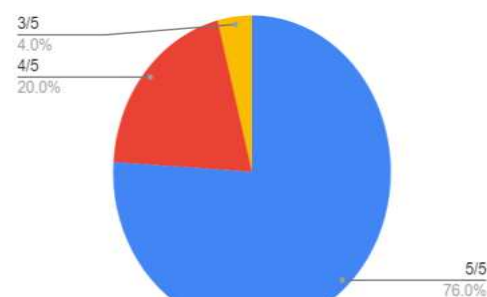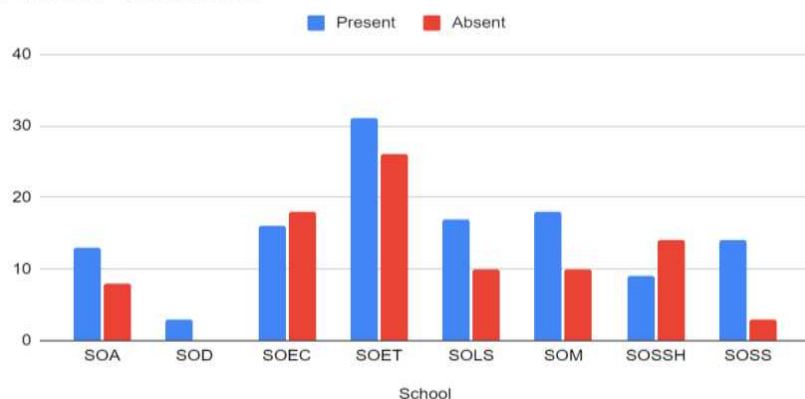**Collated Attendance:**

School	SOA	SOD	SOEC	SOET	SOLS	SOM	SOSSH	SOSS
Present	13	3	16	31	17	18	9	14
Absent	8	0	18	26	10	10	14	3

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	76%	20%	4%		

Participant Attendance and Feedback for PDI Workshops:

1. **Pedagogical Principles for Teaching and Learning**

Schedule

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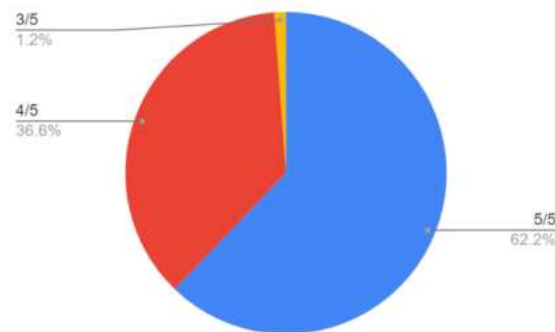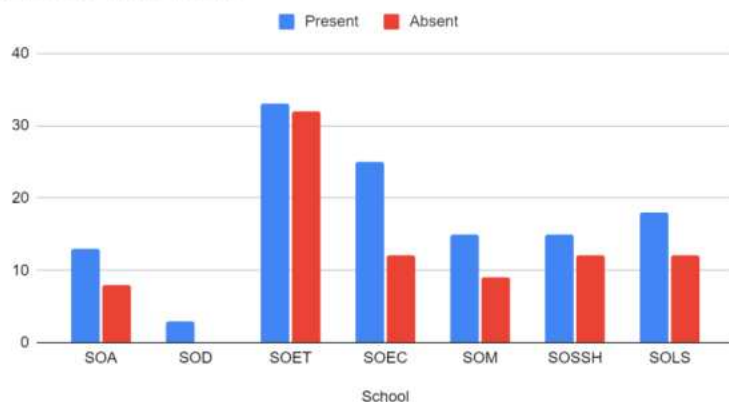| Date	Facilitators	Audience	Venue
21-09-2022	PDI Team	SOA, SOD & SOET	Bagalur Campus -Seminar Hall
22-09-2022	PDI Team	SOM & SOEC	City Campus - AV Hall
23-09-2022	PDI Team	SOSSH & SOLS	City Campus - AV Hall

Collated Attendance:

School	SOA	SOD	SOET	SOEC	SOM	SOSSH	SOLS
Present	13	3	33	25	15	15	18
Absent	8	0	32	12	9	12	12

