

Centre for Life Skills and Skill Development

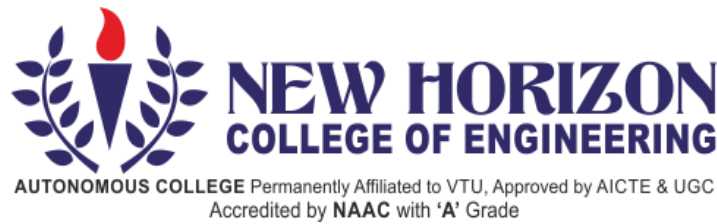
Department of HRD

FDP (Induction) Report

New Horizon College of Engineering

Bengaluru

29 January – 1 February 2024



Introduction

A five – day induction training program was organised to orient and support our new faculty members as they embark on their journey with the New Horizon College of Engineering. A variety of topics were covered that provided valuable insights into our institutional SOPs, accreditation and research policies and expectations from the faculty members. The program also focused on enhancing their teaching and research skills, as well as acquainting them with administrative procedures and resources available for them to facilitate their association with the institute.

About the institution

New Horizon College of Engineering is an Autonomous college affiliated to Visvesvaraya Technological University (VTU), approved by the All India Council for Technical Education (AICTE) & University Grants Commission (UGC). It is accredited by NAAC with 'A' grade & National Board of Accreditation (NBA). New Horizon College of Engineering is located in the heart of the IT capital of India, Bangalore. The college campus is situated in the IT corridor of Bangalore surrounded by MNCs and IT giants such as Intel, Accenture, Capgemini, ARM, Symphony, Wipro, Nokia, JP Morgan and Cisco to name a few. NHCE has a scenic and serene campus that provides an environment which is conducive for personal and intellectual growth. The infrastructure and the state – of – art facilities act as facilitators for the effective delivery of the curriculum.

Executive Summary

- This report has been prepared to provide the management with insights and updates on the 5 – day induction program for the new inductees (faculty), held in the NHCE campus from 29th January – 1st February, 2024.
- The training was primarily coordinated by Dr. Sowmya Narayanan in association with the leadership team comprising Dr. Manjunatha (Principal), Dr. Anandhi (Dean – Academics), Dr. Anitha (Director – Library and Alumni Relations), Dr. Sanjeev Sharma (Dean – QAIISC), Dr. Anusuya (HOD – Applied Sciences and Counseling), Dr P. Adhikarya and Dr. Srinivas (HOD – Mathematics).
- The induction encompassed the aforementioned conducting informative sessions based on the following topics:
 - ✓ Welcome and Introduction
 - ✓ Mentorship and Support
 - ✓ Academic Affairs
 - ✓ Campus Tour
 - ✓ Research Standards and Accreditation Policies
 - ✓ Technology and Infrastructure
 - ✓ Assessment and Evaluation
 - ✓ Feedback

Objectives

- To ensure the new inductees are aware of the SOPs, functioning model, growth opportunities and technical provisions at the college.
- To introduce the new professors with the members of the leadership team for better accountability and outreach.
- To provide a holistic view of the principles and protocols that NHCE stands on.
- To exhibit the campus facilities and infrastructure.
- To enable the faculty to get acquainted with and adopt ICT integrated learning and newpedagogic approaches.
- To enable the faculty to conceptualize the nuances of curricular reforms, curriculum design and development in colleges in the context of interdisciplinary approach, specific to the policies laid down in the NEP.
- To enable the faculty, develop understanding of various methods of evaluation and assessment.

Methodology

The topics for the induction were delegated to the speakers on the basis of their expertise and the departments that they handle. Each session was for 40 minutes and the respective speakers took turns in the span of 5 days to brief and enlighten the new professors on important functional areas related to academics, technology and infrastructure, research standards and so forth. The training content was well structured with presentations, FAQs, mutual interaction and personal reflection. Ultimately, the teachers were inducted to promote and uphold a culture of respect and support within the institute. It was a professional initiative to welcome the new faculty members to the New Horizon College fraternity.

