



Training on **Faculty Development Programme**

(Monday, June 6 to Tuesday, June 14, 2022)

Conducted for
BMS College of Law Faculties
Bengaluru

Conducted by
Public Affairs Foundation
Bengaluru



**PUBLIC
AFFAIRS
FOUNDATION**

Partnership for Better Governance

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Introduction

A seven-day training programme as part of the Faculty Development Programme (FDP) was conducted for the Faculty at the B.M. Sreenivasaiah College (BMSCL), Bengaluru. The training programme was held from Monday, June 6 to Tuesday, June 14, 2022 for a total of 42 hours (6 hours each day.)

This Faculty Development Programme is an initiative endorsed by National Assessment and Accreditation Council of India (NAAC) which encourages the enhancement of professional education and competence.

The mission statement of the NAAC include:

focuses on undertaking quality-related research studies, consultancy and training programmes and advancing collaboration with other stakeholders of higher education for quality evaluation, promotion and sustenance.

This Faculty Development programme aims to enhance Faculty vitality in essential areas of teaching, evaluating, researching, engagement, and administration domains. It is believed to have a major positive impact on the educational environment and learners' academic achievement.

Based on the above PAF designed and customised an FDP and the sessions were interactive with multiple activities to apply the knowledge. In order to ensure that the knowledge from the training will relate to their day-to-day work the training started with a recap every morning where the trainees shared 1 key learning or unlearning, based on their understanding.

Day 1: Monday, June 6, 2022

Inaugural Session

The first day of the training session began with an inaugural ceremony by BMS College of Law. The inaugural started with invoking blessings by Faculty Ramya. Shwetha, Coordinator of BMSCL gave her introduction talk and briefly described the purpose of the training programme. Principal of the college, Dr. Anitha F N D' Souza presented mementoes to all the PAF team and as a part of the ceremony the dignitaries lit the lamp.



Dr. Annapoorna Ravichander, Executive Director, Public Affairs Foundation began her address as the Chief Guest by stating the Mission statement of NAAC is to make quality the defining element of higher education in India through a combination of self and external quality evaluation, promotion and sustenance initiatives and 5 missions of NAAC.

1. Arrange periodic assessment and accreditation
2. Simulate the academic environment for quality teaching
3. Encourage self-evaluation
4. Undertake quality research study
5. Collaborate with other stakeholders

Emphasising why FDP is important, she said Faculty is the main ingredient in the larger recipe. The FDP will help enhance professionalism and each one's contribution to themselves will reflect on the professional environment.

Dr. Nalini, Faculty, BMSCL concluded the inaugural with her vote of thanks.

Module 1: Gender Sensitisation: Why Must We Be Aware of Diversity Amongst Us?

Time: 9.30 a.m. to 1.00 p.m.

Trainer: Dr. Ranjini Raghavendra, Lead, Open–Data Research, Public Affairs Centre

Objectives

1. Increase awareness on gender sensitivity
2. Amplify the importance of representation of women at workplace
3. Remove the barriers caused by discrimination and gender prejudices.

Context

- It is an idea of gender sensitivity in which gender roles are recognised, privilege and discrimination among genders are identified, and most significantly, gender awareness is created.
- The trainer helped the participants to gain an understanding of sex and gender and the differentiation between these terms that are often misconstrued as the same.
- Topics such as gender binarism, gender neutrality, gender roles and stereotypes and gender mainstreaming are discussed.
- Few factors preventing women to progress at a workplace such as unpaid care work and lack of support system and facing violence and harassment that continue to have a detrimental impact on women's participation in employment are broadly discussed.
- The trainer also discussed the representation of women in decision-making positions worldwide and how including them in the process would lead to more development.



- Another important part of the session was educating the participants on sexual harassment, a rising issue faced by women at the workplace.
- What is sexual harassment, how can it be prevented and how important it is to address these types of sensitive issues were discussed.
- The participants were also educated on the various laws of sexual harassment and the procedures to file a complaint under Prevention Precaution and Redress of Sexual harassment (POSH).

ACTIVITY 1

Title: Decode Genders

Objective

- First thoughts about people's roles and activities.

Instructions

This was an individual activity and each Faculty member had to come up with their thoughts

Output

The participants came up with their thoughts on the role of activity of men and women and this made them think how we discriminate genders based on the roles that are played in day to day activities.

Learning experience

The participants expressed that they understood how easily a daily activity can be linked to gender.

ACTIVITY 2

Title: Gender Game

Objective

Analyse statements that were made about men and women in the video.

Instructions

The trainees were divided into 5 teams and three videos on gender sensitisation were shown to the trainees and they had to mark them according to a) sex b) gender and discuss if the statement was based on sex or gender. The trainees were divided into teams and each team came up with their own statements.

Output

Each team discussed among themselves and came up with their thoughts and ideas on how the men and women are being showcased in the media and how it's been gender stereotyped.

Learning experience:

It brought out the level of acceptance and critical analysis of the gender stereotype.

DISCUSSIONS

The facts about the men and women faced in their daily lives with their own life experiences were discussed in detail. The facts about how society is made and how they are judged were discussed.

Feedback by trainees

- Interactive and informative session
- Stimulated an in-depth response among the participants
- Activities conducted helped in team building and interaction
- The training programme provided them a platform to talk about gender sensitisation.

DAY 2: TUESDAY, JUNE 7, 2022

Module 2: Conducting Qualitative Research: Practical Considerations

Time: 10 a.m. to 1 p.m.

Trainer: Dr Ranjini Raghavendra, Lead, Open–Data Research, Public Affairs Centre

Objectives

1. Offering deep insights to structure a qualitative research study
2. Introducing various research methods and highlighting the necessity of a good relationship between the researcher and the participant.

Context

- The session started with a recap of what they learnt and unlearnt from the first day. Many trainees said the videos shared by the trainer were an eye-opener to see the discrimination from a different perspective.
- The session was held to get deep insights to offer a clear representation of the structure, order, and general patterns that may be discovered among a group of people in the research conducted.
- Various Qualitative Research methods such as in-depth interviews, focus group discussions, observational methods, case studies, action research, ethnography, social-historical research and narrative analysis methods were broadly discussed.



- The session stressed deciding the researcher's frame of reference based on understanding, structures, communities, communities and social processes. Also, to find out whether the goal is to explore, describe, explain or address a phenomenon.

BEING REFLEXIVE

- The session enhanced the importance of being reflexive in qualitative research and how reflexivity entails scrutinising your own judgements, habits, and belief systems. Being reflexive has the purpose of identifying any personal opinions that may have influenced the research inadvertently.
- The session assessed the significance of the researcher in the data gathering process in a qualitative study where the emphasis is shifted away from the subjects and toward the researcher as a result of reflexivity.
- It also necessitated the widespread acknowledgement of the concept that researchers are active participants in the qualitative process and have a direct impact on the output.

Designing Questions

- The trainer focused on yet another important aspect of qualitative research i.e., designing questions during the session.
- She explained how to develop a set of questions for the research and cited that the flow of questions should focus from general to specific and to general.
- The trainer cited that taking practical consideration into account is crucial for a researcher in the data gathering process.

In-depth Interviews and Focus Group Discussions

- The use of in-depth interviews and focus group discussions when to use them and various things that are to be taken into account are discussed with the participants.
- The session also stressed creating the right environment for the interview and emphasised the proper collection of data.

Focus on Researcher- Participant

- The session determined the need to develop a relationship between the researcher-participant as the quality of the data is determined by the researcher's connection with the participant.
- Some of the things to remember to develop a good relationship between the researcher and the participant include the following
 - Spend time building a rapport
 - Be aware of social and power differentials, of social identities.
 - Distinguish between private, personal and public experiences
 - Avoid a therapeutic relationship
 - Provide reciprocity by offering to answer some questions too
 - Introduce the study to the participants
 - Ask real and meaningful questions, ask for concrete details
 - Know your interview guide and potential probes well.

Key Learning

- ❖ Research aspects explained in a structured way
- ❖ Lot of insights on practical considerations
- ❖ Different Ideas were given for collecting quality data for research papers and especially for the PhD thesis
- ❖ Giving a floor for every participant to put forth their ideas
- ❖ Interactive session and Explanation by the resource person
- ❖ Experience-based learning

DAY 3: WEDNESDAY, JUNE 8, 2022

Module 3: Importance of Reading and Writing in Research

Time: 9.30 a.m. to 1.00 p.m.

Trainer: Dr Annapoorna Ravichander, Executive Director, Public Affairs Foundation

Objectives

1. Inform action and gather evidence for theories
2. Contribute to developing knowledge in a field of study
3. Research and reading are an important part of the research study

Context

- The third day of the faculty development programme resumed with a recap of the previous session by the trainer where the participants discussed the use of various qualitative research methods.
- Soon after the recap, the session for day 3 commenced with the topic 'Importance of Reading and Writing in Research.'
- The trainer discussed the importance of research and that it's imperative for all whether they belong to a research institution or not.
- Critical reading as an important aspect of the research has been widely discussed and how it leads to enhanced clarity and comprehension rather than merely skimming the text.
- Certain strategies for effective reading including the following have been thoroughly examined during the session
 - Activate



- Inference
- Observation
- Clarity
- Asking Questions
- Selecting information
- Summarise
- Visualising
- Organising in a structured manner
- The trainer also helped the participants to mind map in order to select literature for the research.
- Certain strategies and techniques and their rationale were widely observed.
- Tips to read for research and how to tackle loads of information efficiently in a limited time were educated to the participants.
- Things to keep in mind while reading
 - What is the context in which the text was written?
 - Who is the intended audience?
 - What is the author's purpose? To entertain? To explain? To persuade?
 - How is the writing organised? Compare and Contrast? Classification? Chronological? Cause and effect?

ACTIVITY

Title: Little Red Riding Hood

Objectives:

- Importance of understanding one's own audience
- Cater for the needs of the audience in the research

Instructions

The participants were divided into groups and were given a target audience to act out the play accordingly. The target audience includes children, teenagers, and senior citizens. The other groups were asked to perform the play in the form of mime and the last one to perform the original play.

