



Anjuman Khairul Islam
POONA INSTITUTE OF MANAGEMENT SCIENCES AND ENTREPRENEURSHIP
(Affiliated to Savitribai Phule Pune University, Approved by AICTE, New Delhi & DTE, Maharashtra)
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Dr. Porinita Banerjee

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FACULTY DEVELOPMENT PROGRAM ON OUTCOME BASED EDUCATION FOR ACADEMIC EXCELLENCE AND ACCREDITATION

PIMSE organised an FDP on Outcome based Education for Academic Excellence and Accreditation on 14th December 2022. Dr. Shailesh Kasande, CEO and Group Director, Suryadatta Group of Institutes was the keynote speaker who is a legend in the academic world and a key player in Outcome-Based Education (OBE) which is a student-centric teaching and learning methodology in which the course delivery, assessment are planned to achieve stated objectives and outcomes. He focused on measuring student performance i.e. outcomes at different levels which sir will be touching upon today apart from various other CO-PO mapping which forms a part of the academic accreditation. Dr. Kasande also enlightened us on academic accreditation amongst other wealth of knowledge left us spellbound and in awe. Shailesh Sir spoke on All POs that need to be adequately addressed through the selection of core courses/value added courses and their Cos and Attainable targets need to be selected for each of the CO. If assessment is in alignment with COs the performance of the students indicates the CO attainment. These measurements provide the basis for continuous improvement in the quality of learning. All attainment analysis is made to provide continuous improvement through either in course delivery, assessment and curriculum. He spoke on vision, mission being aligned with PEO's and PSO's to be mapped for FA's and SA's. Faculties were made to this in practice. The positive responses of the faculty were a reflection of the enlightening and thought provoking faculty development program with collective experience, talent and insights in this specialty area. It was extremely informative, and the staff and participation illustrated the importance of this. The FDP ended with a vote of thanks and a promise to do a more detailed CCE and CIE in the next session.





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FACULTY DEVELOPMENT PROGRAM ON NAAC (NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL) PROCESS

Poona Institute of Management Sciences and Entrepreneurship hosted a highly informative and engaging Faculty Orientation Program on the NAAC (National Assessment and Accreditation Council) Process on 14th June, 2023. The event aimed to empower our esteemed faculty members with comprehensive knowledge about NAAC accreditation, its significance and their pivotal role in ensuring our Institution's journey towards excellence. The speaker for the session was [Dr Iqbal Shaikh](#), Vice-Principal and IQAC Coordinator, Poona College. He emphasized the importance of [NAAC](#) accreditation in promoting quality education and continuous improvement. He shared his expertise and shed light on various aspects of the NAAC process.

The Faculty Orientation Program witnessed enthusiastic participation from our dedicated faculty members who gave presentations on their respective criteria. They were actively engaged in the sessions and showcased their commitment to academic excellence and quality assurance. The event provided an excellent platform for faculty members to gain insights into the NAAC process, assessment criteria, and parameters along with their roles and responsibilities. The Faculty Orientation Program on NAAC Process has equipped our faculty members with the necessary knowledge, tools and motivation to actively contribute to the NAAC accreditation process. We are confident that their commitment to academic excellence and quality assurance will further strengthen our Institution's position and foster a culture of continuous improvement.





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FACULTY DEVELOPMENT PROGRAM

RESEARCH INTEGRITY AND PUBLICATION ETHICS

A one day workshop on Research Integrity and Publication Ethics was organized by Internal Quality Assurance Cell (IQAC) of Anjuman Khairul Islam's Poona Institute of Management Sciences and Entrepreneurship on 23rd April 2022.

Dr. Parag Kalkar, Honorable dean SPPU was the chief guest for the inaugural session. He emphasized how Ethical integrity is essential to writing and publication. The first technical session was delivered by Dr. Shailesh Kasande who enthralled the audience with how Research ethics and integrity practices make sure research is conducted according to the highest standards of practice, and with the minimal risk of adverse or harmful outcomes or consequences in his first technical session. He stressed on how Research ethics govern the standards of conduct for scientific researchers in his second technical session. Dr Porinita Banerjee, director PIMSE delivered the welcome address and Dr. Sheena Abraham delivered the vote of thanks.

The Valedictory session started with participants sharing their feedback and input. The program ended with a vote of thanks and A few stalwarts were felicitated during the program

The event was concluded with a photo session in the PIMSE lawns after a short tea break preceded by lunch and many dignitaries left positive comments in the visitors diary of the institute. Most of them talked about their enriching experience at the workshop. There were 40 external participants from different colleges and institutes and around 60 participants.