Program schedule

INDUCTION TRAINING FOR NEW JOINEES JAN - FEB 2024 ORGANIZED BY CENTRE FOR SKILL DEVELOPMENT, DEPT OF HRD					
Sl.No.	DATE	TIMINGS	TOPIC	DESCRIPTION	SPEAKER
1	29.01.2024	1:00 - 1:40	Welcome and Introduction	Overview of College's History, Vision and Mission Review of College Policies and procedures; Overview of Autonomy	Dr Manjunatha, Principal New Horizon College of Engineering
2	29.01.2024	1:50 - 2:30	OBE	Importance of Outcome Based Education	Dr Sowmya Narayanan Director SDC, Dept of HRD
3	29.01.2024	2:40 - 3:20	Mentorship and Support	Introduction to Student Mentoring, guidance and counselling	Dr Anusuya, Head Applied Sciences and Counselling
4	30.01.2024	1.00-2.30	Technology and Infrastructure	Introduction to the college's IT systems, including email, learning management systems, and academic software.Training on the use of classroom technology and multimedia resources.	Dr Srinivas , Head of the Department Mathematics and Contineo Chief Coordinator and Dr Uma Maheshwaran Prof AI and ML
5	30.01.2024	2:40 - 3:50	Library	Introduction to the library, laboratories, and other academic resources.	Dr Anitha. S. Rai, Director Library and Alumni Relations ;
6	31.01.2024	1.00-2.30	Academic Affairs	,Overview of academic departments and programs. Introduction to curriculum design and assessment,innovative pedagogies and Design thinking and MOOC	Dr Anandhi R.J , Dean Academics
7	31.01.2024	2.40-3.50	Research Standards and Accreditation Processes	Research opportunities, expectations, and grant applications. NBA and NAAC Overview	Dr Revathy Dean R and D and Team : Dr Sanjeev Sharma, Dean QAHE
8	01.02.2024	1:00 - 2:00	Campus Tour and Facilities	Guided campus tour, highlighting important facilities.	Dr Aravinda, Head ECE
9	01.02.2024	2:00 - 3:10	Lifelong Learning and Feedback	Information on opportunities for professional development, workshops, conferences, and certifications.Encouragement to engage in continuous learning.	Dr Sowmya Narayanan, Director Centre for Life Skills and Skill Development, Dept of HRD

Initial Communication from the Director – SDC's desk

29/01/2024, 10:39

Mail - Dr. Sowmya Narayanan - Outlook

Dear Professors,
Greetings from the Centre for Skill Development, New Horizon College of Engineering!

This is to announce the Induction program organized for the Newly Joined Faculty members. It commences on 29th January **2024**. The induction training program is designed to orient and support our new faculty members as they embark on their journey with NHCE and NHC. It will cover a wide range of topics and provide valuable insights into our institution's culture, policies, and expectations. The program will also focus on enhancing their teaching and research skills, as well as acquainting them with administrative procedures and resources available to them.

Their integration and success are paramount to our continued growth and excellence in education and research. We kindly request your support and assistance in making this program a success. Your insights will be invaluable in ensuring that our new colleagues have a smooth transition into their roles.

We look forward to your continued support in welcoming the new faculty. Attendance is mandatory for all days of the training programme. I request you to kindly ensure that these faculty do class adjustments and are free to attend the training programme.

The venue is **Video Conferencing Hall Library**

The Induction Training Schedule is attached for your reference. Please find an instructions sheet to be shared with New Joinees.

The list of the newly joined faculty is attached for your reference too.

Regards



**New Horizon
College of
Engineering
(NHCE)
Bengaluru,
Karnataka, India**

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Detailed Report

DAY 1

Session: 1

Name of the session	Welcome and Introduction
Name of the speaker	Dr. Manjunatha
Designation	Principal, New Horizon College of Engineering
Date and Time	29.01.2024 / 1:00 - 1:40

Description:

Dr. Manjunatha explained the vision and mission of the institution besides providing an overview of the college's history since inception along with the governing councils like AICTE, UGC, VTU and BOS (Board of Studies). He also spoke about teaching pedagogy, framing the syllabus and autonomy.