Output

The participants put up excellent performances of the play with their own interpretations and catering to their audience's needs bringing out the essence of the activity.

Learning Experience:

The participants expressed that they understood the importance of the audience and why it is necessary to know one's target audience in relating to research.

You can watch the entire video of the enactment by different groups by clicking on the https://youtu.be/7vV_QHOAak

The Importance of Ethics in Academia

Objectives:

1. Highlighting the importance of professional ethics
2. Understanding the significance of the Faculty in a college/university environment

Context:

- The latter half of the training programme the day included a session on 'Importance of Ethics in Academia.'
- The trainer highlighted the significance of professional ethics and made aware the participants that a teacher must always adhere to a responsible pattern of conduct and demeanour expected of him/her by his/her peers and the community must follow a professional code of ethics.
- She also made them understand the magnitude the faculty plays in an institutional environment and their allegiance should always lie with the college/ university.
- Certain principles and administrative ethics that must be followed in an institution were discussed along with an unethical code of conduct in teaching and how to avoid it was analysed.
- Many questions in regard to the student-teacher relationship in this time and age have been posed where the trainer effectively cited were to draw a line so that the teachers are not taken for granted.
- To assess the understanding of the participants, an assignment was given where the faculty was required to come up with a set code of ethics that they would like to follow.

Key learning

- ❖ Many insights on readings and writing were found to be helpful
- ❖ Session was participative, interactive and informative
- ❖ Programme made me reflect on many aspects
- ❖ Right way of doing research and ethics to be involved in it
- ❖ Learning together and with Professionalism
- ❖ Making the participants understand the content with the help of examples

DAY 4: THURSDAY, JUNE 9, 2022

Module: Importance of working in a team

Time: 9.30 a.m to 1.00 p.m.

Trainer: Dr Annapoorna Ravichander, Executive Director, Public Affairs Foundation

Objectives

- Enhancing the team-building skills among the participants and avoiding the blocks to team building
- Focusing on collaboration and not on competition

Context

- The day began with a brief recap of the previous session and the participant's key learning's regarding the code of ethics were discussed. The participants also presented their idea of ethics that needs to be followed in the college.
- The day four of the training programme was about highlighting the 'importance of working in a team and focused on enhancing team-building skills among the participants.
- The trainer educated the participants that team building is a management technique used for improving the efficiency and performance of the workgroups through various activities and in this case, the sole motive of any team activity is to achieve the organisation's vision and objectives.
- The factors and the functions of team building are widely discussed in the session and how team building fosters collaboration between individuals.
- Some of the blocks to team building such as
 - Competence
 - Shared Values



- Respect
- Trust
- Constructive Conflict
- Fundamental points that are essential for working together as a team and resolving conflicts among the team members could reap numerous benefits.
- The cross-generational issues referring to pairings with a big age difference or between characters from different generations have been largely discussed and the trainees are made aware of the advantages when different generations work together with the help of better communication and collaboration.
- The participants also questioned about the arising problems when working with people from different generations and the trainer cited various strategies to overcome these challenges and working together as a team.
- The seven different ways to build an effective team were also observed and they include the following
 - Developing Teamwork- requires conscious effort from every individual in the team and the leader as well
 - Communicate Well
 - Establish Trust
 - Connect with team members
 - Encourage Contributions
 - Practice Feedback
 - Providing them with a good work environment

ACTIVITY1

Title: Building Towers

Objective

- Bring out the experience of working as a team
- Enhance creative collaboration among the participants.

Instructions

The participants are divided into groups and were required to build towers with newspapers with a set time of 10 minutes and the longest tower built will be the winner.

Output

The teams-built towers of various sizes and were later assessed by the trainer. The importance of the following guidance, strategy, and working together as a team were the Key Learnings of the activity.

ACTIVITY 2

Title: Helium Stick

Objectives:

- Encourage working together as teams
- Promote collaboration rather than competition

Instructions

The participants were divided into various groups and were provided with long sticks. The group has to hold the pipe with only two fingers and should be able to put it down together at a time in a straight line and lift it back up.



Output

The participants struggled to hold the stick with only two fingers and failed to put it down in a straight line. However, in the second round, they came up with various strategies and successfully completed the task.

Key Learning

- ❖ Session was thought-provoking and made me think out of the box.
- ❖ It was very interesting and got an opportunity to learn more
- ❖ Fun-filled activity with a lot of learning
- ❖ Rekindling our lost values

DAY 5: FRIDAY, JUNE 10, 2022

Module 1: Time Management

Time: 9.30 am - 1.30 pm

Trainer: Dr Annapoorna Ravichander, Executive Director, Public Affairs Foundation.

Objectives

1. Enhancing the importance of effective time management
2. Focusing on quality over quantity along with managing time

Context

- The first half of the training programme for the day focused on the topic 'Time Management' and how to adjust time management along with prioritising the participant's profession. Respecting others' time is considered to be one of the key takeaways of Time management.
- The various factors that combine for effectively managing time were widely discussed by the trainer and they include the following
 - Planning and Goal Setting
 - Managing yourself
 - Dealing with other people
 - Your time
 - Getting the desired results
- The trainer also shed light on some of the problems faced during time management and factors essential to avoid these troubles.
- Effective planning for time management and certain goals and objectives that are to be met to achieve higher productivity is largely discussed.



- Time-management while working as a team and the importance of delegating tasks in the team has also been a point of discussion. This session also highlighted the significance of sharing responsibilities based on competency and experience when working together as a team.
- A video on time management was shown to the participants that depicted tips and some practical suggestions to save more time and increase one's productivity.

Module 2: Professional Communication

Objectives

1. Understand the need for effective communication
2. Benefits and Barriers
3. Importance of Body language
4. Dos and Don'ts

Context

- The second session primarily focused on the topic 'Professional Communication' and the significance of body language in a professional setting.
- The definition and importance of professional communication have been determined by the trainer efficiently and she also discussed some of the barriers that prohibit the individuals from communicating effectively.
- The Seven C's of communication that was largely discussed in the session include
 - Clear
 - Correct
 - Concise
 - Courteous
 - Concrete
 - Considerate
 - Complete

- The importance of proper body language and its effect on communication has been made aware to the participants with live examples by the trainer.
- Some of the common types of body language such as being aggressive, defensive, nervous, bored and engaged were discussed with the participants.
- A video in regard to body language and gestures for effective communication was showcased for better understanding.
- The trainer also showcased some of the types of body language that should be avoided and what needs to be practised.

ACTIVITY 1

Title - Time Management of everyday activities

Objective

- Understand the importance of management of time on a daily basis and observe the efficient management of time.
- Depict the managing time begins with small tasks and slowly becomes a habit.

Instructions

- The participants were asked to write down their routine and how much time they cater for each activity every day.

Output

- All the participants listed down the time catered to each activity and everyone's output varies on the basis of time allotted to various activities.
- The trainer discussed how the participants can efficiently use time and manage their schedules and have a work-life balance.

ACTIVITY 2

Title: What if?

Objective

- Understand the importance of professional communication
- Interpret the necessity of being precise and complete while communicating with others.

Instructions

- To frame questions with what if on the given chits which will be exchanged.
- After the exchange, the participants were required to answer the questions on the chits they received.
- Post this, the trainer asked one participant to read the question and the other one to answer with what they have written on the chit and this continued.

Output

- This activity tried to prove that effective communication skills are required to understand each other and the listeners should be able to comprehend what the person is talking about.

Key learnings

- ❖ Real-life examples of body language
- ❖ The solutions or tips as to how we can prioritise the work
- ❖ Rules for time Management and Importance of Professional Communication
- ❖ Importance of communication in a professional atmosphere

DAY 6: MONDAY, JUNE 13, 2022.

Module 6: Report Writing

Time: 9.30 a.m to 11:30 a.m.

Trainer: Self Activity

- Over the due course of the training, the participants were assigned certain tasks to be completed.
- The tasks and a set of instructions to be followed were provided to the participants.
- The tasks included the following
 - ❖ Task 1: Writing a report to capture the key essence of the training modules delivered in the FPS training.
 - ❖ Task 2: Develop a presentation (PPT preferably) of the Report on Tuesday, June 15, 2022.
 - ❖ Task 3: Conduct a SWOT Analysis of BMSCL and identify it to the Mission and Vision statements of the college.
 - ❖ Task 4: Core Committee should collate/identify the key elements for the BMSCL Ethics.
- The participants worked on these tasks on the fifth day of the training programme and prepared themselves for the final day.



DAY 7: TUESDAY, JUNE 14, 2022

Time: 9.30 a.m. to 1.30 p.m.

Trainer: Dr. Annapoorna Ravichander, Executive Director, Public Affairs Foundation

- The last day of the programme witnessed excellent execution of the tasks assigned during the course of the training programme.
- The chosen core committee identified the necessary ethics needed for the BMSCL and presented a code of conduct. The trainer has analysed and provided them with feedback.
- The participants also delivered their presentations highlighting their key learning's over the course of these seven days.
- The SWOT analysis conducted by the participants was reviewed by the trainer and provided them with constructive feedback.



Post the presentations, the participants shared each other's experiences and provided the training team with a vote of thanks.

PRESENTATION FROM THE FACULTIES

In this exercise, the Faculty has to elucidate their presentations and highlight their Key Learnings over the course of the training programme and discuss the necessary contributions to enhance the visibility of the college.

Sri. Ankit. A. Shripatwar, Assistant Professor



Key Learnings

- Progress
- Consistency

Contribution Towards the College

- Raise the bar and bench of BMSCCL

Smt. Ramya K, Assistant Professor



Key Learnings

- Research questions/evidence-based research
- Focused Discussion Group
- Professional ethics
- Communication

Contribution Towards the College

- Research activities for students
- To undertake research projects from NGOs and Government

Smt. Gurvinder Kaur, Assistant Professor



Key Learnings

- Inclusiveness of all the sections in the society.
- The method to adopt while using the research tool, FGD, using mixed methods in all the research and to be very objective
- Need to respect everyone's time, be prompt in work and be very clear with what we are communicating

Contribution Towards the College

- Have good research paper publication in reputed UGC Care journals, attend and present papers in conferences so that our institution is represented.

