



## MSFDA Report March - April 2023

Dear *Board Members,*

It gives me immense pleasure to share with you the progress update of Maharashtra State Faculty Development Academy (MSFDA) for the months of March - April 2023. In the last two months MSFDA carried out an elaborate annual planning and budgeting exercise with partner organisations along with review of the existing programmes. A total of 17 programmes were conducted in the month of March and April 2023. Through these programmes, MSFDA reached out to 823 participants - 665 senior management, faculty, non-teaching staff and 158 students. A unique programme was facilitating capturing of pictures depicting issues in education through a programme 'Through the Lens' coordinated by Padma Shri Sudharak Olwe. The programme culminated in a photo-exhibition created by participants - faculty and students from colleges of Amravati, Aurangabad, Palghar, Pune, Satara, Solapur and Mumbai. The exhibition is on permanent display at MSFDA premises.

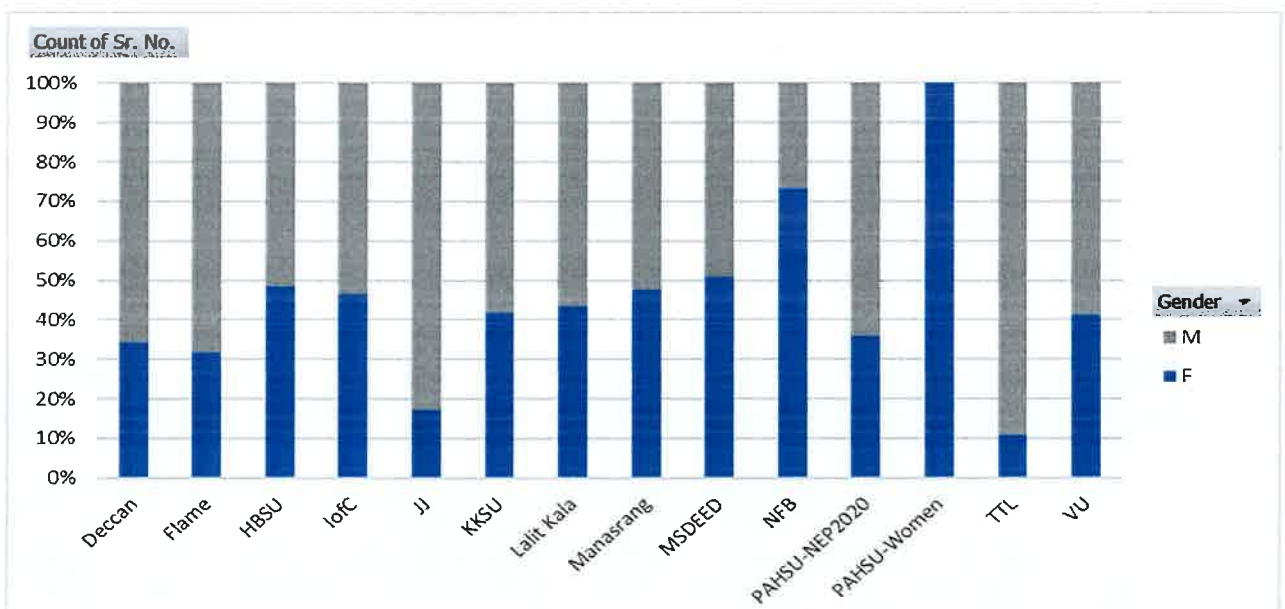


2. The programmes included a three-day programme 'Leading the Change' for senior management of higher education - Vice Chancellors, Pro Vice Chancellors, Directors, Joint Directors, Registrars from across Maharashtra. The programme design included