Figure 1: Day 1 Session by the Principal

Session: 2

Name of the session	Outcome Based Education
Name of the speaker	Dr. Sowmya Narayanan
Designation	Director – Centre for Life Skills and Skill Development
Date and Time	29.01.2024 / 1:50 - 2:30

Description:

Dr. Sowmya highlighted the importance of using HOTS and LOTS to set question papers besides elaborating on important aspects from Bloom's Taxonomy, revised BT and FLIPS. Furthermore, she also discussed the importance of teaching the curriculum and mapping the learning with regards to the OBE benchmark.



Figure 2: Day 1 Session by the ED - HR

Session: 3

Name of the session	Mentorship and Support
Name of the speaker	Dr. Anusuya and Ms. Prachi
Designation	Head – Applied Sciences and Counseling
Date and Time	29.01.2024 / 2:40 - 3:20

Description:

Dr. Anusuya explained the details about proctorship, mentoring, counseling and guidance to the assigned student. Using various case studies and illustrations, they demonstrated the process of identification of stress in students and the cases where the students should be referred to the counselors. Ms. Prachi spoke about factors like hostel life, home sickness, cultural impediments, food and climatic challenges.



Figure 3: Day 1 Session by the Applied Sciences and Counseling Department

DAY 2

Session: 4

Name of the session	Technology and Infrastructure
Names of the speakers	Dr. Srinivas and Dr. Uma Maheshwaran
Designations	HOD – Maths and Professor – AI and ML
Date and Time	13.10.2023 / 1:00 - 2:30

Description:

Dr. Srinivas conducted a session on (Continue-Learning Management System) an introduction to Contineo. It is one of the processes of tracking and managing the delivery of educational courses. He shared the benefits of pinkbook and the maintenance of the necessary records. The inductees were briefed about entering the attendance and the CIE marks. Dr. Uma coupled his session and demonstrated the usage of the smart board and other technical provisions to make classes technically proficient.



Figure 4: Day 2 Session by Dr. Uma



Figure 5: Day 2 Session by Dr. Srinivas

Session: 5

Name of the session	Library Facilities
Names of the speakers	Dr. Anitha S. Rai
Designations	Director – Library and Alumni Relations
Date and Time	30.01.2024 / 2:40 - 3:50

Description:

Dr. Anitha highlighted important facilities in the premises like the library, laboratories, and other academic blocks. She also explained relevant provisions within the college like e-resources, institutional repository, plagiarism checker for faculty members, Nimbus Remote Access and Mendeley software.



Figure 6: Day 2 Session by the Director – Library and Alumni Relations

DAY 3

Session: 6

Name of the session	Academic Affairs
Names of the speakers	Dr. Anandhi RJ
Designations	Dean – Academics
Date and Time	31.01.2024 / 1:00 - 2:30

Description:

Dr. Anandhi spoke on National Education Policy in engineering colleges. She began her talk seeking clarification for a few questions and went on giving extensive input on value-based education. The session was an eye-opening session about the new education policy in India. Her session also dealt with minor degree, choice based credit system, ability enhancement courses, skill enhancement courses and experiential learning. She also discussed syllabus framing, outward to inward teaching, Content delivery, finally evaluation and assessment.



Figure 7: Day 3 Session by the Dean - Academics

Session: 7

Name of the session	Research Standards and Accreditation Processes
Names of the speakers	Dr. Sanjeev Sharma and Dr. Adhikary
Designations	Dean – QA and IIE and Dean R&D
Date and Time	31.01.2024 / 2:40 - 3:50

Description:

Dr. Sanjeev presented about the roles and responsibilities of the faculty members to conduct the classes with utmost interest keeping with student's point of view to make learning experiential and practical at the institute. He also explained about the quality parameters and different ways of methodology and pedagogy aligned with quality. His session covered important aspects as teaching methodology, enhancement in teaching and development in research and an overview of the NBA and NAAC accreditations. Dr. Adhikary explained research target, paper publication procedures and patenting. He also covered the vital aspect of paper publication in scopus and WoS for the teachers who have freshly begun research.