Dr Harish Lambani, Assistant Professor



Key Learnings

- Planning and Setting Goals
- Managing Oneself
- Managing others
- Respecting one's own time
- Getting Results

Contribution Towards the College

- Constitution of student-centric field investigation study centre

Shri. Hemanth S Angadi, Assistant Professor



Key Learnings

- Strategies of effective reading (clarity, question, summarise, visualise etc.)
- Various blocks of team building (competence, respect, trust, constructive conflict)
- Getting desired results through time management

Contribution Towards the College

- Research journal of BMSCL which is SCOPUS INDEXED

Smt. Malvika Singh, Assistant Professor



Key Learnings

- Respect all opinions, Do not be judgemental. Be acceptable.
- To be open to challenges
- To identify the research gap
- Importance of collaboration
- Importance of each member in teamwork

Dr Manisha Banik, Assistant Professor



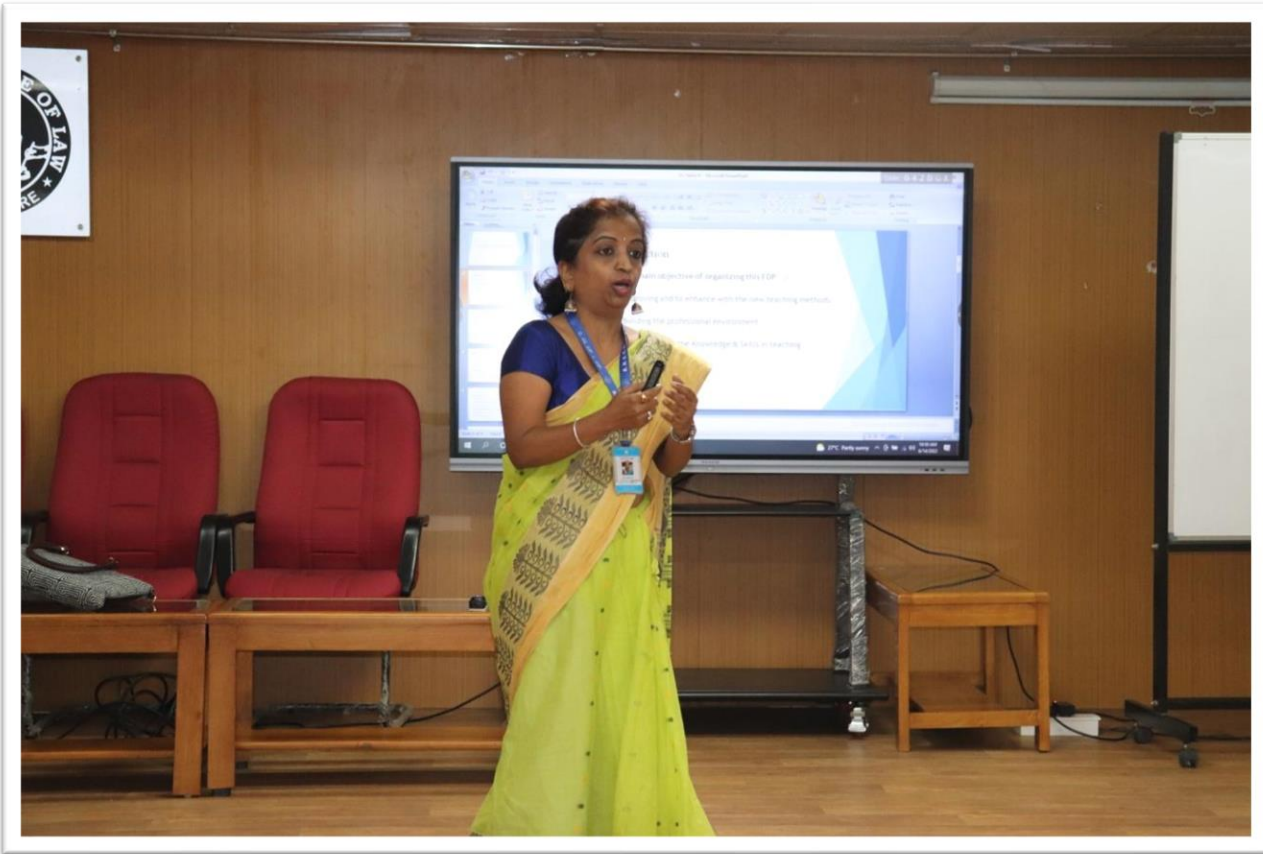
Key Learnings

- Reading is an intrinsic part of any research work.
- Instigated to think out of the box regarding gender choices.
- Assertive behaviour encourages team building.

Contribution Towards the College

- Endeavours to do project as Knowledge Partner with institutions and organisations

Dr. Nalini R, Assistant Professor



Key learnings

- No Gender discrimination in the work place.
- Promote Gender Equality
- To follow up on my values principles and integrity in the Academics.
- Always treat your team member as a collaborator, not as a competitor.
- Complete work before deadlines.

Smt. Pratibha Singh, Assistant Professor



Key Learnings

- Society is needed to be gender-neutral and everyone must have equal opportunity and treatment
- Importance of observation for qualitative research
- All personal differences must be kept aside for any professional work.
- Spend some time understanding the task and deciding on the strategy.

Smt. Priyanka Vaidyanath, Assistant Professor



Key Learnings

- The need to have a sense of inclusiveness and acceptance of transgender/non-binary genders as faculties
- Respect the capabilities/shortcomings of any member and work accordingly
- Be aware of the vision and mission of the college

Contribution Towards the College

- To proactively participate in conference/symposiums

Ms. Rachana R L, Assistant Professor



Key Learnings

- Foster innovation and creativity
- Value others time
- Communication is key in any profession
- Be mindful of the tone and body language
- Encourage collaboration

Sri. Rajiv. G, Assistant Professor



Key Learnings

- Sense of audience before making an attempt to write articles/research papers
- Gender sensitisation need not necessarily be directed towards one gender, it has to be inclusive – men and transgender
- One personally grows along with the team

Contribution Towards the College

- Ensure dissemination of knowledge acquired by me to my students

Smt. Ramya K, Assistant Professor



Key Learnings

- Suitable research methodology for research – out of the box approach
- Reading in Research – where/how to limit
- Building a strong team - Team management – coordination – collaboration
- Being ethical – in professional life

Contribution Towards the College

- Increased commitment towards Institutional activities including academics, extra-curricular and other factors of students education

Dr Roopa. S, Assistant Professor



Key Learnings

- Women empowerment should not stop at the grass root level but should gradually improve in terms of participation in decision-making.
- Avoid preconceived notions and assumptions in research
- Maintain professionalism with colleagues and students
- Be a bad cop for a good cause

Contribution Towards the College

- Take your role seriously whether small or big. Do it with honesty and integrity.

Sri. Rudragouda M H, Assistant Professor



Key Learnings

- Breaking the stereotype mindset
- Cooperation and Coexistence in the society
- Self-Introspection and streamlining
- Innovative, Professional, and ethical way of working.

Contribution Towards the College

- Learning and Improving on our Approach
- Proper Branding & Networking
- Blending the Traditional & Non-Traditional Way of Learning

Ms Sahana Florence, Assistant Professor



Key Learnings

- Revisiting the research methodology
- Engaging in reflective thinking
- Read critically to discover and understand the purpose and content
- Maintain quality professional relations with the students.

Contribution Towards the College

- Research Impact Services
- OASIS (Outreach & Societal Impact Awareness)

Dr Sathish K S, Assistant Professor



Key Learnings

- Laws pertaining to gender discrimination, equity and empowerment
- Cooperation, coordination, recognition and respecting the other ideas
- Importance of Ethics and etiquettes at the workplace.

Contribution Towards the College

- An institution of excellence in imparting quality legal education and research.

Smt. Shruthi. T, Assistant Professor



Key Learnings

- To be socially sensitive while observing everyday aspects
- To develop a concise framework and in understanding what is required and what is not
- Prejudice and fixation of assessing one's capability or personality should be not be brought into professional space
- Always perceive allocated work as an opportunity to learn and not a chore
- Respect one's own and others' time by strictly sticking to given deadlines.

Smt. Shwetha P, Assistant Professor



Key Learnings

- Teamwork
- Time Management
- Various Research Methods
- Communication & body language

Contribution Towards the College

- Publication of Research Articles
- Undertaking Research Projects

Ms. Soyonika Gogoi, Assistant Professor



Key Learnings

- To get clarity between the concepts of 'gender' and 'sex'.
- To understand what approaches a researcher should follow while designing research questions and also questions should be in alignment with the research objectives.
- It is important to be flexible and change our techniques with the need of the hour.
- Team building helps in enhancing social relations by involving every person's strength.

Contribution Towards the College

- Work on the internship and placement opportunities for the students.
- Posting about student's achievements on social media (LinkedIn)

Dr Sreemathy V, Assistant Professor



Key Learnings

- Stimulated the thoughts about gender equality in today's time.
- Framing of questions for in-depth interviews and dealing with open-ended questions
- Collaborative approach and good team efforts make a task easy.
- Body language is an important part of professional communication.

Contribution Towards the College

- Optimal Use of Social media and online advertising
- Organising intra-college fests, competitions and seminars for students and Faculty
- Organising and participating in social awareness programmes
- Newsletters and blogs

Dr Sujatha S, Vice-Principal (Academics)



Key Learnings

- Team Building –Collaboration, communication & working better together, creating a friendly environment, sure to win, to meet set object successfully
- Time Management- Planning & goal-setting, managing yourself, dealing with the people, results.

Contribution Towards the College

- To increase the pass percentage ratio & motivate, and prepare the students to get ranks in the academics.

Ms Vasavi L S, Assistant Professor



Key Learnings

- It is always good to have in-depth reading and understanding of a topic before starting the research.
- A strong team can always win all the hurdles. – teamwork makes you win the rowing boat competition.
- Negotiation – when you cannot say NO.

