



# UGC ASC News



Vol.15. No.1

October 2014



## UGC - Academic Staff College University of Kerala

Thiruvananthapuram  
Kerala, India





UGC-ASC News is the half-yearly publication of the Academic Staff College, University of Kerala Thiruvananthapuram. This publication is meant for maintaining a constant dialogue between the ASC on the one hand and the University Departments, Affiliated Colleges and Alumni of the ASC on the other. Through this Newsletter we hope to establish meaningful contacts with a wider audience interested in the cause of higher education in this country. We submit the ASC News to the academic community and welcome their valuable suggestions about its form and content.

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## From The Editor's Desk



### Greetings from Academic Staff College !

We are indeed thankful to our teacher-participants, resource persons and well wishers for showering on us the flowers of motivation. The feeling of commitment is growing unbounded. Let us humbly express our strong determination to strive hard to provide the best experience to our stakeholders by professionalising teaching-learning process in the arena of higher education.

The Indian Education system has the tough responsibility to educate the 'mass' and not the 'class' students. This can be one reason why the Indian Universities and National Institution are shying away from the top listed educational institutions at global level. Surveys and studies revealed that India is far behind with 6000 applications filled for patents where China had more than 3 lakhs and Japan had more than 4.5 lakhs to its credit. The revamping needs to be initiated from the Higher Secondary level to the scientific research level with transitional emphasis on higher education.

Class rooms have to emerge out of the concept of lesson hearing rooms where dull dialects supplement intellectual transactions. In addition to factors like vacant teaching posts, outdated and unrevised syllabus, facility crunch etc., quality and competence of faculty in position is drawing judgemental criticisms. Fully imbibing the significance of the noble task of empowering teachers to execute their responsibilities with adeptness, we organize various training programmes at very frequent intervals. It is worth memorizing that research culture need to be institutionalized and social responsibilities at no juncture may face mitigation in value.

Our efforts with dedication and truthfulness will bring in prolific rewards.

*Warm regards to all.*

**Dr. S. V. Sudheer**  
**Professor Director**

## 137<sup>th</sup> ORIENTATION PROGRAMME (IT-ORIENTED) [From 30-04-2014 To 27-05-2014]

### COURSE REPORTS

The 137<sup>th</sup> Orientation Programme commenced on 30-04-2014. The programme was inaugurated by Dr. P.K. Radhakrishnan, Vice-Chancellor, University of Kerala who in his brilliant address, highlighted the importance of grooming teachers to give their best to the academic community. Dr. S. V. Sudheer, Director, UGC-ASC welcome the gathering and briefed the programme profile. Dr. Jeevanlal, Member Syndicate, University of Kerala, emphasized the vital role of teachers in the field of Higher Education. The following were the topics covered in the programme:

**Topic 1: Interactive Discussion, Resource Person:** Dr. S. V. Sudheer, **Topic 2: Stress Management, Resource Person:** Dr. Dev Das Menon, **Topic 3: Disaster Management, Resource Person:** Dr. K. G. Thara, **Topic 4: Micro Teaching, Resource Person:** Dr. Rosamma Philip, **Topic 5: Effective Communication, Resource Person:** Dr. N. Sankaran, **Topic 6: Interpersonal Relationship, Resource Person:** Dr. Justin Padamadan, **Topic 7: SWOT Analysis & Value Based Education, Resource Person:** Dr. Dinakarlal Thavamony, **Topic 8: Research Methodology, Resource Person:** Dr. Simon Thattil, **Topic 8: Self Awareness & Counseling, Resource Person:** Fr. Joye James, **Topic 9: Interpersonal Skills & Clean Habits, Resource Person:** Prof. Brighton Anbu, **Topic 10: Life Styles, Resource Person:** Dr. Sivasankaran, **Topic 11: Information Literacy Skills, Resource Person:** Dr. K. P. Vijayakumar, **Topic 12: Health & Wellness, Resource Person:** Dr. Usha S. Nair, **Topic 13: Fire & Rescue services in Disaster Management, Resource Person,** Sri. Prathap Kumar, **Topic 14: Indian Higher Education – Issues & Challenges, Resource Person:** Prof. Lingaraja Gandhi, **Topic 15: Use of Internet for Scientific Research, Resource Person:** Dr. Madhu S. Nair, **Topic 16: Yoga Education, Resource Person:** Mr. Mohammed Sabith. A, **Topic 17: Video Analysis, Resource Person:** Dr. Maya. S, **Topic 18: Soft Skills – Team Work,**

**Resource Person:** Mr. Arun Gladwin, **Topic 19: Art of teaching & Soft Skill, Resource Person:** Dr. Rangarajan, **Topic 20: SPSS, Resource Person:** Mr. Somasekharan Pillai, **Topic 21: Web Designing, Resource Person,** Sri. Manoharan Nair, **Topic 22: Financial Propriety, Resource Person:** Sri. K. Sivasankaran Nair, **Topic 23: Time Management, Resource Person:** Sri. J. T. Hari.

The programme came to a conclusion on 27-05-2014. In the valedictory session the participants gave their feedback. The programme was highly successful as expressed by them. They thanked Dr. S.V. Sudheer whose meticulous planning had ensured the smooth conduct of the programme. They also appreciated the friendly approach of the staff of ASC. They suggested that a session on Media might be included.