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	62.80%	37%	1.20%		

2. Case-based Learning

Schedule

Date	Facilitators	Audience	Venue
18-10-2022	PDI Team	SOA, SOD & SOET	Bagalur Campus -Seminar Hall
19-10-2022	PDI Team	SOM, SOEC	City Campus - AV Hall
20-10-2022	PDI Team	SOSSH, SOLS	City Campus - AV Hall

Collated Attendance:

School	SOA	SOD	SOET	SOEC	SOM	SOSSH	SOLS
Present	12	3	35	23	19	19	16
Absent	9	1	32	24	10	11	14

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	70%	25%	5%		
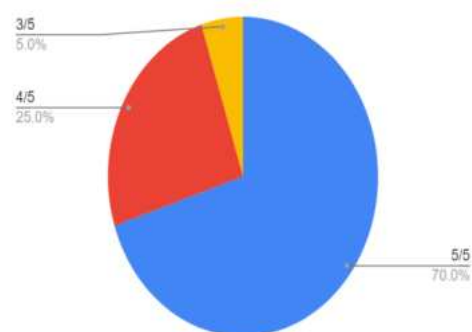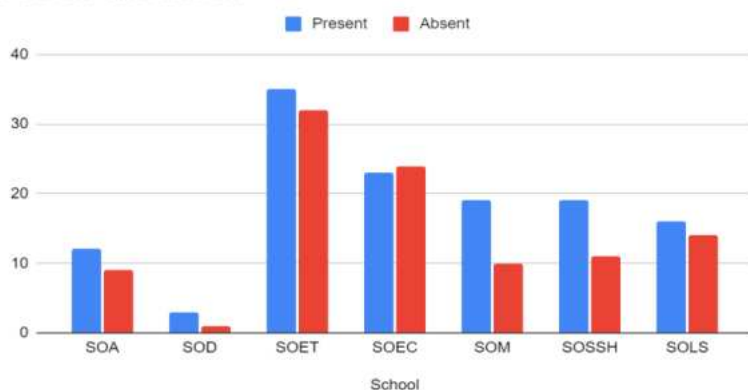
3. Measuring Teacher Effectiveness - Review of Teaching (ROT) Form

Schedule

Date	Facilitators	Audience	Venue
03-11-2022	PDI Team	SOLS, SOEC, SOSS	City Campus - AV Hall
04-11-2022	PDI Team	SOM, SOSSH, DCCC	City Campus - AV Hall
09-11-2022	PDI Team	SOA,SOD,SOET	Bagalur Campus -Seminar Hall

Collated Attendance:

School	SOLS	SOEC	SOSS	SOM	DCCC	SOSSH	SOA	SOD	SOET

| Present | 20 | 20 | 14 | 19 | 5 | 18 | 13 | 3 | 39 |
| Absent | 10 | 17 | 5 | 10 | 1 | 12 | 8 | 1 | 28 |

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	39%	47%	14%		
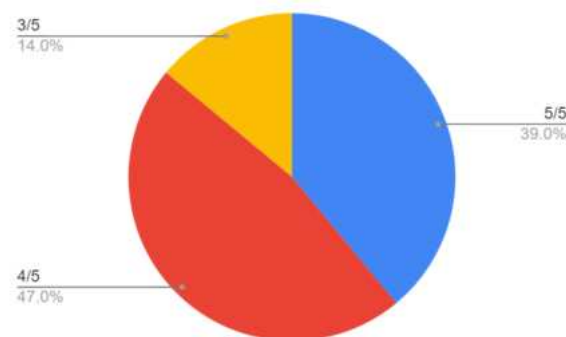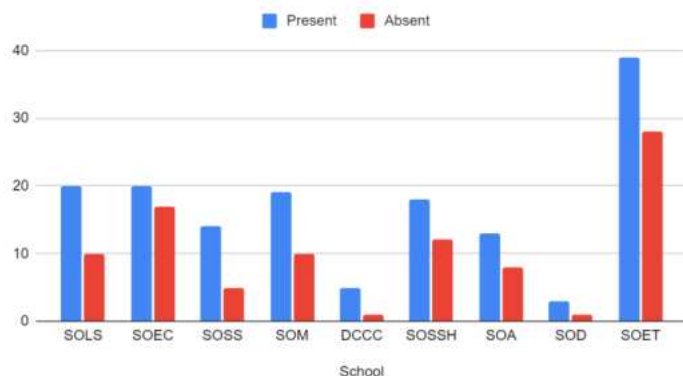
4. Constructing Effective Learning Outcomes and Instructional Plans