Contribution Towards the College

- Collaborating with other Indian and Foreign Institutions for better outreach.
- Societal Awareness by organising workshops of non-legal aspects

ANNEXURES

Annexure 1: Poster

B.M.S. EDUCATIONAL TRUST

B.M.S. COLLEGE OF LAW

PUBLIC AFFAIRS FOUNDATION

B.M.S. COLLEGE OF LAW

In Association with
PUBLIC AFFAIRS FOUNDATION
Organizes
Seven Days Faculty Development Programme
See, Teach & Apply

Resource Persons

Dr. Annapoorna Ravichander
Executive Director
Public Affairs Foundation

Dr. Ranjini C R
Lead-Open - Data Research
Public Affairs Centre

Smt. Shwetha P
Faculty Co-ordinator

Dr. Anitha F N D'Souza
Principal

An IQAC Initiative

Annexure 2: Participants List

Name of Organisation/Institute		B.M.S. College of Law			
Name of Person Filling the Details		Smt. Shwetha P			
Designation		Assistant Professor			
Date		3/6/2022			
No	Complete Name	Designation	No. of years in BMSCL	No. of years in other organisation	Department
1	Anitha F N Douza	Principal	18 Years 06 Months	11 Years	Law
2	Sujatha S	Vice Principal (Academics)	22 Years 10 Months		Law
3	Veerabhadraiah C	Associate Professor	12 Years 07 Months	02 Years	Law
4	Kanya Naik	Assistant Professor	9 Years	06 Years	Law
5	Sathish K S	Assistant Professor	7 Years 10 Months	02 Years	Law
6	Shwetha P	Assistant Professor	7 Years 03 Months	02 Years	Law
7	Nalini R	Assistant Professor	7 Years 03 Months	09 Years	Law
8	Shruthi. T	Assistant Professor	4 Years 09 Months		Law
9	Harish Lambani	Assistant Professor	3 Years 09 Months	03 Years	Law
10	Malvika Singh	Assistant Professor	3 Years 09 Months		Law
11	Pratibha Singh	Assistant Professor	3 Years		Law
12	Gayathri Bai. S	Assistant Professor	2 Years 09 Months	13 Years	Law
13	Roopa. S	Assistant Professor	2 Years 09 Months	09 Years	Law
14	Sreemathy V	Assistant Professor	06 Months	21 Years	Law
15	Manisha Banik	Assistant Professor	06 Months	07 Years	Law
16	Ramya K	Assistant Professor	02 Years 03 Months	01 Years 6 Months	Law
17	Rajiv. G	Assistant Professor	01 Year 09 Months		Law
18	Soyonika Gogoi	Assistant Professor	01 Year 09 Months		Law
19	Ankit. A. Shripatwar	Assistant Professor	01 Year 09 Months	02 Years	Law
20	Rachana R L	Assistant Professor	01 Year 09 Months	02 Years	Law
21	Gurvinder Kaur	Assistant Professor	01 Year 09 Months		Law
22	Sahana Florence	Assistant Professor	06 Months	10 Years	Law
23	Veena T N	Assistant Professor	06 Months	11 Years	Law
24	Rudragouda M H	Assistant Professor	06 Months		Law
25	Priyanka Vaidyanath	Assistant Professor	06 Months	01 Year	Law
26	Vasavi L S	Assistant Professor	06 Months		Law
27	Hemanth S Angadi	Assistant Professor	04 Months	03 Years	Law

Annexure 3: Outputs by Faculties

1. FDP Report

The participants were required to compile all the key learnings and their experiences of the training programme in a report which was further elucidated in their individual presentations.



2. Code of Ethics

In this task, the selected core committee members from the participants were required to write the code of conduct for BMSCL and include all those deemed to be necessary for the college to follow and implement.

Task 4: Key elements for BMSCL Ethics

- 1, Integrity, Commitment, Consistency, Dignity, Work as a team, Holistic Development
 2. Professionalism, honesty, division of work, discipline, prompt
 3. Punctuality, dignity, integrity and inclusiveness
 4. Discipline, division of labour, team work, professionalism
 5. Mutual compassion & empathy, Non-judgmental, Meeting deadlines, respecting others time, professionalism, learn and unlearn, equal opportunities.
-

Code of ethics for BMSCL

1. To seek professional growth through continuous study and research
2. Cooperate and assist in carrying out functions relating to educational responsibilities of the college and the university
3. Recognize the difference in aptitude and capabilities amongst faculties thereby to reflect cohesively
4. Inculcatescientific outlook and respect for physical labor and ideals of democracy
5. To refrain from unsubstantiated allegations and to uphold mutual respect and dignity of the profession, keeping aside the individual differences
6. Cooperate in formation of policies of the institution, accept various responsibilities and discharge duties diligently
7. To avail various benefits as a privilege without compromising the institutional values

3. SWOT Analysis

The participants were asked to conduct a SWOT analysis of the college and identify the various strengths, weaknesses, opportunities and threats through which they would be able to analyse the various aspects that need focus and improvements. A sample of SWOT analysis below:

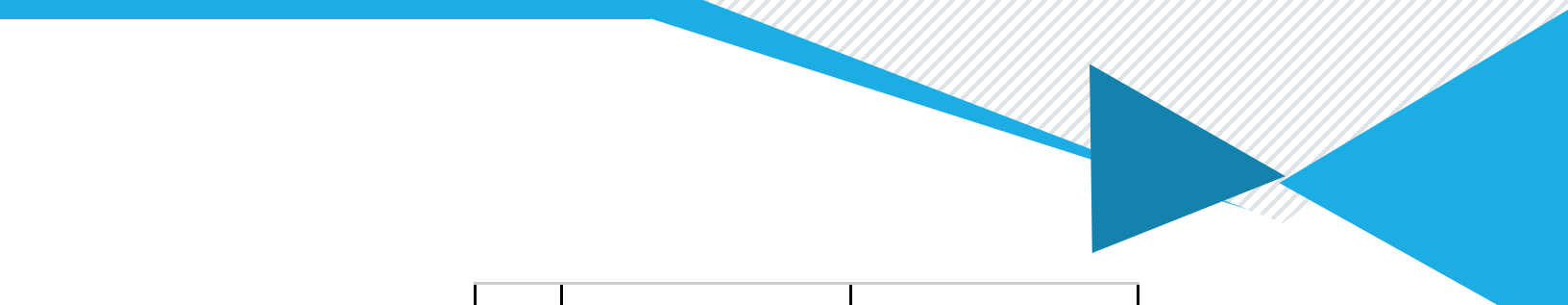
SWOT analysis of BMSCL

Strength	Weakness	Opportunity	Threat
<ul style="list-style-type: none">• Established in 1963.• Quality Education.• Extensive alumni base	<ul style="list-style-type: none">• Lack of inculcating professionalism in students.• Difficulty in providing globalized education.• Difficulty in utilizing the Extensive alumni base for enhancement of visibility of the college	<ul style="list-style-type: none">• Prime location in Bengaluru.• To become a University	<ul style="list-style-type: none">• New law colleges.• Changing technology

Annexure 3: Faculty Presentation Scorecard

On the last day of the Faculty Development training programme, the Faculty was assessed on their individual presentations. Google forms were sent to the participants after every presentation and the other participants gave scores to the presenter accordingly.

Sl. No	Faculty Name	Presentation Score
1	Hemanth S Angadi	8.1
2	Sreemathy V	7.3
3	Sujatha S	7.1
4	Shruthi. T	7.6
5	Priyanka Vaidyanath	8.4
6	Roopa. S	8.4
7	Gurvinder Kaur	7.5
8	Soyonika Gogoi	7.8
9	Malvika Singh	8.0
10	Pratibha Singh	7.3
11	Ankit. A. Shripatwar	7.5
12	Rudragouda M H	7.9
13	Harish Lambani	7.5
14	Vasavi L S	7.2
15	Manisha Banik	8.7
16	Sathish K S	7.3
17	Sahana Florence	8.0
18	Nalini R	7.0
19	Gayathri Bai. S	7.5
20	Ramya K	8.2



21	Rachana R L	8.2
22	Rajiv. G	7.8
23	Shwetha P	7.7

Annexure 4: Feedback

Feedback forms were provided to the participants everyday after the completion of the session. The forms assessed the outputs of the session and recommendations for further training programmes.

Module 1: Gender Sensitisation

Conducted On Monday, 06 June 2022

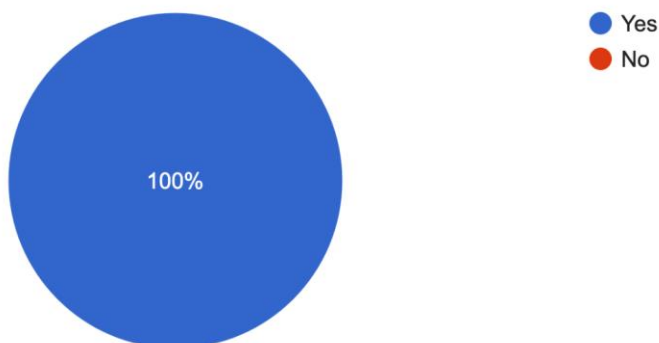
Conducted By Dr. Ranjini Raghavendra

Total Number of Participants 27

Number of Feedback 26

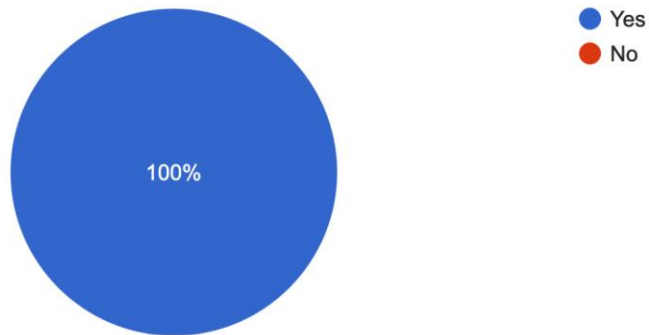
Were the objectives of the training met?

