

# Report on Integrated Faculty Development Programme, Multi- themed

w.e.f. 7 May, 2025-14 May,2025

Day 1 [Date: 07-05-2025]



Monika Raina delivered a compelling keynote address, articulating the program's objectives while emphasizing the authentic essence of teaching. She introduced a “comprehensive, interdisciplinary, and professional” approach to collaborative teaching, culminating her address with a detailed overview of the program's framework. Dr. P.P. Chauhan, the Principal of the college, then presented the presidential address, shedding light on the program's preamble and underscoring the importance of transcending mere bookish knowledge. He inspired participants to embrace both straightforward and innovative teaching methods, concluding with the thought-provoking mantra, “Learn, unlearn and grow together.” The keynote speaker for Day 1 was Dr. Sandeep Thakur, Assistant Professor of Commerce, who delivered an insightful presentation on “Income Tax and ITR.” He meticulously covered the fundamentals of income tax, tracing its historical context, key features, and purpose while discussing its evolution. Dr. Thakur provided clarity on margin relief through practical examples and made distinctions between exemption, deduction, and rebate. His presentation concluded with a comparative analysis of tax haven countries against those with the highest tax burdens, particularly India. Following Dr. Thakur's session, Dr. Sumitra Chauhan, Assistant Professor of Music and chairperson for Day 1, offered remarks commending the clarity and depth of Dr. Thakur's presentation. The next speaker, Dr. Rajinder Kapoor, a retired Assistant Professor, captivated the audience with his discussion on the “Right to Information Act, 2005.” He asserted that the RTI Act is one of the most significant legislative achievements in Indian history. His presentation included an in-depth exploration of the definition of RTI, its objectives, application process, potential misuse, and the roles of Public Information Officers (PIO) and appellate authorities. Dr. Kapoor also addressed the penalty provisions related to RTI and recent significant developments, such as “Suchna Adhikar Wahan.” To substantiate his claim regarding the RTI Act's excellence, he compared India's system to that of countries like Nepal, Zimbabwe, and Uzbekistan, highlighting the unique features that distinguish the Indian RTI Act of 2005. He concluded his presentation by sharing 40 success stories from various regions of the country, including Port Blair, Bihar, and Lucknow, further illustrating the impactful nature of the RTI Act. Thus, the first day of the program not only set a solid foundation for the discussions to follow but also inspired all participants to engage deeply with the themes of teaching and information rights. The session came to an end with the insightful remarks by Dr. Sumitra Chauhan.

## Day 2 [Date: 08-05-2025]



On Day 2 of this informative program, the proceedings were proficiently facilitated by Assistant Professor Shefali Thanta. The session began with a comprehensive review presented by Assistant Professor Diksha Chauhan, setting a thoughtful tone for the day ahead. The first speaker, Mr. Kush Bhardwaj, captivated the audience with an engaging discussion on the topic “4 P’s of Personality.” He delved into various personality test theories such as D.I.S.C (Dominance, Influence, Steadiness and Conscientiousness), D.O.P.E. (Dove, Owl, Peacock, Eagle) and B.E.S.T., laying the groundwork for a deeper understanding. Mr. Bhardwaj then illuminated the concept of the 4 P’s of personality—Power seekers, Praise seekers, Peace seekers, and Process seekers—exploring their respective goals and blind spots. His real-life examples, particularly those related to teaching, made the content relatable and accessible. Additionally, he introduced the four distinct personality types that emerge from these categories: Persuasive, Implementor, Relation builder, and Coordinator, noting that these types are mutually exclusive. Mr. Bhardwaj concluded his segment with a fascinating overview of brain function, discussing how personality types can be analysed through the lens of left brain versus right brain characteristics. Dr. Monika Raina, the organizing secretary and Chairperson for Day 2, shared her insights on personality, remarking, “Weak Personality can be groomed.” She also encouraged Mr. Bhardwaj to incorporate elements of Indian Philosophy into his presentation, suggesting a culturally relevant dimension to the discussion. Following this, Mr. Bhupinder Negi, Team Head of the Cyber Security Cell in District Shimla, along with his team, delivered an extensive presentation on “Cyber Security”. Mr. Ram Sharma initiated the discussion by defining Cyber Crime and Digital Crime, emphasizing the significant role of mobile applications in facilitating these issues. He informed participants about various online resources available through the Department of Telecom, including the CEIR portal, tafcop.sancharsaathi, Chaksu portal, and the Cyber Swachta Kendra Abhiyan CERT-IN. Miss Madhu, a Cyber Commando from the Cyber Security Cell, highlighted current trends in fraud, focusing on alarming deepfake scams involving voice, photos, and speech. She discussed the concept of digital arrest and proposed future strategies, such as detection tools, raising awareness, and advocating for digital rights. Furthermore, she elaborated on the m-Aadhar app's role in maintaining biometric security. The next speaker from the cyber cell, Mr. Rajnish, enlightened the audience about various types of financial frauds, including ATM fraud, QR code scams, shopping site fraud, fake investments, and loan frauds. He concluded his segment by advising participants that in the event of online financial fraud, they should take screenshots of transactions along with all relevant details for documentation.