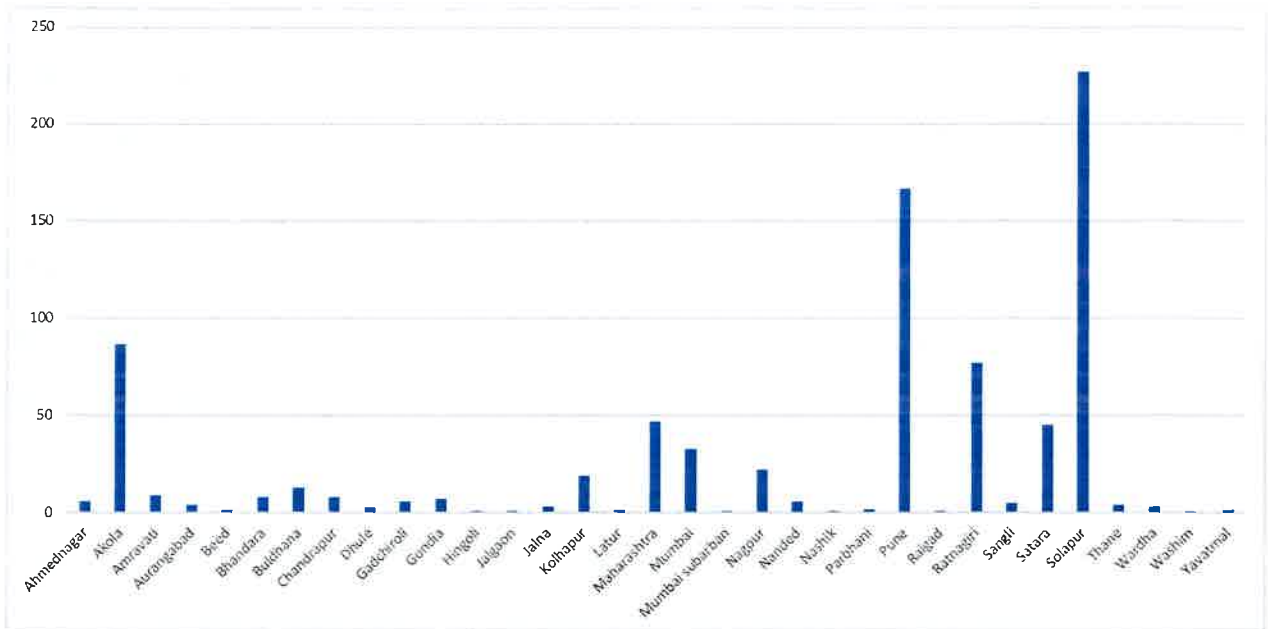
experiential exercises followed by de-briefing discussions designed and facilitated by High Places Management Pvt. Ltd., a pioneer in outdoor activity based management and leadership training. The programme, in addition to its unique content, provided a unique opportunity for senior educators to network. A new programme ‘Leading through Technology’ also got initiated in partnership with Homi Bhabha State University.

3. Till date, MSFDA has been able to reach a total of 5001 participants - 4381 principals, teachers, administrative staff and 620 students, covering over 1023 colleges from across Maharashtra. The bar-chart below provides details related to gender-wise and district-wise participants in MSFDA programmes:

*Gender-wise participant representation in programmes for March - April 2023*



*District-wise participant representation in programmes for March - April 2023*



4. A few highlights of the programmes conducted during March - April 2023 are shared below:

- a. 'Leading the Change'; March 3 - 5, 2023: A special programme was designed for the apex leaders, primarily the Vice Chancellors, Pro-Vice Chancellors, as well as the Directors and Joint Directors from the Department of Higher and Technical Education. The programme was envisioned as an opportunity to experience, reflect and dialogue on the role of leaders in higher education and the possibilities/importance of shared decision making.



The programme attended by 47 participants was conducted at Garudmachi, Tamhini Ghat amidst nature by High Places Management Pvt. Ltd., Pune who are one of the pioneers in the field of outbound experiential learning for the last more than 30 years. A few participant responses are herein below:

“It was an enriching, enjoyable and refreshing experience at Garudmachi. The programme was well structured and executed professionally. It had components based on outdoor and indoor activities providing good experiential learning experience. Also, it also provided an excellent opportunity to connect, interact and network with peers from the state level higher education space. Organising such programmes periodically will definitely prove to be fruitful in achieving intended results. Thank you MSFDA for the wonderful opportunity.”