26 responses



Were the exercises useful in applying the learning?

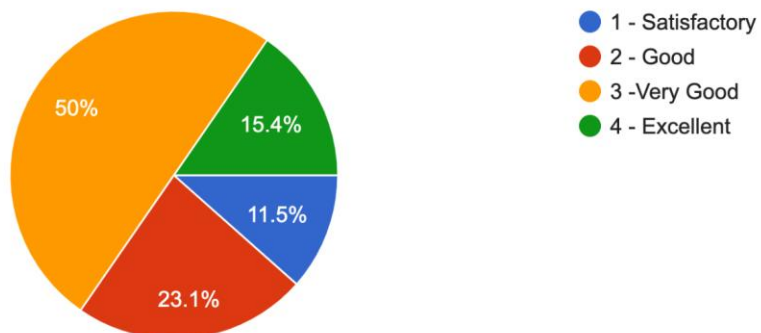
26 responses



Trainer: Dr Ranjini Raghvendra

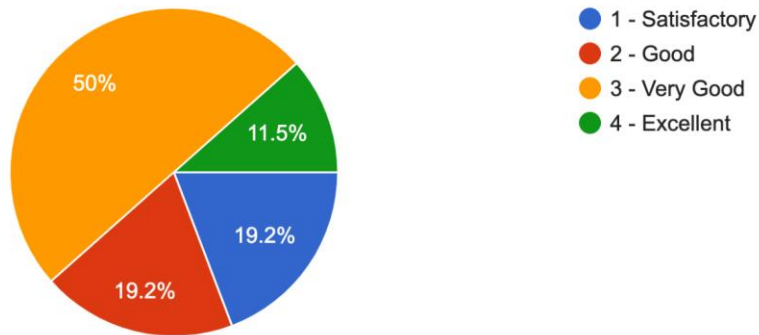
Introduction of the training

26 responses



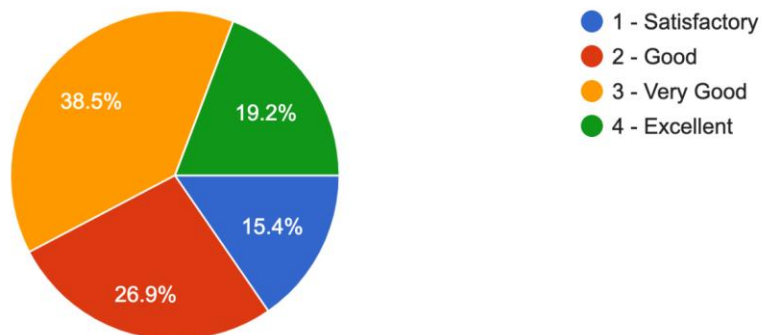
Presentation of materials in a clear and organised way

26 responses



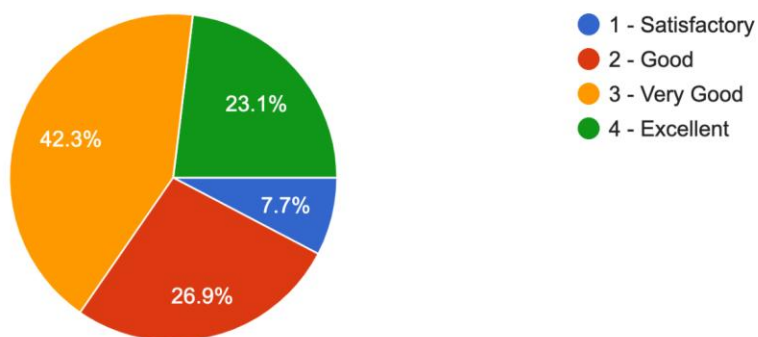
Provision of suitable examples to help understand the subject

26 responses



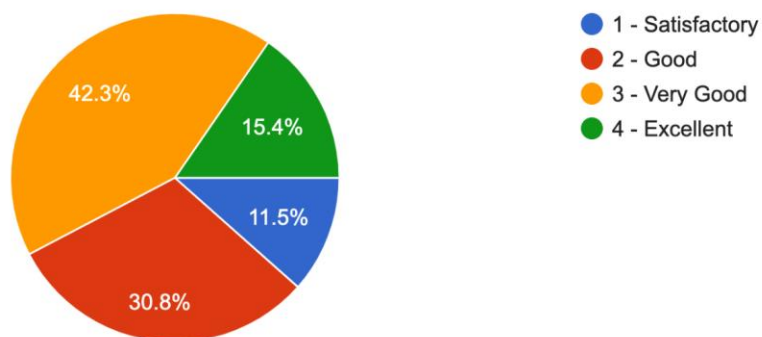
Encouragement from trainer for participation

26 responses



Trainer's answers to my questions

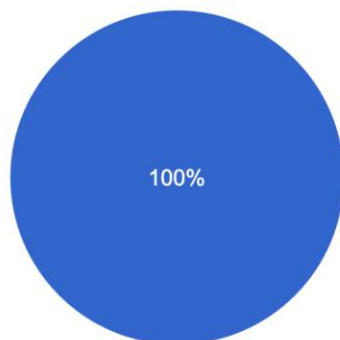
26 responses



Overall Experience

Overall this training was worth my time

26 responses



● Yes
● NO

What did you like most about this programme?

1. Interactive session
2. Platform to talk about gender sensitisation
3. Time duration
4. Very informative
5. Interactive session
6. Overall Session
7. NA
8. Activities to help team building and interaction
9. Organisation and execution
10. Gender Sensitisation
11. Subject content
12. It stimulated in depth response
13. The activities which helped in building up an interactive session.
14. Analysis of gender related laws
15. Activity and discussion

16. In-depth discussion on gender neutrality and equity
17. It was informative
18. Gender issues taken up for discussion that are very much required for the ignorant in both formal and informal areas.
19. The topics of the program
20. It was very informative
21. Faculty Activity
22. Trainer's experience in the field of research which was effectively communicated.
23. Explanation
24. Interaction
25. Activities

What did you not like about this programme?

1. Nil
2. Nothing
3. It was too mainstream. Could have thought of better ways to deal with it
4. Gender sensitization being associated with feminist ideology alone
5. Didn't speak about gender equality from male and third gender perspective
6. NA
7. Much more practicality
8. Ignoring gender equality
9. Nothing in particular
10. None
11. Activities are not upto the mark
12. Time flexibility To be extended

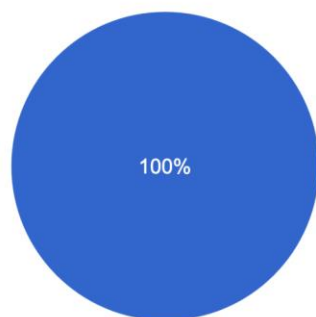
13. Should be more interactive and accommodative rather than filtering participants on petty issues.
14. I liked all the aspects of the programme
15. still more information could have been discussed in the session
16. Everything was very good
17. Few key topics in research were missing from the session
18. Initially the presentation had all the content from women's perspective, it lacked gender neutral approach

Module 2: Qualitative Research Method

Conducted On	Tuesday, 07 June 2022
Conducted By	Dr. Ranjini Raghavendra
Total Number of Participants	27
Number of Feedback	21

Were the objectives of the training met?

21 responses



● Yes
● No

Were the exercises useful in applying the learning?

21 responses

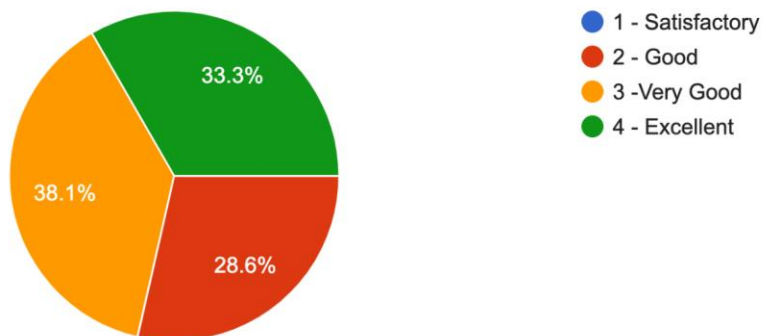


● Yes
● No

Trainer: Dr Ranjini Raghvendra

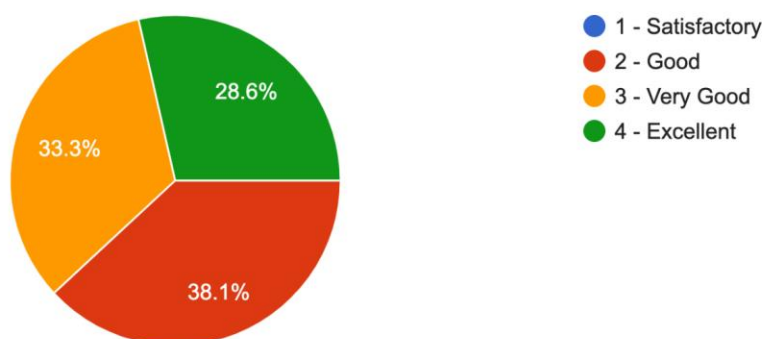
Introduction of the training

21 responses



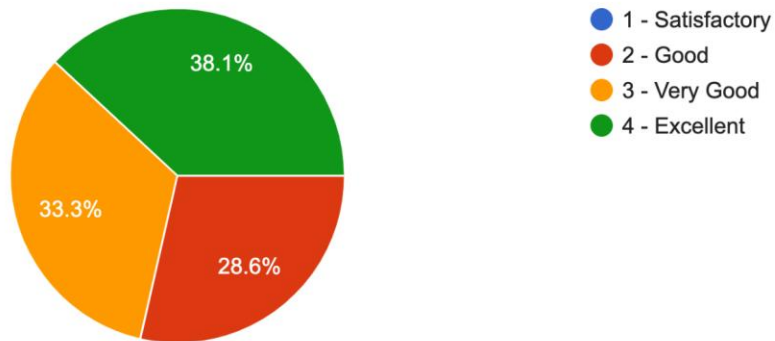
Presentation of materials in a clear and organised way