Figure 8: Day 3 Session by the Dean – QA & IIE



Figure 9: Day 3 Session by Dr. Adhikary

DAY 4

Session: 8

Name of the session	Campus Tour
Names of the speakers	Dr. Aravinda
Designations	HOD - ECE
Date and Time	01.02.2024 / 1:00 - 2:00

Description:

The new faculty members were taken around the various centres of excellence within the campus. They saw the various equipments used in the laboratories for practicals. Also, this campus tour helped them know the physical locations of the various facilities within the campus.



Figure 10: Day 4 campus tour (FANUC demonstration, ECE Department)

Session: 9

Name of the session	Lifelong Learning and Feedback
Names of the speakers	Dr. Sowmya Narayanan
Designations	Director – Centre for Life Skills and Skill Development
Date and Time	01.02.2024 / 2:00 - 3:10

Description:

Dr. Sowmya's session covered updates on opportunities for professional development, workshops, conferences, and certifications and the encouragement to engage in continuous learning. A detailed insight about Bloom's taxonomy was provided involving levels remembering, understanding, applying, analyzing, evaluating and creating. She explained Outcome Based Education (OBE) which is a metrics to measure a student's productivity in terms of knowledge, skills and attitude. She concluded the Faculty Development Programme with a vote of thanks.



Figure 11: Day 4 Closure by the Director – Centre for Life Skills and Skill Development

Feedback

The following are the testimonials received from the inductees:

“Thank you so much for all your effort in this faculty induction program. Mr. Pratik (HR Trainer) organized the program very well. He engaged the gap between sessions with his motivational speeches. It was actually brilliant. Overall, the sessions were very helpful and informative.”

Dr. J. Sathya
MCA Department

“The induction program was comprehensive and insightful, providing a strong knowledge about the institution. The inclusion of the college's history made us understand the institutional identity, grounding leadership in context. The orientation on academic responsibilities equipped the dean with a clear understanding of assignment strategies and effective teaching pedagogy. The campus tour was valuable, offering practical insights into facilities and creating a sense of belonging. The emphasis on technology with smart boards and

library information highlighted the commitment to modern education tools. Integrating Bloom's Taxonomy showcased a thoughtful approach towards enhancing teaching methodologies. Overall, the induction program was thorough, providing a well-rounded leadership perspective of the institution”

Dr. Vasumathi
MCA Department

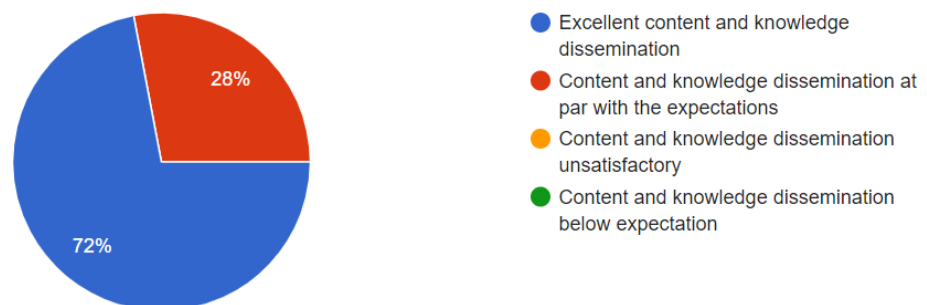


Figure 12: Participants sharing their feedback

1st session - Introduction by Dr Manjunatha

25 responses

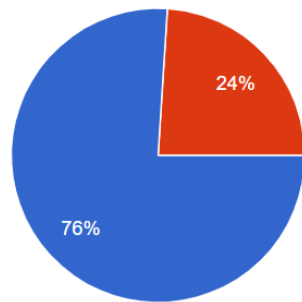
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2nd session - Bloom's Taxonomy by Dr Sowmya