- Prof. Vijay L. Maheshwari, VC, Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

“MSFDA कडून केला गेलेला हा प्रयोग अतिशय अभिनव स्वरूपाचा आहे. आमची प्रशिक्षणे अनेकदा झालेली आहेत, मात्र एखादे प्रशिक्षण स्टार हॉटेल किंवा हॉल्स मध्ये होणे आणि निसर्गाच्या सान्निध्यात राहून होणं, ह्यात जो गुणात्मक फरक आहे तो आम्हाला ह्या प्रशिक्षणात प्रामुख्याने जाणवला.”

- शैलेंद्र देवळणकर, संचालक, उच्च शिक्षण विभाग, महाराष्ट्र



- b. ‘Swar Setu’; March 8 - 13, 2023: Lalit Kala Kendra, Pune University conducted a six-day programme with focus on music which attended by 23 participants from



nine districts of Maharashtra. The programme content included a wide range of topics and implicitly covered some of the aspects of NEP such as interdisciplinarity, inquiry, student centricity, inclusion and use of technology. The resource persons demonstrated how to think creatively, use student-centric pedagogy, engage in inquiry, revisit core concepts to check understanding, and keep abreast of the latest technology in music.

- c. 'Leading through Technology'; March 13 to 17, 2023: A total of 33 participants

from 12 districts participated in the first programme conducted in partnership with Homi Bhabha State University at MSFDA premises. The program started with essentials of psychometric testing



wherein multiple concepts along with practical examples were discussed. This was followed by hands-on training to design Massive Open Online Courses (MOOCs), online assessment tools, gamification, learner-centric interactive



video OER (LeD) & other e-content. Each of the sessions had allocated time for detailed discussion on various topics related to Open Distance Learning (ODL) in NEP 2020, its SWOC analysis, ICT Tools in 21st Century Classroom etc. A participant expressed, *"I learned participative and collaborative learning methods which can be easily doable in class. Also, learnt about interactive teaching-learning pedagogy and methods that will be helpful in future for the institute."*

- d. 'Student Centricity in Education'; March 13 - 15, 2023: FLAME University conducted its second programme at its campus. A total of 19 participants from nine districts participated in the programme. The resource persons (faculty from Flame University) shared their experience of integrating student-centricity in the

classroom. Further, they shared about their 'Discover India' programme and



mentorship programme as methods of active learning pedagogy. The participants appreciated the efforts of faculty from FLAME in implementing various aspects of NEP and sharing the same with teachers from across Maharashtra.

- e. 'Manasrang'; March 16 - 18, 2023 (Nagpur region) & March 27 - 28, 2023 (KBP College): Parivartan Trust conducted two *Manasrang* programmes covering colleges from Nagpur region and KBP College Pandharpur (RUSA project college). A total 86 participants from

six colleges covering six districts participated in the programme to build their capacity as '*manas-mitras*' for their respective colleges.



As a follow up to previous programmes, MSFDA team along with Parivartan Trust members have been conducting online sessions with colleges from Mumbai and Aurangabad region. Most of the



colleges from these three regions have set up *Manasrang* Clubs and initiated college-level activities like screening of selected short films on mental health followed by discussions with students thereby initiating conversation on issues of mental health especially suicide prevention.

f. 'Ethics & Value in Higher Education'; March 13 - 17, 2023: Initiatives of Change

conducted 10th batch of the Ethics & Values in Higher Education programme in collaboration with MSFDA. A total of 28 participants from five colleges participated in the evolved institutionalized approach of the programme. Based on the participant responses as also the experience of IofC and MSFDA related to the programme, an institutional approach is being tried out, wherein each college is represented by a team of 5 to 7 including senior management, teachers, non-teaching staff and student representatives. This enables colleges to initiate a process of practice in their respective colleges with handholding support from MSFDA and IofC team. A participant faculty expressed, *"Pause and silence both are helping me to introspect on a personal level and I wish to create a similar experience for students along with more of such activities."*



g. 'Ancient Indian Technology and Science'; March 23 - 28, 2023: Chhatrapati

Shivaji College, Satara (RUSA project College) hosted the programme conducted by Deccan College especially for their faculties and students. A total of 44 participants from three districts participated in this workshop. The programme highlighted on the practices adopted in ancient India technology through a range of domains/topics - 'history of domestic animals in the Indian subcontinent, 'painting and temple architecture: techniques and



methods’, ‘rock cut architecture’ and ‘terracotta art in ancient India’. The resource persons shared interesting facts related to ancient Indian glass technology, copper and zinc metallurgy, ancient iron technology, stone tool technology, town planning in ancient India and architecture of forts built by Chhatrapati Shivaji Maharaj.