21 responses



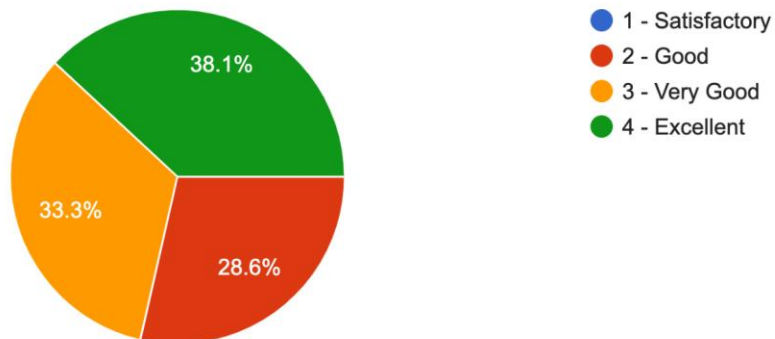
Provision of suitable examples to help understand the subject

21 responses



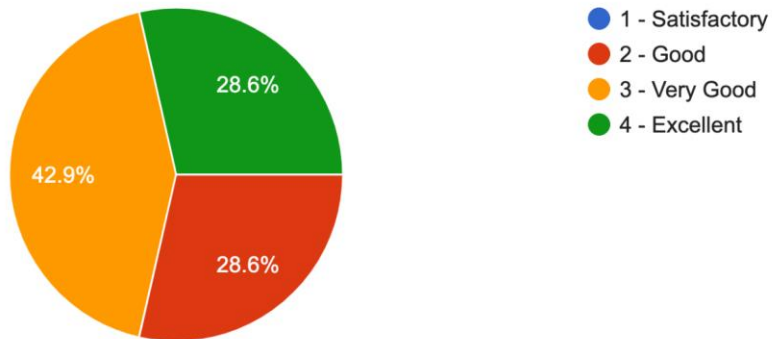
Encouragement from trainer for participation

21 responses



Trainer's answers to my questions

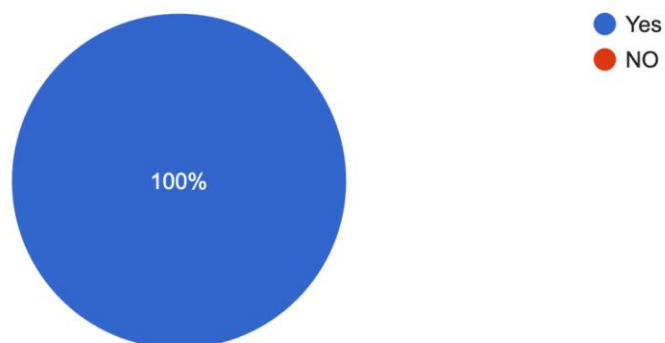
21 responses



Overall Experience

Overall this training was worth my time

21 responses



What did you like most about this programme?

1. Research aspects explained in a structured way
2. Lot of insights on practical aspects
3. Very Interactive
4. Topic
5. Very informative
6. Decide research questions
7. Presentations by faculty
8. Exposure
9. Very interactive.
10. Presentation and the outcome
11. Activity and real life experience added by the speaker
12. The real life examples shared by the resource person during the session.
13. Different Ideas were given for collecting quality data for research papers and especially for the PhD thesis
14. It was good session
15. Giving a floor for every participant to put forth their ideas
16. Very interactive
17. Individual learning activities
18. More interactive
19. Faculty presentation
20. Interactive session and Explanation by the the resource person
21. Experience based learning

What did you not like about this programme?

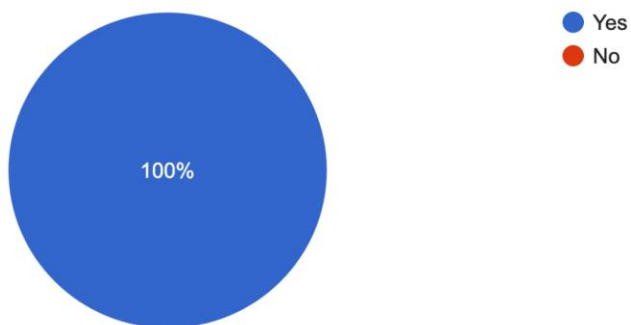
1. Nothing

2. Nil
3. Little lengthy
4. Everything was very good
5. Time limitations
6. Nothing as such
7. Time flexibility
8. Presentations could have been limited to the timeframe
9. Could have been more practical
10. None.
11. Kind of felt the session was monotonous, but had the quality content
12. The content was very useful for the beginners who are planning to do a doctorate.
13. Nothing in particular
14. More time allotted only on presentation
15. Many key components of research were missing in the session

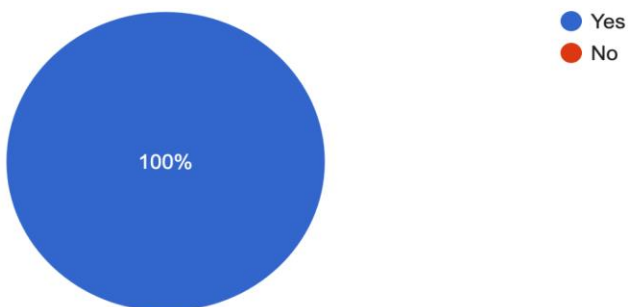
Module 3: Importance of Reading, Writing & Research & Importance of Ethics in Academia

Conducted On	Wednesday, 08 June 2022
Conducted By	Dr. Annapoorna Ravichander
Total Number of Participants	27
Number of Feedback	23

Were the objectives of the training met?
23 responses



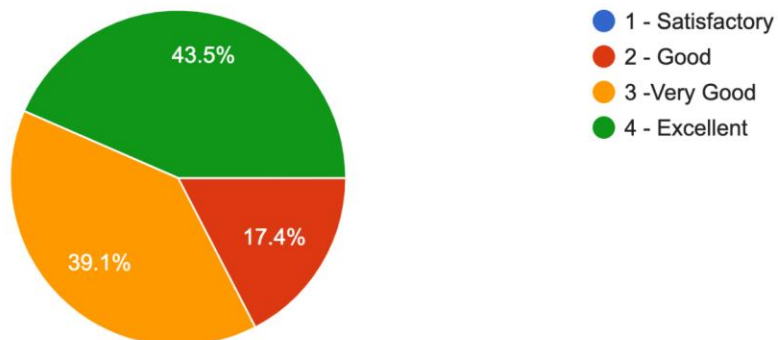
Were the exercises useful in applying the learning?
23 responses



Trainer: Dr Annapurna Ravichander

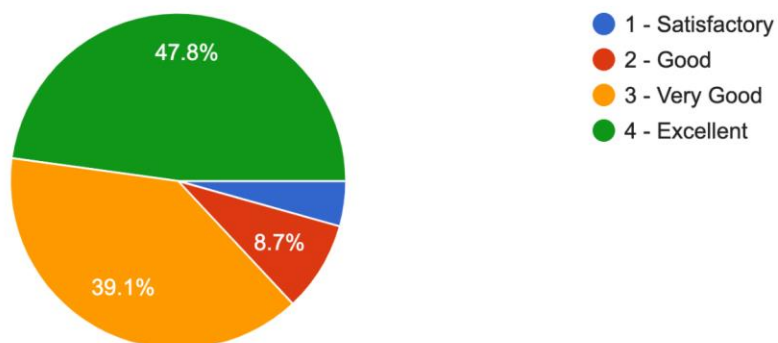
Introduction of the training

23 responses



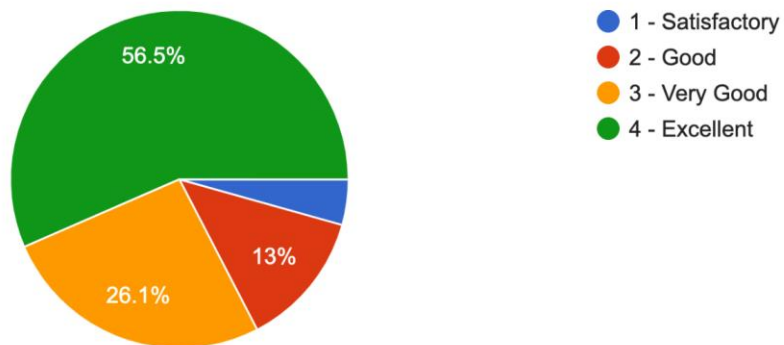
Presentation of materials in a clear and organised way

23 responses



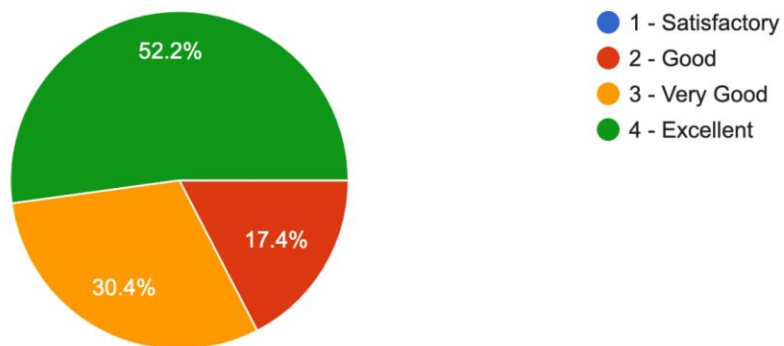
Provision of suitable examples to help understand the subject

23 responses



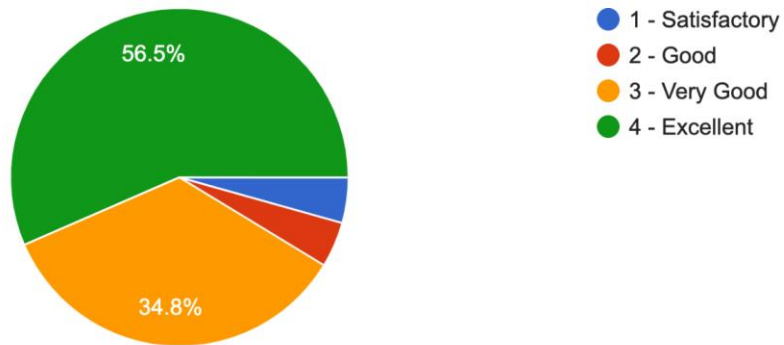
Encouragement from trainer for participation

23 responses



Trainer's answers to my questions

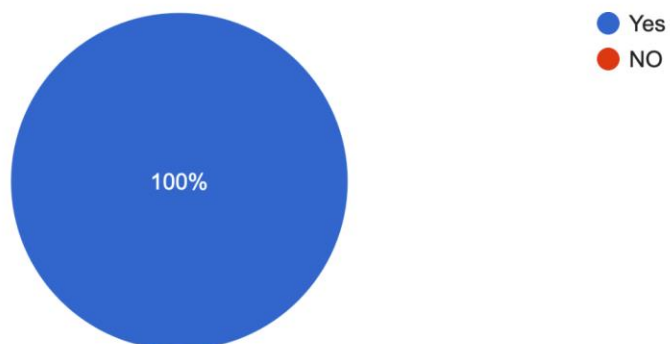
23 responses



Overall Experience

Overall this training was worth my time

23 responses



What did you like most about this programme?