## Day 3 Date: 09-05-2025

The Faculty Development Programme entered its third day with insightful sessions on the topics, “The Role of Philosophy in Indian Knowledge System” and “Intellectual Property Rights (IPR)”. On Day 3 of this informative program, the proceedings were proficiently facilitated by Assistant Professor Pretty Panta. The session began with a comprehensive review presented by Assistant Professor Shefali Thanta,



setting a thoughtful tone for the day ahead. The first speaker, Dr Naresh Kumar commenced the session by elucidating on the historical significance of philosophy in India. He emphasized how ancient Indian philosopher played a pivotal role in shaping the intellectual landscape of the country. Through in-depth analysis and critical thinking these philosophers laid the foundation for a rich tradition of knowledge dissemination. The speaker elaborated on the various branches of Indian philosophy. Indian philosophy encompasses both orthodox (Āstika) and heterodox (Nāstika) schools of thought, with the orthodox schools recognizing the authority of the Vedas and the heterodox schools rejecting it. The six orthodox schools, also known as the Sad-Darshana, are Nyaya, Vaisheshika, Sankhya, Yoga, Purva Mimamsa, and Vedanta, while the heterodox schools include Buddhism, Jainism, and Charvaka. Each branch contributed unique perspective on metaphysics epistemology ethics and logic their by and reaching the Indian philosophical discourse. Furthermore, the speaker discussed how Indian philosophy has deeply influenced various fields of study including literature, art, science and governance. The session concluded with the vibrant discussion among the participants with the speaker sharing their insights on the role of philosophy in the Indian knowledge system. The interactive dialogue fostered a stimulating intellectual environment, encouraging participants to reflect on the enduring relevance of philosophical thought in today’s fast-paced world. The exploration of the role of philosophy in the Indian knowledge system provided valuable insights and perspectives that will undoubtedly inform and inspired the participants in their academic pursuits. The Chairperson, Asst. Prof. Dr. Lokraj Sharma Dept. of Chemistry, shared his insights on the topic “Role of philosophy in Indian knowledge system”. He remarked that the topic is not only timely but deeply relevant. He particularly appreciated the speakers’ efforts to highlight the practical applications of Indian philosophy in contemporary pedagogy, mental health and value-based education. The second session of Day 3 was graced by Mr. Himanshu Sharma, a distinguished expert in the field of Intellectual Property Rights (IPR). The session focused on creating awareness and deepening the understanding of IPR among faculty members and researchers, emphasizing its relevance in academia and innovation. Mr. Sharma began the session by outlining the concept and evolution of Intellectual Property Rights, explaining how they serve to protect the creations of the mind—such as inventions, literary and artistic works, symbols, names, and images used in commerce. He emphasized the growing importance of IPR in today’s knowledge-driven economy, especially for academic and research institutions. The session covered the major types of intellectual property, including: Patents – for inventions and innovations, Copyrights – for literary and artistic works, Trademarks – for brand names and logos, Industrial Designs, Geographical Indications. The session concluded with an interactive question and answer segment, where participants raised thoughtful queries regarding patent eligibility, copyright of online teaching materials, and institutional IPR policies. Mr. Sharma addressed each query with clarity and depth, encouraging the faculty to take a proactive approach toward safeguarding intellectual contributions. Overall, the session was highly informative and thought-provoking, equipping the participants with foundational knowledge and practical tools related to IPR.

## Day 4 Date: 10-05-2025

On Day 4 of this Integrated Faculty Development Programme, the proceedings were proficiently facilitated by Assistant Professor Dr. Narender Dutt Bhardwaj. The session began with a comprehensive review presented by Assistant Professor Preeti Panta. The first session on Day 4 of the Faculty Development Programme was led by Asst. Prof. Vijay Laxmi, who delivered a comprehensive and insightful talk on the “Key Aspects of the National Education Policy (NEP) 2020”.