- h. ‘Roadmap to Reforms in Higher Education’; March 25 - 29, 2023: A five-day

faculty development programme was organised in collaboration with Solapur University on ‘Governance Reforms in Higher Education’.

The programme was attended by 25 participants from eight districts - Academic Council members, Board of Studies members and Principals. The programme covered the following topics: introduction to NEP 2020; towards holistic & multidisciplinary education; optimal learning environment and support for students; equity & inclusion in higher education; reimagining vocational education; effective governance & leadership in higher education, etc.



- i. ‘Value and Position of Art in Human Life’; April 10 - 14, 2023: T. C. College, Baramati (RUSA project college) hosted ‘The Value and Position of Art in Human Life’ workshop for teachers from colleges in the vicinity. A total of 35 participants participated in this intriguing five-day workshop. This was the 3rd programme in collaboration with Sir JJ group of institutions. The programme discussed the semiotics, experiential learning and the ways in which storytelling can be adopted in the class. Enthused by the way the workshop was conducted, participants commented, “*स्वतःचा शोध घेता आला, स्वतःतील गुण ओळखता आले. त्याच बरोबर विद्यार्थ्यांना शिक्षणाबद्दल आवड निर्माण होण्यासाठी या बदललेल्या दृष्टिकोनाचा उपयोग कसा येईल, कलात्मक पद्धतीने अभ्यासक्रमापुस्तक शिकवता येईल हे समजले.*”



j. Management Concepts from Indian Knowledge System; April 17 - 21, 2023:

Kavi Kulaguru Sanskrit University, in collaboration with MSFDA conducted their third programme which was titled 'Management Concepts from Indian Knowledge System'. A total of 36 participants from 17 districts across Maharashtra participated in the programme



at Ramtek. The programme introduced participants to age-old management concepts and principles and further discussed the governance management concept of *kautilya arthashastra* and *valmiki ramayana*. A participant from the programme expressed, “प्रशासक/नेता कसा असावा त्याच्या अंगी कोणते गुण असले पाहिजेत, तसेच त्यांनी काय करावे आणि काय करू नये हे या कार्यक्रमातून शिकायला मिळाले. पण फक्त शिकून, समजून चालणार नाही तर ते प्रत्यक्षात आपल्या अंगी उतरले तरच या कार्यक्रमाचे खऱ्या अर्थाने उपयोग झाला असे म्हणता येईल.”

- k. 'Women in Leadership'; April 17 - 21, 2023: The 2nd batch of the programme was conducted in collaboration with Solapur University. A total of 31 female faculty from seven districts participated in the programme. The topics of the programme included women cell activities (roles & responsibilities); awareness of health & nutrition; political awareness & participation; opportunities for women in research; path-breaking social impact research by women researchers; and understanding the nature and sources of power. The highlight of the programme was participative methodology that fostered



enthusiastic participation of female faculty and sharing of work done in research and academics. A participant from the programme expressed, *“I am going to be more confident and feel positive about leading myself to leadership*



*positions. This FDP helped me realize the importance of communication, teamwork, networking and the need to strengthen the support system to be a leader. Sessions related to awareness about rights of women, health, sources of power & governance were very useful. Activities regarding maintaining work-life balance were joyful and insightful. It was heartening to know that among the participants were so many researchers and this was an opportunity to know about their research work and it was inspiring to know about their projects along with sessions covering topics related to research problem identification, project planning and funding opportunities. I am feeling much equipped to teach and facilitate our classroom with so many innovative teaching ideas."*

1. ‘Through the Lens’ (Phase II & III); March 23 - 27, 2023: After the Phase I (two

batches) of the ‘Through the Lens’ programme conducted in the month of February 2023, participants went back to their respective colleges with the assignment of capturing photos of education related facets in their college.