1. Research aspects explained in a structured way
2. Lot of insights on practical aspects
3. Very Interactive
4. Topic
5. Very informative
6. Decide research questions
7. Presentations by faculty
8. Exposure
9. Very interactive.
10. Presentation and the outcome
11. Activity and real life experience added by the speaker
12. The real life examples shared by the resource person during the session.
13. Different Ideas were given for collecting quality data for research papers and especially for the PhD thesis
14. It was good session
15. Giving a floor for every participant to put forth their ideas
16. Very interactive
17. Individual learning activities
18. More interactive
19. Faculty presentation
20. Interactive session and Explanation by the the resource person
21. Experience based learning

What did you not like about this programme?

1. Nil

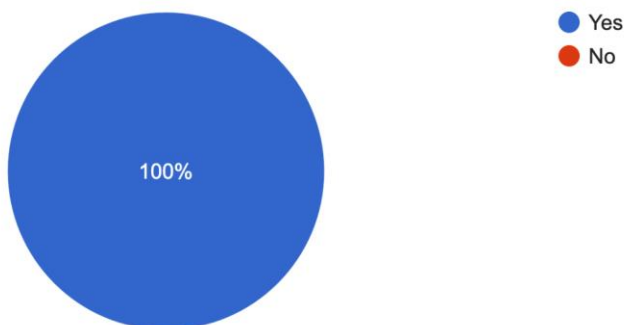
2. Nothing
3. Application of theoretical into academic
4. Was more theoretical in the first half
5. Nothing in particular
6. Everything was good
7. Nothing as such
8. I expected that the trainer will talk about flexi timings to be extended by the Principal to the faculty members under critical situations
9. Nothing to comment
10. Activity should have been more
11. Repetition
12. Everything was good
13. Few points felt a bit repetitive. Over all it was informative.

Module 4: Qualitative Research Method

Conducted On	Thursday, 09 June 2022
Conducted By	Dr. Annapoorna Ravichander
Total Number of Participants	27
Number of Feedback	22

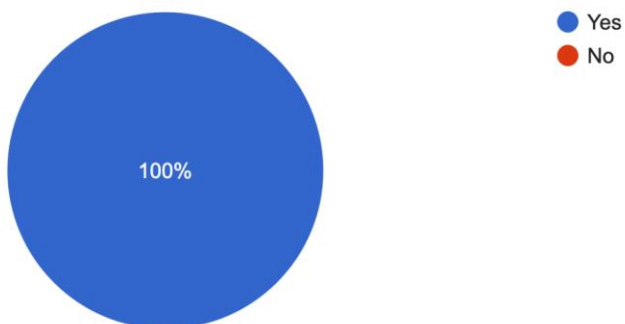
Were the objectives of the training met?

22 responses



Were the exercises useful in applying the learning?

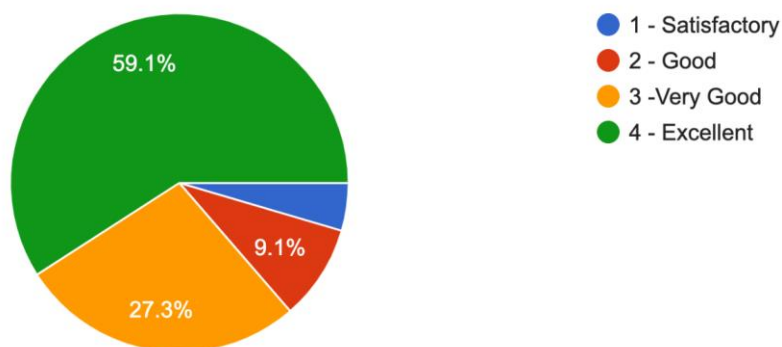
22 responses



Trainer: Dr Annapurna Ravichander

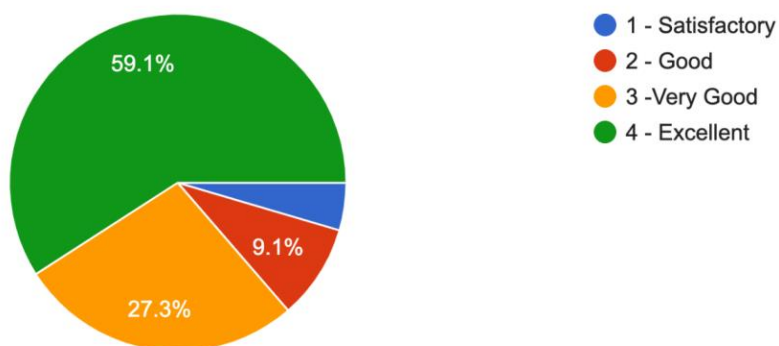
Introduction of the training

22 responses



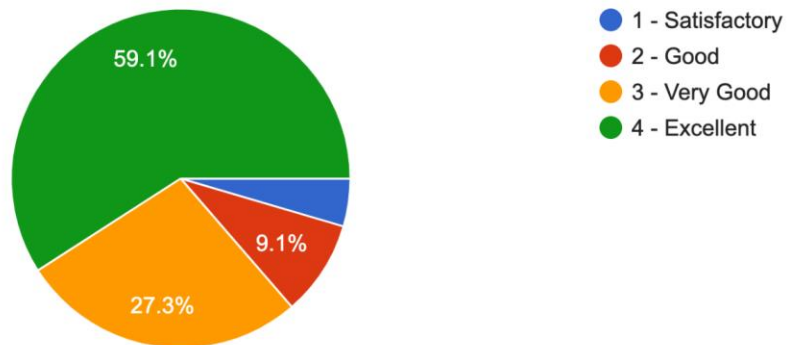
Introduction of the training

22 responses



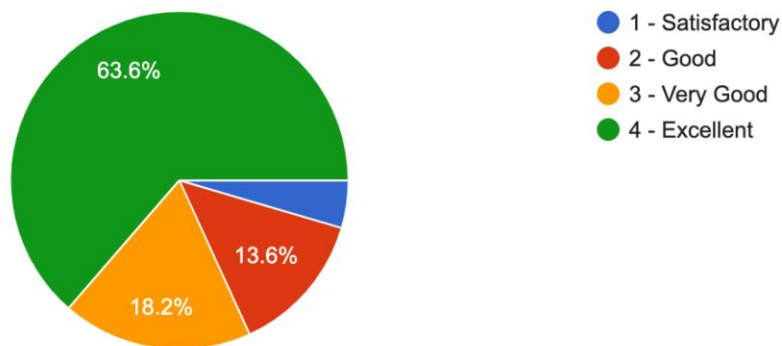
Provision of suitable examples to help understand the subject

22 responses



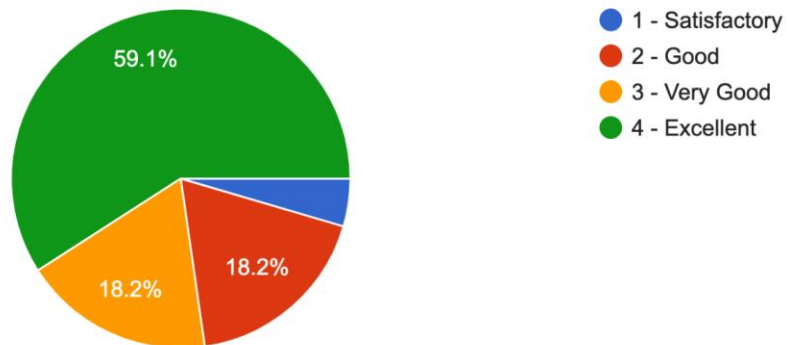
Encouragement from trainer for participation

22 responses



Trainer's answers to my questions

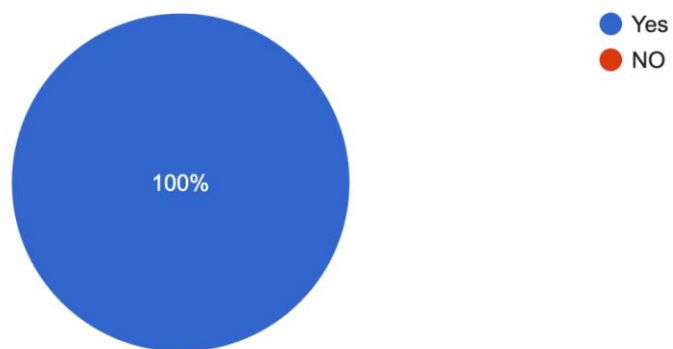
22 responses



Overall Experience

Overall this training was worth my time

22 responses



What did you like most about this programme?

