



Nirmala Memorial Foundation College of Commerce and Science

**Permanently Affiliated to University of Mumbai
Accredited by NAAC, ISO 9001-2015 Certified
Recognised under section 2(f) & 12(B) of the UGC Act 1956**

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6.3 Faculty Empowerment Strategies



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6.3

**Teaching and non-teaching staff
participating in Faculty development
Programmes (FDP), Management
Development Programmes (MDPs)
professional development /administrative
training programs**



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Annual reports highlighting the programmes undertaken by the teachers

Academic year 2018-19

In the academic year 2018-19, a targeted Professional Development Program was conducted on "Designing and Developing Flipped Classroom for E-learning Instructions." The program involved key faculty members, including Institutional/Course Principal Ms. Swiddle D'Cunha, Dr. Alpa Upadhyay, Ms. Megha Juvekar, and several others. The initiative sought to elevate pedagogical practices in the digital era through intensive workshops and practical sessions.

Participants engaged in a comprehensive exploration of flipped classroom methodologies, focusing on the creation of effective e-learning instructional materials. The program facilitated a deeper understanding of utilizing technology for interactive and engaging learning experiences. The diverse group of participants, ranging from the Institutional/Course Principal to assistant professors, ensured a broad dissemination of knowledge and skills throughout the institution.

Concurrently, another Professional Development Programme centered on "Optimizing the Use of INFILBNET N-LIST" was carried out. Participating faculty members, including Ms. Vaishali Mishra, Mr. Vikas Agrawal, and others, aimed to enhance research capabilities by leveraging the resources provided by INFILBNET N-LIST.

The outcomes of both programs were notable. Faculty members demonstrated an improved grasp of flipped classroom concepts, showcasing heightened skills in developing e-learning instructional materials. Additionally, there was an increased proficiency in utilizing digital resources for research purposes, as evidenced by the INFILBNET N-LIST program participants.



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The success of these programs underscores our institution's commitment to continuous learning and adaptation to modern educational methodologies. The acquired knowledge and skills are anticipated to significantly contribute to the advancement of teaching and research endeavors at our institution, fostering a culture of innovation and excellence.



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Academic year 2019-20

In the academic year 2019-20, our institution embarked on a comprehensive journey of faculty and staff development through various professional development programs. The Institutional/Course Principal, Prof. Swiddle D'Cunha, exhibited leadership commitment by participating in a UGC-sponsored Orientation Programme, reinforcing administrative skills essential for effective institutional management. Furthermore, Assistant Professors, Dr. Alpa Upadhyay and Dr. Megha Juvekar, enhanced their instructional content creation skills by enrolling in a Short Term Course on E-Content Development, aligning their teaching methodologies with modern approaches.

Several faculty members actively engaged in specialized programs, contributing valuable insights to their respective fields. Dr. Poonam Kakkad participated in a one-week online Faculty Development Program (FDP) on "Developing Future Generation Teachers," while Dr. Vijaya Jacqueline, Dr. Neha Goel, CA. Diya Mukherjee, Mr. Rishabh Desai, Mr. Binu Nair, and Ms. Bhakti Chaudhari delved into a National Level FDP on "Emerging Trends and Practices in Accounting and Taxation: Practitioner's Perspective."

Media Studies experts, including Prof. Vrushali Anand Shinde, Prof. Vishwakarma Priti, Prof. Venushri Shetty, Prof. Shetty Deveeka, Prof. Pawar Prachi, Prof. Vaishali Mishra, Prof. Sumathi Rajkumar, Prof. Sangeeta Sudhir Nayak, and Prof. Aparna Panigrahy, actively participated in a National Level online FDP addressing the unique challenges faced by media students during the COVID-19 pandemic.

In parallel, a group of faculty members, namely Dr. Monica John, Prof. Sangeeta Shyam Sundar, Prof. Vinay Dukale, Dr. Jignesh Dalal, Dr. Dipti Parekh, Prof. Joshi Kinkal, Prof. George Thekkevilayil, Prof. Jalpa Gohil, Prof. Vikas Agarwal, and Prof. Gotekar Pradeep,



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explored the insights on Learning Management Systems (LMS) and Massive Open Online Courses (MOOCs) through a dedicated Professional Development Program.

Moreover, the institutional commitment to quality management was evident as Mrs. Swati Desai (Registrar), Mr. Sachin Dharne (Head Clerk), and Mrs. Sweeta Figer (Office Superintendent) participated in a Management Development Program on the "Advantages of Quality Management System Certification to an Institute."

These programs collectively underscore the institution's dedication to fostering a culture of continuous learning, adapting to emerging trends, and maintaining high standards of education and administration.



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Academic year 2020-21

In the academic year 2020-21, our institution prioritized comprehensive faculty and staff development through various workshops, Faculty Development Programs (FDPs), and orientation sessions. Professor Swiddle D'Cunha, as the Institutional/Course Principal, led by example in participating in a Workshop on Research Methodology for Quantitative Research in Social Science. Dr. Alpa Upadhyay engaged in a Faculty Induction Programme, emphasizing the importance of effective onboarding for new faculty members. Meanwhile, Dr. Megha Juvekar participated in an FDP on ICT Tools in Education, highlighting the institution's commitment to leveraging technology for enhanced learning experiences. Prof. Aparna Panigrahy contributed to a National Level workshop on Intellectual Property Rights (IPR), emphasizing the significance of protecting intellectual creations. The RUSA-sponsored Orientation Programme saw active participation from faculty members, including Prof. Sangeetha Shyam Sundar, Prof. CA. Diya Mukharjee, Dr. Neha Goel, and Dr. Vijaya Jacqueline, providing insights into educational reforms and quality enhancement. Dr. Poonam Kakkad enhanced her skills in an FDP on Learning Advanced E-tools for MOOCs Development and Research, showcasing the institution's commitment to staying at the forefront of digital education. Furthermore, a group of faculty members participated in a National Level FDP addressing the challenges of the COVID-19 pandemic. Additionally, another group engaged in a comprehensive seven-day National Level online FDP on Goods & Service Tax (GST), providing an extensive overview of GST syllabi from practitioners. These initiatives collectively underscore the institution's dedication to continuous professional development, adapting to contemporary challenges, and ensuring faculty and staff are equipped with the necessary skills for an ever-evolving educational landscape.