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25 responses

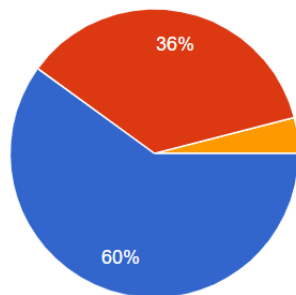


- Excellent content and knowledge dissemination
- Content and knowledge dissemination at par with the expectations
- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

3rd session - Mentorship and Counseling by Ms. Prachi/Dr. Anusuya

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25 responses

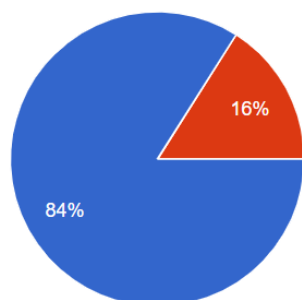


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4th session - Technology and Contineo by Dr. Uma/Dr. Srinivas

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25 responses

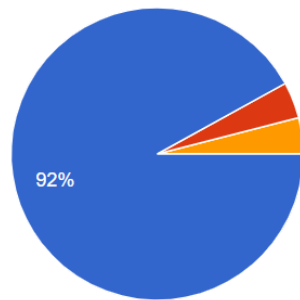


- Excellent content and knowledge dissemination
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- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

5th session - Library facilities and support by Dr. Anitha

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25 responses

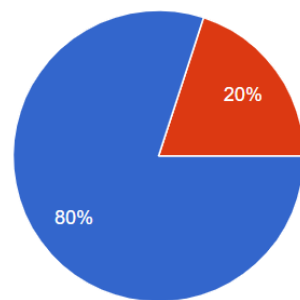


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6th session - Academic Affairs by Dr. Anandhi

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25 responses

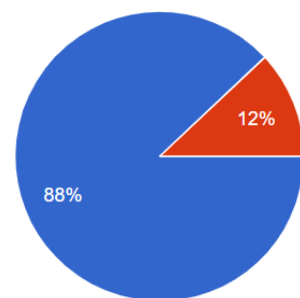


- Excellent content and knowledge dissemination
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- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

7th session - Research and Accreditation by Dr. Adhikari/Dr. Sanjeev

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25 responses

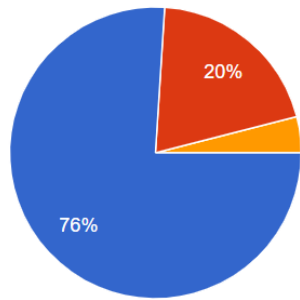


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- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

9th session - Campus Tour by Dr. Aravinda

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25 responses

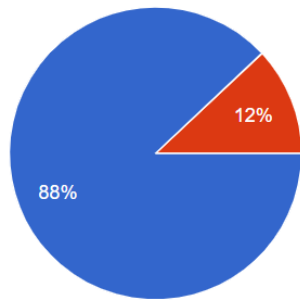


- Excellent content and knowledge dissemination
- Content and knowledge dissemination at par with the expectations
- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

10th session - Lifelong Learning by Dr. Sowmya

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25 responses



- Excellent content and knowledge dissemination
- Content and knowledge dissemination at par with the expectations
- Content and knowledge dissemination unsatisfactory
- Content and knowledge dissemination below expectation