Schedule

Date	Facilitators	Audience	Venue
30-11-2022	PDI Team	SOM,SOLS,SOSS,SOEC	OMBR Campus AV Hall
03-12-2022	PDI Team	SOSSH, DCCC	City Campus AV Hall

Collated Attendance:

School	SOM	SOEC	SOLS	SOM	SOSSH	DCCC
Present	22	23	16	22	19	5
Absent	10	16	14	10	12	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5

Feedback	53%	41%	6%		
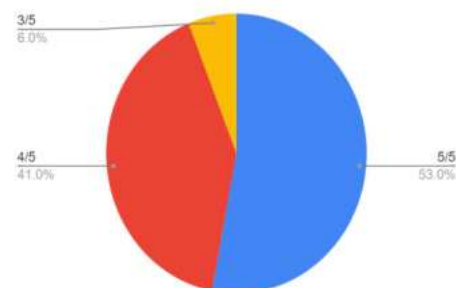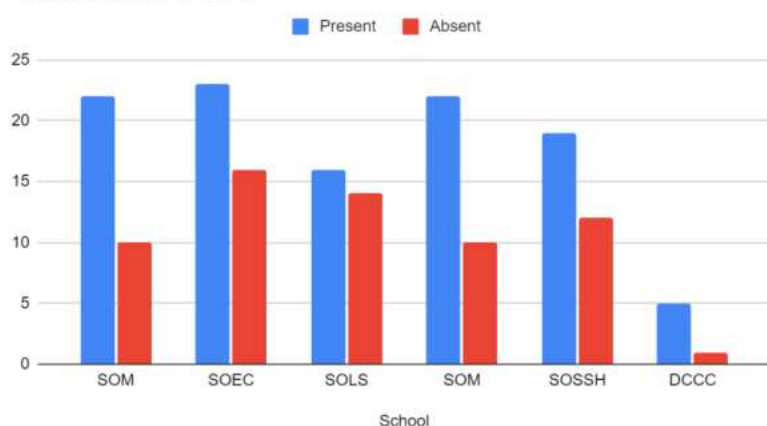
5. Instructional Plan

Schedule

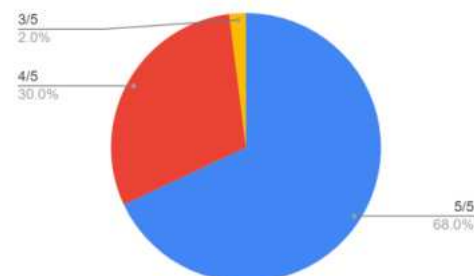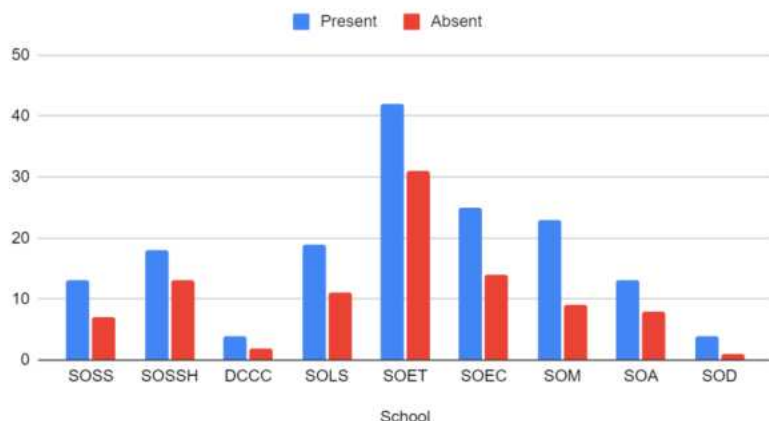| Date	Facilitators	Audience	Venue
29-12-2022	PDI Team	SOSS, SOSSH, DCCC	City Campus AV Hall
30-12-2022	PDI Team	SOLS	OMBR Campus AV Hall
04-01-2023	PDI Team	SOET	Bagalur Campus -Seminar Hall
05-01-2023	PDI Team	SOEC,SOM	OMBR Campus AV Hall
09-01-2023	PDI Team	SOA,SOD	Bagalur Campus -Seminar Hall