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Academic year 2021-22

In the academic year 2021-22, our institution continued its steadfast commitment to faculty development, offering a spectrum of programs and workshops to enhance the professional competencies of its academic staff. Dr. Vijaya Jacqueline, as an Assistant Professor, engaged in a Refresher Course in Commerce and Management, demonstrating a commitment to staying current with the latest trends in the academic field. Prof. Neelam Patil added a global perspective by participating in MeditateGuru's 9th International Workshop, contributing to a broader understanding of pedagogical approaches.

The Computer Science department witnessed significant enrichment as Prof. Sumathi Rajkumar and Prof. Bhakti Chaudhari took part in Refresher Courses, aligning their skills with the rapid advancements in technology. Prof. Vinay Dukale, through his involvement in the Faculty Induction Programme, exemplified the institution's dedication to fostering a welcoming environment for new faculty members.

The emphasis on personal and professional branding was evident as several faculty members, including Prof. Kajol Rathod, Dr. Neha Goel, Dr. Megha Juvekar, Dr. Jignesh Ashokkumar Dalal, Prof. Shubham Kambl, Prof. Sneha Mishra, Prof. Aparna Panigrahy, Prof. Nazneen Siddiqui, and Dr. Poonam Kakkad, participated in the "Brand Me - Make your mark on LinkedIn" workshop. This initiative highlighted the institution's focus on empowering its faculty to strategically build and promote their professional profiles.

Additionally, the institution's commitment to holistic faculty development was reinforced as Dr. Poonam Kakkad engaged in another Refresher Course in Commerce and Management, further enhancing her expertise in the academic domain. These collective initiatives underscore the institution's proactive approach to fostering continuous learning, research, and skill development among its faculty members.



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Academic year 2022 –23

In the academic year 2022-23, our faculty members actively engaged in a diverse range of professional development activities, showcasing the institution's commitment to continuous learning and research. Dr. Alpa Upadhyay, Assistant Professor, participated in a Refresher Course focused on Commerce and Management, aligning her expertise with the latest advancements in the field. Meanwhile, Dr. Poonam Kakkad delved into a Workshop on Research Methodology, enhancing her research skills and methodological approaches.

CA. Diya Mukherjee, as an Assistant Professor, enriched her knowledge in Meaningful Research and Intellectual Property Rights through a specialized program, contributing to the academic community's understanding of intellectual property in research. Dr. Jignesh Ashokkumar Dalal participated in a Faculty Induction Programme, exemplifying the institution's dedication to onboarding new faculty members effectively.

In the realm of online education, Dr. Megha Juvekar and Mr. Vinay Dukale underwent a Refresher Course on "Managing online Classes and Co-creating MOOCS 24.0," demonstrating a proactive approach to adapting teaching methodologies to the digital landscape. Additionally, Ms. Bincy Abraham, Mr. Rahul Gaikwad, Mr. Shubham Kambl, and Mr. Vinay Dukale engaged in an FDP on "Pathway to Modern Accounting Era," staying abreast of the evolving trends in accounting practices.

A cohort of faculty members, including Ms. Vaishali Mishra, Ms. Aparna Panigrahy, Ms. Rhucha Patil, Ms. Vandana Singh, Ms. Aparna Jadav, and Mr. George Thekkevilayil, participated in a Workshop on "Research Methods and Data Analysis," augmenting their skills in data-driven research approaches.



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Furthermore, a group of faculty members took part in a National Level Online FDP on Emerging Trends and Challenges in Commerce, emphasizing the institution's commitment to staying at the forefront of emerging developments. These faculty members included Ms. Neelam Patil, Mr. Rishabh Desai, Mr. Rajkumar R Kushwaha, Ms. Avis D'Cunha, Ms. Michelle Menezes, Ms. Zeal Kanani, Ms. Angel Christopher, Ms. Nilam Goradiya, Ms. Sneha Mishra, and Dr. Vijaya Jacqueline.

The leadership role was not overlooked, as Ms. Swiddle D'Cunha, serving as the In-Charge Principal, participated in a Refresher Course on "Managing online Classes and Co-creating MOOCS 24.0," ensuring alignment with the institution's overarching goals. Dr. Neha Goel also contributed to the online education landscape through her participation in the Refresher Course on "Managing online Classes and Co-creating MOOCS 24.0."

The commitment to research methodologies was further reinforced by Mr. Vineet Khamrai, Mr. Shivkumar Chandey, and Ms. Jyoti Choudhary, who attended a Workshop on "Research Methods and Data Analysis," emphasizing the institution's dedication to fostering a research-oriented academic environment. These collective endeavors showcase the institution's proactive approach to faculty development, ensuring a dynamic and innovative academic experience.