Attendance

New Horizon Educational Institution Centre for Life Skills and Skill Development, Dept. of HRD													
Faculty Induction Program for New Joinees, Jan - Feb 2024						29-01-2024		30-01-2024		31-01-2024		01-02-2024	
Sl. No.	Name	Designation	Department	Date of Joining	Contact No.	Email Id	Session 1 sign	Session 2 sign	Session 3 sign	Session 1 sign	Session 2 sign	Session 1 sign	Session 2 sign
1	Bandari Channarayana Priya	Asst.Prof	CSE	16-10-2023	8978196428	Priyarambharathi@gmail.com							
2	Alswarya D Pillai	Asst.Prof	MBA	16-10-2023	8281120911	alswarya.d.pillai@nhce.ac.in							
3	A S Anitha Nair	Asst.Prof	EEE	25-10-2023	9573286605	asair@nhce.ac.in							
4	Dr. B I D Kumar	Professor	DSc	25-10-2023	8902879764	dr.kumar@nhce.ac.in							
5	Akshatha P S	Sr. AP	AIML	25-10-2023	8990881075	akshatha.p.s@nhce.ac.in							
6	Bindu S	Asst.Prof	AIML	25-10-2023	6361957667	bindu.s@nhce.ac.in							
7	Ramesh Prasad	Sr. AP	AIML	25-10-2023	8310155707	ramesh.p@nhce.ac.in							
8	Kavitha U	Asst.Prof	CSE	25-10-2023	6362007486	kavitha.u@nhce.ac.in							
9	Shikha Rai A	Asst.Prof	ECE	02-11-2023	9948183462	shikha.raia@nhce.ac.in							
10	Rajat B Hubballi	Asst.Prof	MBA	05-11-2023	9538820820	rajat.bh@nhce.ac.in							
11	Dr. Divya Kumari	AP	ISE	03-11-2023	7762923607	dr.divya.k@nhce.ac.in							
12	Vinay R	Sr. Asst.Prof	ECE	03-11-2023	9739857440	vinay.r@nhce.ac.in							
13	Anaparthi Yasaswi	Asst.Prof	CSE	20-11-2023	8019756171	anaparthi.yasaswi@nhce.ac.in							
14	Chaitra H N	Sr. AP	NHCM	20-11-2023	7259643566	chaitra.hn@nhce.ac.in							
15	Sneha B K	Asst.Prof	NHCM	15-11-2023	9048487119	sneha.bk@nhce.ac.in							
16	Navya K N	Asst.Prof	NHCM	20-11-2023	9448190535	navya.kn@nhce.ac.in							
17	Shravya Shetty	Asst.Prof	AIML	20-11-2023	9741882658	shravya.shetty@nhce.ac.in							
18	Chaitra N	Asst.Prof	NHCM	05-12-2023	7411079263	chaitra.n@nhce.ac.in							
19	Tharu Deepu George	Sr. AP	AIML	08-12-2023	7259633377	tharu.dg@nhce.ac.in							
20	M T Vasumathi	AP	MCA	11-12-2023	9483542021	mtvasumathi@nhce.ac.in							
21	Dr. Sudhakiran Ponnuru	AP	ECE	14-12-2023	7330781661	dr.sudhakiran.p@nhce.ac.in							
22	Kalaivani	Sr. AP	MCA	18-12-2023	9880111770	kalaivani@nhce.ac.in							
23	N S Sukanya	Sr. AP	MCA	18-12-2023	9740891440	nsukanya@nhce.ac.in							
24	Sathya J	Sr. AP	MCA	18-12-2023	8056463093	sathya.j@nhce.ac.in							
25	Preethu B R	Asst.Prof	BCA	20-12-2023	8277074393	preethu.br@nhce.ac.in							
26	Neethu	Asst.Prof	ISE	21-12-2023	9700108077	neethu@nhce.ac.in							
27	Madhura C A	Asst.Prof	MBA	02-01-2024	9742976334	madhura.ca@nhce.ac.in							
28	N Mithili Devi	Sr. AP	MCA	03-01-2024	9880691240	n.mithili@nhce.ac.in							
29	Vijaysekaran Gunasekaran	AP	CSE	22-01-2024	7871330003 / 994091362	vijaysekaran.g@nhce.ac.in							
30	Sonia Maria D'Souza	AP	AIML	24-01-2024	9620204278	sonia.mds@nhce.ac.in							

Key Outcomes:

- Participants will be able to apply the knowledge and information gained from the Faculty Induction Programme to execute their daily actions and functions;
 - There will be incorporation of practical learning techniques in the curriculum to enrich and enhance students' performances with new teaching techniques.
-