1. Activities boosting team building
2. Activity
3. Activity based learning
4. Session was thought provoking, and made me think out of the box.
5. Team work activities
6. How to work in a team
7. Activity
8. Team work session
9. Activity based teaching
10. It was very interesting and got an opportunity to learn more
11. It was an informative session.
12. Rekindling our lost values
13. Togetherness always ends up to Successful destiny
14. It was interactive
15. Ye speaker has to cut down on sharing too much personal information
16. Inclusion of activity based learning experience
17. Interaction
18. Learning together
19. Resource persons approach in explaining things through practical examples
20. The junior becoming Seniors
21. Principles regarding Building a strong team.
22. Fun-filled activity with lot of learning

What did you not like about this programme?

1. Nil
2. Nothing

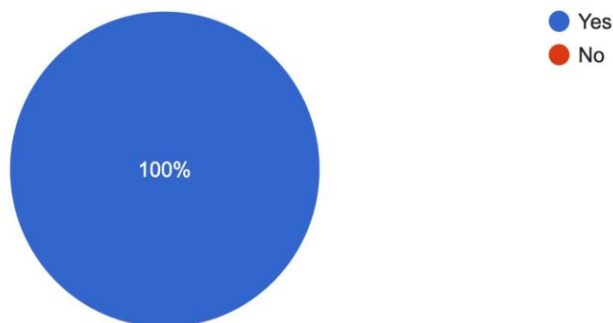
3. Nothing as such
4. Looks good
5. Everything was very good
6. Activity could have been selected in better form to suit participants
7. The actual system .There was no honest attempt to talk about the restoration of it. lack of opportunities to the Seniors. Survival of the fittest

Module 5: Qualitative Research Method

Conducted On	Friday, 10 June 2022
Conducted By	Dr. Annapoorna Ravichander
Total Number of Participants	27
Number of Feedback	25

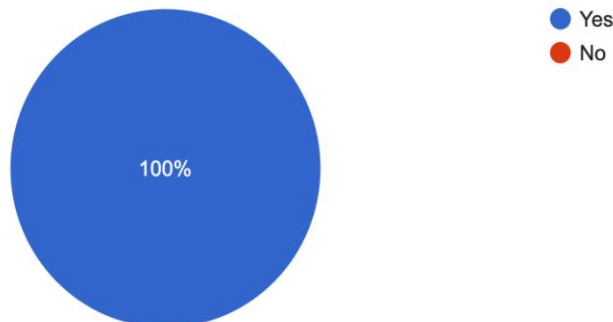
Were the objectives of the training met?

25 responses



Were the exercises useful in applying the learning?

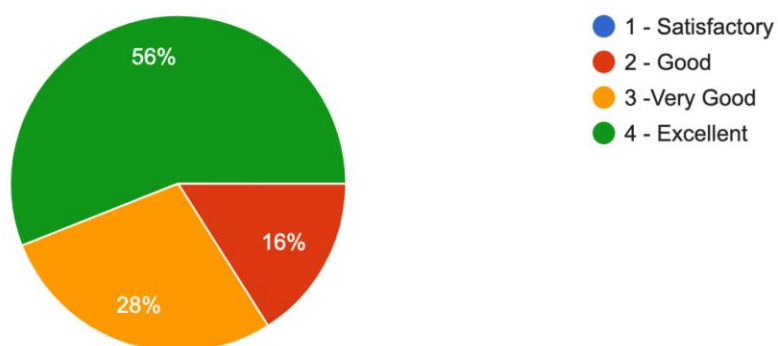
25 responses



Trainer: Dr Annapurna Ravichander

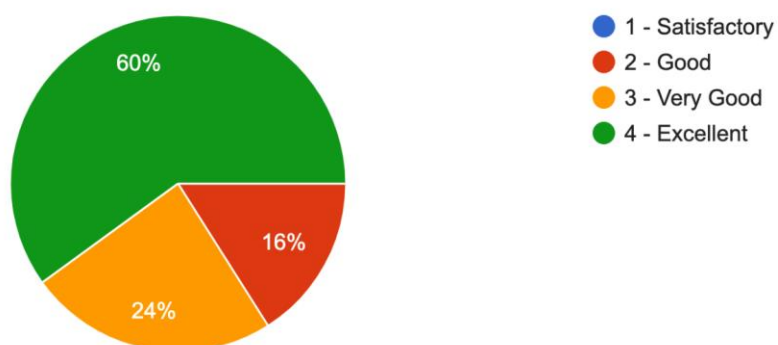
Introduction of the training

25 responses



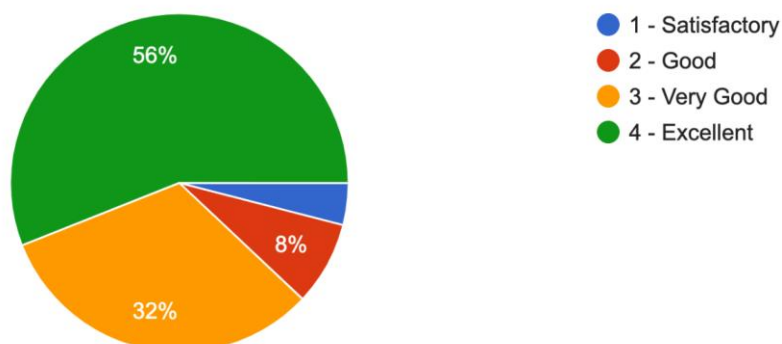
Presentation of materials in a clear and organised way

25 responses



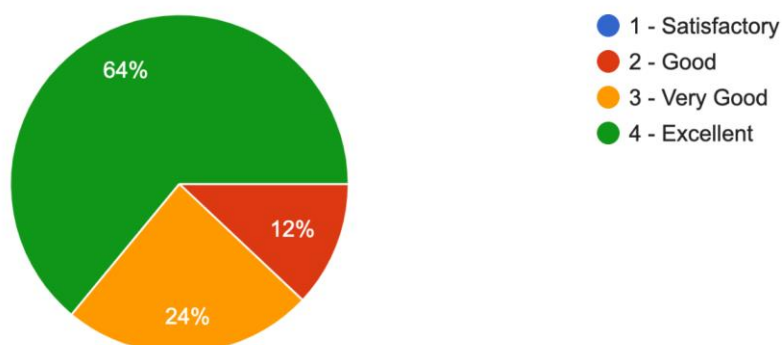
Provision of suitable examples to help understand the subject

25 responses



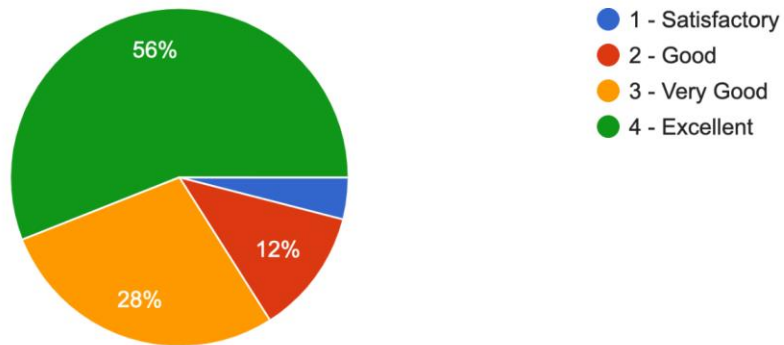
Encouragement from trainer for participation

25 responses



Trainer's answers to my questions

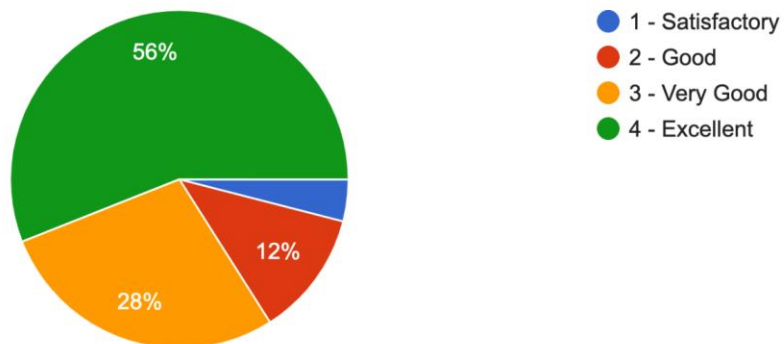
25 responses



Overall Experience

Trainer's answers to my questions

25 responses



What did you like most about this programme?

1. Communication session
2. Activities
3. Real life examples about body language
4. Excellent modules
5. Professional Communication
6. Logo making session was great
7. Time management and communication
8. Time duration of the session
9. Importance of Time Management and Professional Communication
10. Time Management
11. The balance between job and family
12. The solutions or tips as to how we can prioritise the work
13. Rules for time Management and Importance of Professional Communication
14. Examples Were out of context.
15. Stress on the concept of time management
16. It was really informative session
17. Significance of having me time
18. Practical examples
19. Importance of communication in a professional atmosphere
20. Activity
21. Reinforcement of togetherness
22. Interaction
23. Body language
24. It was very effective
25. By activities matter was communicated in a very effective manner.
26. The way of presentation on effective communication with the help of activities and examples.

What did you not like about this programme?

1. Nil
2. Nothing
3. Application of theoretical into academic
4. Was more theoretical in the first half
5. Nothing in particular
6. Everything was good
7. Nothing as such
8. I expected that the trainer will talk about flexi timings to be extended by the Principal to the faculty members under critical situations
9. Nothing to comment
10. Activity should have been more
11. Repetition
12. Everything was good
13. Few points felt a bit repetitive. Over all it was informative.

ANNEXURE 5: PHOTOGRAPHS

Day 1

Inaugural Address by
Dr. Annapoorna



Memento presentation



Lighting of lamp



Day 2

Interaction of
participants during
recap



Group Photo



Day 3

Dr. Annapurna
conducting a session



Activity by participants



Day 4

Team building activity
1 by participants



Team building activity 2
by participants



Day 5

Participants during the training



Group photo with trainer and participants



Day 6

Group activity



Day 7

Presentation by Faculty



Lunch



Group photo on final day



Conceptualised & Designed By

Public Affairs Foundation

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Phone: +91 80278 39918/19/20

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Bangalore -560105
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