Prof. Vijay Laxmi began by setting the context for the need for educational reform in India, discussing how NEP 2020 aims to address the challenges of access, equity, quality, affordability, and accountability, the five pillars of NEP 2020, in the Indian education system. She elaborated on the major structural and curricular reforms introduced under NEP 2020, which include: The shift from the 10+2 system to the 5+3+3+4 curricular structure, Emphasis on Foundational Literacy and Numeracy (FLN) in early education, Promotion of multilingualism and mother tongue as the medium of instruction till Grade 5, Holistic and Multidisciplinary Education with flexibility in subject choices, Integration of vocational education from Grade 6 onwards, Establishment of Academic Bank of Credits and Multiple Entry and Exit Options in higher education and Integrated UG degree of four year with focus on research study in the 4<sup>th</sup> year. She also highlighted the policy's focus on teacher training, technology in education, and inclusion, ensuring that no child is left behind, regardless of social or economic background. The session was interactive, with participants engaging in thoughtful discussion on challenges in implementing NEP 2020 at the institutional level. Prof. Vijay Laxmi concluded by reminding participants that NEP 2020 is a visionary policy, and its success lies in active participation, institutional commitment, and continuous learning. NEP 2020 aims to transform India into a global knowledge super power by equipping its youth with necessary skills and knowledge. The session was highly appreciated by all attendees and provided a strong foundation for understanding the paradigm shift envisioned in the NEP 2020. Dr. Yogita Bandhta, Asst. Prof. Department of Hindi, Chairperson, commended the detailed and insightful presentation on “The Key Aspects of NEP 2020”, highlighting how the policy aims to reshape the educational landscape of India. Key areas such as the new curricular structure (5+3+3+4), emphasis on mother tongue instruction, multidisciplinary learning, and integration of vocational and value-based education were particularly appreciated. The second session on Day 4 of the Faculty Development Programme was conducted by Dr. Om Prakash Asst. Prof. Dept. of Music Vocal, on the theme “Music as a Stress Reliever.” This unique and refreshing session provided participants with valuable insights into the therapeutic and psychological benefits of music in both personal and professional settings. Dr. Om Prakash opened the session by explaining the scientific connection between music and the human brain, detailing how different types of music influence mood, reduce anxiety, and help regulate emotional responses. He emphasized that music is not merely entertainment—it is a powerful tool for mental well-being and stress management. Participants also engaged in a guided listening activity, during which they experienced different genres of music and observed their own emotional responses. The session concluded with a lively interaction, where participants shared personal experiences related to music and asked questions about its role in improving concentration, creativity, and mental health. The second session on “Music as a Stress Releaser” was described as both soothing and invigorating by the Chairperson, Dr Yogita Bandhta. She acknowledged the importance of addressing mental health and emotional well-being in academic settings.

Day 5 Date: 13-05-2025



On Day 5 of this enlightening session, the stage was conducted by Assistant Professor Priyanka. The session commenced with an inclusive review delivered by Dr. Nagender Dutt Bhardwaj, Assistant Professor of Hindi. The first speaker, Dr. Puman Chauhan, Assistant Professor of Zoology presented a compelling discourse on “The Role of Microorganisms in Sustainable Development.” This profound exploration illuminated how these minute organisms can significantly enhance environmental sustainability, agricultural productivity, and the overall health of our ecosystems. Among the key highlights of Dr. Chauhan’s presentation was her compelling emphasis on the integral role micro-organisms play in natural processes, such as biodegradation, nitrogen fixation, and nutrient cycling. The discussion on beneficial microorganisms in agriculture—specifically biofertilizers and biopesticides—underscored a vital shift towards sustainable farming practices that reduce dependency on chemical inputs while promoting soil health. Furthermore, Dr. Chauhan illustrated the innovative application of microorganisms in waste treatment, showcasing how microbial communities can effectively decompose organic waste to generate biofuel—a renewable energy source—and facilitate bioremediation. This approach aligns seamlessly with the increasing demand for green technologies. The scientific content presented was meticulously researched and delivered in an engaging manner, incorporating real-world examples of microbial applications in sustainable industries. The use of visuals and diagrams to elucidate complex processes significantly enhanced participants’ understanding. Following Dr. Chauhan’s presentation, Assistant Professor Pawan Kumar, Chairperson for the session, provided insightful remarks connecting the topic to the daily lives of farmers and the broader implications of sustainable practices. The second resource person for the session was Dr. P.P. Chauhan, Principal of LBS Government Degree College Saraswati Nagar. Dr. Chauhan elaborated on the Central Civil Services (CCS) Conduct Rules, outlining the ethical and professional standards expected of government employees in India. This segment was crucial for gaining insight into the legal and moral framework that guides civil servants in their duties. Dr. P.P. Chauhan skilfully dissected the various components of the CCS Conduct Rules, beginning with the general principles of conduct, integrity, and accountability, and extending to specific behavioural guidelines, which include the necessity of maintaining political neutrality and avoiding conflicts of interest. The discussion on maintaining professional conduct while interacting with the public, handling official documents, and eschewing any form of corruption was thoroughly elaborated. Practical examples illustrating the application of these rules in real-life scenarios effectively contextualized the information for the participants. The interactive segment addressing ethical dilemmas faced by government employees kept participants engaged and fostered critical thinking. The session concluded with remarks from Assistant Professor Pawan Kumar, Chairperson of the session, effectively wrapping up an informative and thought-provoking day.