Resource Persons from Photography Promotion Trust and MSFDA team members visited colleges to provide handhold support. All 40 participants from both the batches returned to MSFDA Pune for the Phase III of the programme in the



month of March. This phase focussed on engaging participants in the process of shortlisting/selecting photographs for the exhibition as also designing and defining their visual storytelling. Resource persons from PPT also got busy with post production of photographs, editing and coordinating with participants for storytelling and inauguration preparation. The inauguration was held on March 27, 2023.

5. District Orientation Visit; April 20 - 21: MSFDA team visited District Sindhudurg and Ratnagiri as part of outreach orientation to colleges.

The orientation visit was planned with colleges from the district and block. The orientation is scheduled as a half-day session with faculty and staff from nearby colleges followed by an interaction with alumni - faculty and students from the host college. The participatory format of the orientation enables understanding the strengths and concerns related to the purpose of education, creating a meaningful learning environment and engagement with students.

Thus it creates a many-fold opportunity - introduce MSFDA, identify capacity building needs as also gauge inter-college dynamics related to communication, information flow, sharing and spirit of collaboration. Informal conversations during these visits help us sense that there exists community-divide among colleges based on NAAC accreditation, management, cluster college list, and other factors. Also, it has been observed that there exists a defined channel (though unsaid/informal) for

flow of information based on colleges, departments, gender as also seniority of appointment. In the given situation, the senior members in the higher education system along with the Principals need to play a crucial role in streamlining the same as also



creating fair and just opportunities/platforms for interaction, sharing and collaboration among teachers and other staff of colleges across Maharashtra.

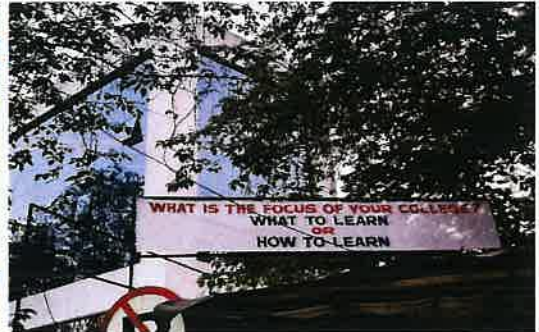
6. MSFDA Communication and Outreach:

- a. MSFDA Film: A film about MSFDA has been made by the team with technical support from DreamWagon Media Agency. This is an introductory film about



MSFDA objectives, values, programmes and collaborations captured through voices of MSFDA senior management, team, as also faculty and student participants covering a range of programmes. The duration of the film is nine minutes and can be a good resource for reaching out to HEIs and stakeholders.

- b. MSFDA Banners: The MSFDA premises is centrally located and has many colleges in the vicinity. This makes it opportune to design and depict the MSFDA premises with thoughtful questions and displays related to education and learning. As a first step banners displaying thought provoking quotes and visuals will be displayed outside the main gate of the premises.



- c. MSFDA Brochure (in Marathi): The MSFDA brochure (in English) was shared in the previous Monthly Update. The brochure has been got translated to Marathi as well and being distributed to stakeholders.



- d. MSFDA Varta, a quarterly newsletter: The first issue of the MSFDA newsletter was published in the month of April 2023. The MSFDA newsletter is part of MSFDA outreach & communication strategy - colleges across Maharashtra are being sent a copy of the newsletter. The same is also being shared with Universities and the Department of Higher & Technical Education as also MSFDA partners. The 16 page newsletter will have articles written by MSFDA team, representative participants from MSFDA programmes and also invite articles from guests. A copy of the newsletter is attached.



7. In the month of May 2023, one batch of 10 days of Phase 2 of IISER programme is planned, as well as entrepreneurship programme through Vishwakarma University, and Constructivist classroom - programme through Rotary, Pune.

9/c

Yours

*Nipun Vinayak*  
(Nipun Vinayak)

To,  
All Board of Directors,  
Maharashtra State Faculty Development Academy (MSFDA)