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FACULTY DEVELOPMENT PROGRAM

GUIDELINES FOR IMPROVING TEACHERS LECTURE DELIVERY AS PER NAAC

On 5th December 2020, Dr. Devidas Bharti, the Director of Rajgad Institute of Management Research Development, conducted a faculty orientation program on the topic of "Guidelines for Improving Teachers Lecture Delivery as per NAAC." The aim of the orientation was to provide faculty members with a comprehensive understanding of the National Assessment and Accreditation Council (NAAC) guidelines related to effective lecture delivery. This report summarizes the key points covered during the orientation session.

Dr. Bharti began the orientation by explaining the role of AAC in evaluating and accrediting higher education institutions. He highlighted the significance of NAAC accreditation and its impact on the institution's reputation and quality enhancement. The facilitator emphasized the crucial role of effective lecture delivery in promoting student engagement, comprehension, and overall learning outcomes. He discussed the positive correlation between teacher effectiveness and student success. Dr. Bharti delivered into the specific guidelines provided by NAAC to enhance lecture delivery.

The orientation included sharing best practices and case studies from renowned institutions that successfully implemented the NAAC guidelines for improving lecture delivery. These examples provided practical insights and inspiration for the faculty members. The orientation concluded with an interactive Q&A session where faculty members had the opportunity to seek clarification and discuss specific challenges they face in their lecture delivery.





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FACULTY DEVELOPMENT PROGRAM

"Outcome Based Education - Designing Effective Concurrent Evaluation Activities"

On 25th September, 2019, Faculty Orientation Program was conducted on the topic of "Outcome Based Education - Designing Effective Concurrent Evaluation Activities" and was delivered by Dr. Pratiksha Wable. The objective of the program was to enhance faculty members' understanding of outcome-based education and equip them with effective strategies for designing concurrent evaluation activities.

Dr. Pratiksha Wable began the session by providing an overview of Outcome Based Education. She emphasized the importance of aligning course objectives, teaching methods, and assessments with the desired learning outcomes. Dr. Pratiksha Wable explained the advantages of concurrent evaluation, such as providing timely feedback, promoting active learning, and fostering continuous improvement. The faculty members were encouraged to adopt this evaluation approach in their respective courses.

Dr. Pratiksha Wable shared valuable insights and practical tips for designing effective concurrent evaluation activities. The Faculty Orientation Program on "Outcome Based Education - Designing Effective Concurrent Evaluation Activities" by Dr. Pratiksha Wable proved to be highly informative and beneficial for the faculty members. The program equipped them with a deeper understanding of outcome-based education and provided them with practical strategies for designing concurrent evaluation activities aligned with course objectives and desired learning outcomes.





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FACULTY DEVELOPMENT PROGRAMS

INDUSTRIAL DISPUTES: A JOURNEY FROM CONFLICT TO CORDIALITY

Poona Institute of Management Sciences and Entrepreneurship organised a session on "Industrial Disputes: A Journey from Conflict to Cordiality" from 15th January to 19th January, 2019 under the IQAC initiative. The program was well coordinated by Dr. Tahemina Pathan (HOD, MBA), Dr. Anjum Sayyad, (HR Coordinator, MBA) and Mr. Mandar Brahme (Coordinator, MBA HRD) under the guidance of our director Dr. Shakeel Ahmed.

Mr. SambhajiKakade, Ex Deputy Labour Commissioner, Government of Maharashtra was the key speaker for two days of FDP. In his session Mr. Kakade began with the history of the Industrial Revolution and encompassed topics such as Trade Unionism and Industrial Disputes. Mr. Kakade covered pertinent laws and spoke about the role of Labour Commissioners' office. His citation of live industry examples made it a very livid and engaging session. Ms. AfifaHadadi (HR Program Coordinator IBM) highlighted the causes and settlement machinery of Industrial Dispute and quoted many cases for explaining the concept

Ms. Danashree Funde (HR Manager, KTG Y India PvtLtd) explained methods of resolving Industrial disputes. Mr. Tasleem Arief (Entrepreneur & Event Manager Future Arch) shared the importance of Industrial Peace & Harmony. He emphasised on developing good and healthy relationships in an organisation. Dr. Sajid Alvi graced in the valedictory program and shared the importance of Code of Discipline and Code of Conduct Policy in the organization. Faculty members of PIMSE, Poona College of Arts, Science and Commerce, Abeda Inamdar Senior College participated in the event along with the students