Collated Attendance:

School	SOSS	SOSSH	DCCC	SOLS	SOET	SOEC	SOM	SOA	SOD
Present	13	18	4	19	42	25	23	13	4
Absent	7	13	2	11	31	14	9	8	1

Ratings from Faculty:

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Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	68%	30%	2%		

Present and Absent

6. Student Engagement and Classroom Interaction

Schedule

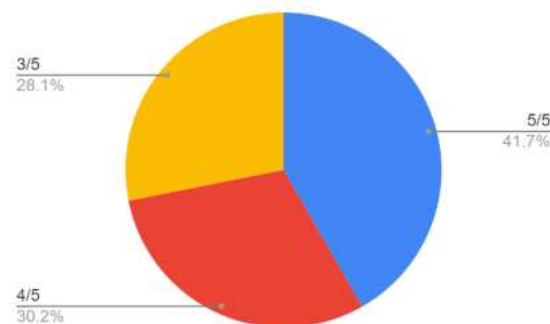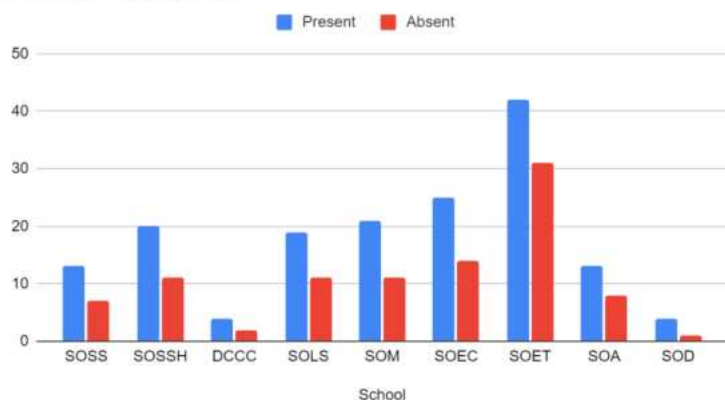| Date	Facilitators	Audience	Venue
27-12-2022	PDI Team	SOSS,SOSSH,DCCC	City Campus AV Hall
02-01-2023	PDI Team	SOLS	OMBR Campus AV Hall
03-01-2023	PDI Team	SOM, SOEC	OMBR Campus AV Hall
06-01-2023	PDI Team	SOET	Bagalur Campus -Seminar Hall
09-01-2023	PDI Team	SOA. SOD	Bagalur Campus -Seminar Hall

Collated Attendance:

School	SOSS	SOSSH	DCCC	SOLS	SOM	SOEC	SOET	SOA	SOD
Present	13	20	4	19	21	25	42	13	4
Absent	7	11	2	11	11	14	31	8	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	42%	30%	28%		

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Present and Absent

7. Designing and Implementing Effective Methods for Teaching and Learning

Schedule

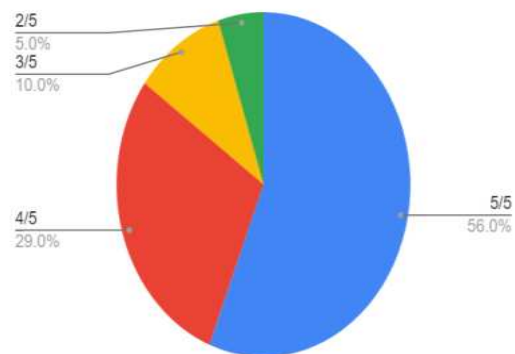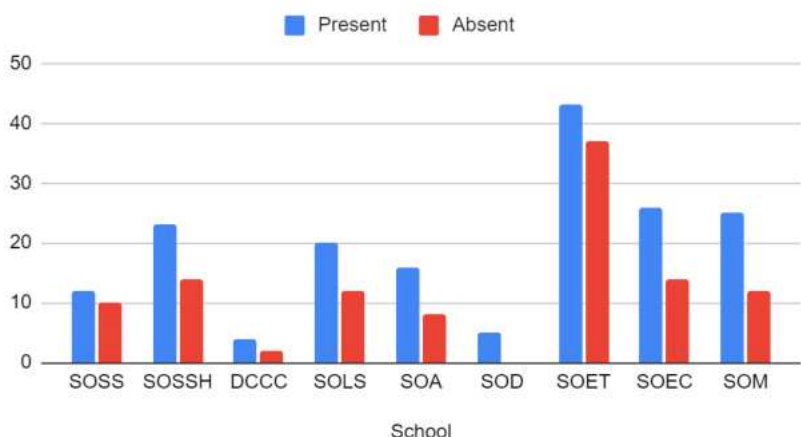| Date	Facilitators	Audience	Venue
29-03-2023	PDI Team	SOSS, SOSSH, DCCC	City Campus AV Hall
31-03-2023	PDI Team	SOLS, SOA, SOD, SOET	Bagalur Campus -Seminar Hall
21-04-2023	PDI Team	SOEC, SOM	OMBR Campus AV Hall