On Day 6 of this Integrated Faculty Development Programme , the proceedings were proficiently facilitated by Assistant Professor Dr. Monika Raina. At the beginning of the programme the keynote speaker Prof B.K. Verma, a distinguished academician was honoured with a bouquet by Dr. PP Chauhan , Principal of the institution. The session commenced with the enchanting recitation of the “Manglacharan” by Dr. Nagendar Bhardwaj, Assistant Professor of Hindi, setting a harmonious tone for the proceedings. Following this, Assistant Professor Priyanka presented a comprehensive review of the previous session. The final day of the Faculty Development Programme (FDP) concluded on a highly insightful and thought-provoking note with an expert session by Prof. B.K. Verma on the topic “National Education Policy (NEP) 2020”. Prof. B.K. Verma, a distinguished academician and policy expert, HPU, delivered a comprehensive presentation on the key highlights and strategic vision of NEP 2020. He began by tracing the historical background of educational reforms in India and positioned NEP 2020 as a transformative shift aimed at fostering holistic, inclusive, and forward-looking learning ecosystems. Prof. B.K. Verma provided a comprehensive overview of the National Education Policy 2020, with specific emphasis on its implications and transformative potential for the higher education sector. He highlighted the vision of NEP 2020 to make Indian higher education more holistic, flexible, multidisciplinary, and aligned with the needs of the 21st century. Key topics discussed included: Multidisciplinary and Holistic Education, Institutional Restructuring, Academic Bank of Credits (ABC). Prof. B.K. Verma informed the participants about the curriculum and Credit framework for undergraduate programmes, NEP-2020 of Himachal Pradesh University. He discussed some of the key points given by HPU: Multidisciplinary and holistic education across the sciences, social sciences, arts, humanities, and the credit weightage for Sports/Yoga/NCC/NSS/etc, Respect for diversity /local context, in all curriculum, pedagogy, and policy, as education isa concurrent subject, Outstanding research as a co-requisite for outstanding education and development, Project and Honours with Research, Focus on IAPC to obtain local employment & self-dependence, Flexibility to move one discipline to another, one institution to another, offline, ODL, and Online learning, and hybrid modes of learning a degree will be awarded if 60 % credits earned from HPU. Throughout the session, Prof. Verma stressed the importance of faculty engagement and institutional readiness to effectively implement the reforms proposed by the policy. He also encouraged educators to become proactive agents of change in fostering student-centered, value-based education. The session was followed by an interactive discussion where participants posed insightful questions and shared implementation challenges faced at their respective institutions. Prof. Verma responded with clarity and provided practical suggestions for integrating NEP 2020 guidelines into institutional frameworks. In conclusion, the session proved to be highly informative and motivating, offering clear direction and deeper understanding of NEP 2020’s role in shaping the future of higher education in India. In the closing session, the Principal addressed the participants and reflected on the

objectives, achievements, and overall impact of the multi-themed FDP. The Principal expressed deep satisfaction at the enthusiastic participation and the broad range of topics covered during the programme, which included pedagogical innovation, NEP 2020 implementation, emotional well-being, and more. The Principal emphasized the following key points in the review: Interdisciplinary Learning, Alignment with NEP 2020, Professional Growth, Personal Development and Well-being, Noted the importance of sessions focusing on emotional and mental well-being, including music therapy and stress management, which addressed the often-overlooked human side of academic life. The Principal concluded by encouraging all faculty members to apply the insights and strategies gained through the programme into their everyday teaching practices. The review highlighted the need for continuous learning and adaptation in a rapidly evolving educational environment. In appreciation of the efforts of the organizing team, resource persons, and participants, the Principal extended heartfelt thanks to everyone involved in making the programme a success. The multi-themed Integrated Faculty Development Programme came to an end with a warm and heartfelt Vote of Thanks delivered by Dr. Monika Raina. In her address, Dr. Raina expressed sincere gratitude to all those who contributed to the successful organization and completion of the FDP. She began by thanking the dignitaries and resource persons. She extended a special note of appreciation to the Principal for providing constant guidance, support, and encouragement throughout the programme. Dr. Raina acknowledged the organizing committee, technical team, and volunteers whose coordinated efforts ensured smooth execution of each session. Further, she appreciated the enthusiastic participation of faculty members, whose active involvement, curiosity, and commitment made the programme interactive and meaningful. She expressed hope that such programmes would continue to inspire innovation, self-improvement, and academic excellence in the future.