Collated Attendance:

School	SOSS	SOSSH	DCCC	SOLS	SOA	SOD	SOET	SOEC	SOM
Present	12	23	4	20	16	5	43	26	25
Absent	10	14	2	12	8	0	37	14	12

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	56%	29%	10%	5%	

Present and Absent

8. **Rerun Workshops: Creating Learning Outcomes, Effective Teaching Methods and Instructional Plan**

Schedule

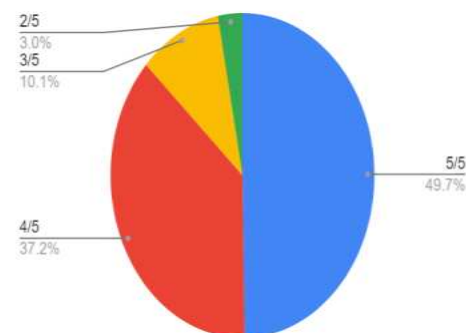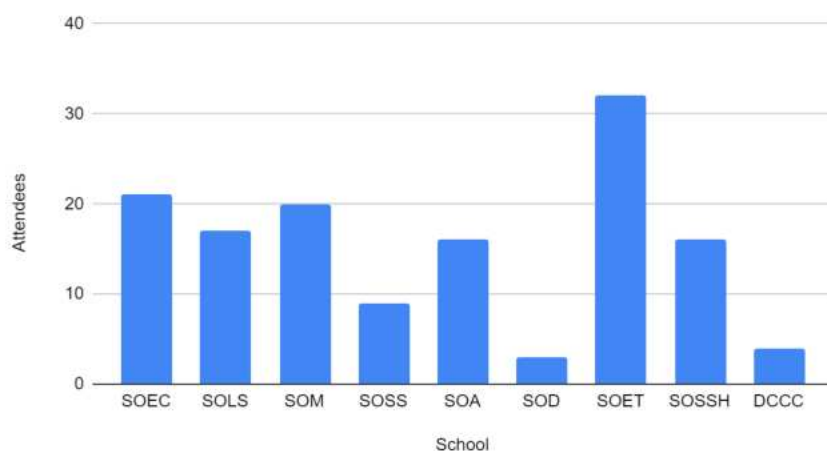| Date	Facilitators	Audience	Venue
15-03-2023	PDI Team	SOEC, SOLS, SOM, SOSS	OMBR Campus AV Hall
17-03-2023	PDI Team	SOET, SOA, SOD	Bagalur Campus -Seminar Hall
05-05-2023	PDI Team	DCCC, SOSSH	City Campus AV Hall

Collated Attendance:

School	SOEC	SOLS	SOM	SOSS	SOA	SOD	SOET	SOSSH	DCCC
Attendees	21	17	20	9	16	3	32	16	4

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	50%	37%	10%	3%	

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9. Effective Leadership - Supporting Your Faculty Through Coaching and Feedback

Schedule

Date	Facilitators	Audience	Venue
19-04-2023	PDI Team	Leadership Team, Coordinators	City Campus AV Hall

Collated Attendance:

Name	School
V.J. Praneshwaran	SOLS
Muralidhar K	SOA
Aleksandra Kotar	SOD
V. R Manjunath	SOET
Venkata Ramani Challa	SOSSH
Chitra Ravi	SOSS
Jayanthi M	SOSS

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Santhosh K C	SOSS
Gayathri N M	SOLS
Manju Sadasivan	SOSS
Sreelathi. K.R	SOLS
Chanjana Elsa Philip	SOLS
Anitha B	SOM
Sharrunisa .N	SOEC
Navil Kumar .N	SOEC
Shakila .A	SOEC
Bhavya Vinil	SOM
Akshara Verma	SOA
Anana Kurual	SOA
Smitha Philip	SOSSH
Jacob Thomas	SOM
Atia Shashi Bairagi	SOET
Bharath G	SOET
Arun Kumar KH	SOET
Pratibha Pandey	SOSSH

Kengai Murthy K G	SOSSH
Pratik Rasiklal Bhandari	SOD

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	54%	39%	7%		
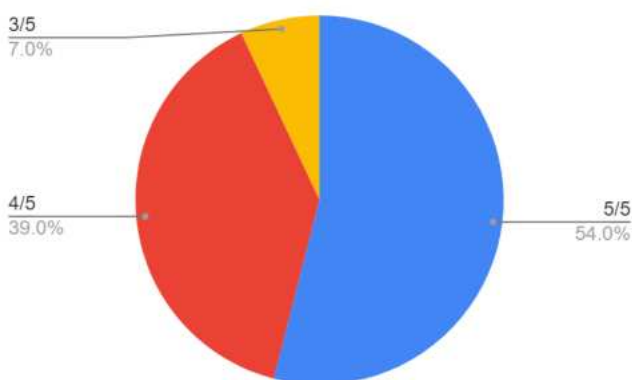
10. Instructional Plan Rerun

Schedule

Date	Facilitators	Audience	Venue
26-04-2023	PDI Team	SOSS, SOEC, DCCC	City Campus AV Hall

Collated Attendance:

School	SOSS	SOEC	DCCC
Present	15	25	4

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Absent	7	16	2

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	68%	28%	4%		
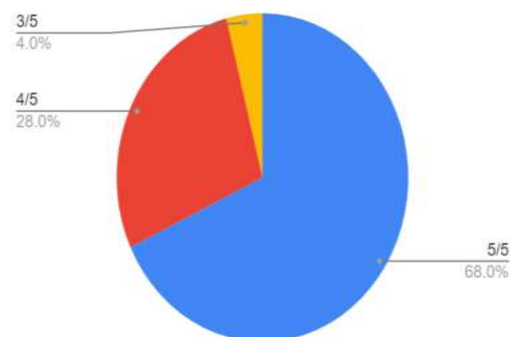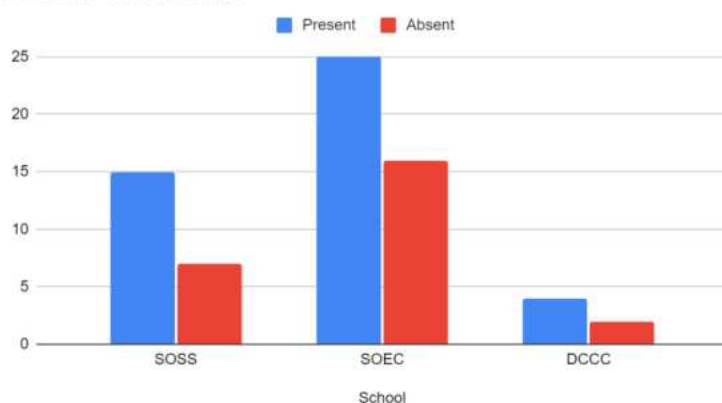
11. Instructional Plan

Schedule

Date	Facilitators	Audience	Venue
16-06-2023	PDI Team	SOET, SOA, SOD	Bagalur Campus - Seminar Halll

Collated Attendance:

School	SOET	SOA	SOD
Present	50	20	4
Absent	37	8	1

Ratings from Faculty:

Ratings	5/5	4/5	3/5	2/5	1/5
Feedback	49%	39%	12%		

Present and Absent
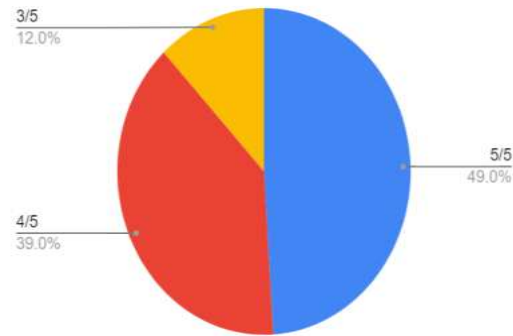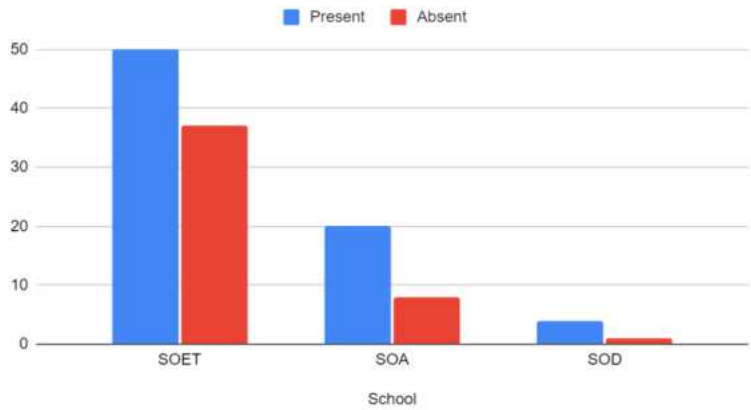
CMRU Anti-ragging Day 12 August 2022

The Anti-Ragging Day event held on 12th August 2022 was a resounding success, drawing enthusiastic participation from both undergraduate and postgraduate students. The event aimed to raise awareness about the detrimental effects of ragging and foster a culture of solidarity and respect among students.

The event witnessed a significant turnout of students from various disciplines and academic levels. Both undergraduate and postgraduate students actively engaged in the discussions and activities organized as part of the event. Their participation underscored their commitment to combating ragging and promoting a safe and inclusive campus environment. The students raised their voices in unison to declare the pledge against ragging. The three Campuses- OMBR Campus, City Campus, and Lakeside Campus actively participated in the discussion and activities. Anti-ragging Posters were displayed in all prominent places in the Campuses.

Event name: Leadership Bootcamp 2021 (Phase 1)
Date of the event: 5th January 2021
Venue: CMR University (OMBR Campus)
Number of Attendees:

Leadership Bootcamp 2021 (Phase 1)

"A leader is ineffective without his followers." On 5th January 2021 the "Leadership Bootcamp phase 1" was conducted at the AV hall of CMR University (OMBR Campus). The attendees for this event were the Class representatives and Assistant class representatives of all schools - a few to be mentioned are School of Management, School of Legal Studies, School of Economics and School of Social Sciences & Humanities. This Leadership Bootcamp was conducted to enrich the class representatives on how an effective leader impacts not only his fellow followers but also the University.

An interactive activity conducted during the event was the "Character trait Bingo", where a sheet of paper was handed over to the students with different characteristics and each individual had to communicate with the other to find their most suitable characteristic. This brought the fun of the event which not only included interaction but also created a comfortable atmosphere.

This Bootcamp also included a discussion on the topic "7 Habits of a highly effective teenager", which elaborated on how a teenager must be proactive, set goals in life and achieve these goals without making others feel inferior, prioritize their tasks, synergize (team work) and take short breaks to rest their mind, body and soul. Last but not the least an animated video showcasing unity being strength was projected. In conclusion the event has been an absolute success leaving the students excited for another similar meet.

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Leadership 101

On 24 June 2022, the "leadership 101" was organised at CMRU main campus ,the summit was all about knowing yourself and bringing out the leadership qualities within yourselves. There was a crowd of 55 students and three mentors.

Leadership 1O1- SOA

Leadership 101 was conducted on 5th of August for the students of School of Architecture (SOA) . The total count of the student was 20. The leadership 101 is a basic leadership program for anyone who is interested in taking up leadership positions. The sessions are divided into self discovery the importance of affirmations working as a group and it is a very practical session where students learn different ways to coordinate with one another and how to set personal goals .