## XIX REFRESHER COURSE IN LIBRARY & INFORMATION SCIENCE [From 09-05-2014 To 29-05-2014]

The UGC sponsored 19<sup>th</sup> Refresher Course in Library & Information Science was held from 9<sup>th</sup> May to 29<sup>th</sup> May 2014. Dr.S.V. Sudheer, Director, Academic Staff College, introduced the course to the participants. In his speech he highlighted the importance of library science and the use of E-resources. The course was formally inaugurated by Dr.S.V. Sudheer. The Co-coordinator for the course was Dr. K.P. Vijayakumar, HOD of Library & Information Science, University of Kerala.

The ice breaking session of the course was handled by Dr.K.P. Vijayakumar, course Co-coordinator. Mr. Asharaf Mundodan, Librarian, Amal College, Nilambur, and Mrs. Sindhu S, Librarian, NSS Training College, Changanacherry, were selected as the Convenor and the Co-convenor of the course respectively.

The following were the themes covered in the course. **Topic 1 : Technical Communication, Resource Person :** Dr. G. Devarajan, **Topic 2: Application of Google drive in research, Resource Person:** Dr. Dineshan Koovakkai, **Topic 3: E-Journals management in academic libraries, Resource Person:** Mrs. P. Nishy, **Topic 4 : E-Resources, Resource Person :** Dr. Humayoon Kabeer. S, **Topic 5 : RDA, Resource Person : M**

Varghese, *Topic 6 : Information security, Resource Person:* Dr. K. M. Haneefa, *Topic 7 : Stress Management, Resource Person:* Dr. Dev Das Menon, *Topic 8 : Reference Management Software, Resource Person:* Sri. V Sriram, *Topic 9 : Blogs and Blogging, Resource Person:* Dr. Sainul Abideen, *Topic 10 : DSPACE, Resource Person:* K Mohanakumar, *Topic 11: Content Management System, Resource Person:* Dr. V. Gopakumar, *Topic 12: Academic writing in M. S Word, Resource Person:* Dr. V. Gopakumar, *Topic 13: Time Management, Resource Person:* Dr. Dev Das Menon, *Topic 14: Metadata and Metadata Standards, Resource Person:* Dr. V. Chandrakumar, *Topic 15: Intellectual Property Rights, Resource Person:* Dr. A Gopikuttan, *Topic 16: Open Access, Resource Person:* Dr. Ramesha, *Topic 17: Information literacy instruction through Academic libraries, Resource Person:* Dr. K. P. Vijayakumar, *Topic 18: Application of social media for library service Resource Person:* Dr Sunil, *Topic 19: Measuring Quality in Libraries, Resource Person:* Dr Abdul Majeed, Sessions 20, 21, 22: Project presentation by participants Evaluation by subject experts, Resource Persons: Sri Augustine, Dr. T. M. Vasudevan.

The participants went on an enjoyable and memorable field visit to Poovar and Kovalam beach on 20.05.2014. It was an exhilarating experience for the participants. The feedback taken from the participants bears testimony to the fact that the course was highly successful. Special mention was made of the whole hearted dedication, responsibility and timely interference of Dr. S. V. Sudheer, which ensured the smooth conduct of the course. They also appreciated the extremely co- operative attitude of the staff of ASC.

#### **XVI REFRESHER COURSE IN HUMAN RIGHTS [From 22-05-2014 To 11-06-2014]**

The UGC sponsored XVI Refresher Course in Human Rights (Multi Disciplinary) was held from 22<sup>nd</sup> May to 11<sup>th</sup> June 2014. Dr. S.V. Sudheer, Director, Academic Staff College, introduced the Course to the participants. In his speech he highlighted the significance of holding

multi disciplinary course in Human Rights. The Course was formally inaugurated by Dr. T.P. Sreenivasan, former Ambassador and Vice- Chairman of the Kerala State Higher Education Council. In his inspiring and informative speech, Dr. Sreenivasan lucidly shared his experiences in the international and diplomatic arena, and spoke about how human rights have fallen apart to political level rather than at the level of rights. The briefing of the Course was done by the Co-ordinator Dr. Shaji Varkey, Associate Professor, Department of Political Science.

The ice breaking session was handled by the Co-ordinator. A general briefing on project work was also done. Dr. Giri Sankar S.S., Asst. Professor, Govt. Law College, Ernakulam, and Dr. Sandhya R.S. Asst. Professor, School of Social Sciences, M.G.University, were selected as the Convenor and the Co-convenor respectively. Thirty seven participants from within and outside the State underwent the Course.

The following themes were covered by the respective Resource Persons in the span of the Course. *Topic 1: Human Rights in a Multicultural World, Resource Person:* Dr. G. Gopakumar, *Topic 2 : Right to Life, Right to Education, Resource Person:* Dr. N. K. Jayakumar, *Topic 3: Gandhi and Human Rights, Right to Peace, Resource Person:* Dr. M.S. John, *Topic 4: Foreign Policy and Human Rights, Resource Person:* Dr. R. Suresh, *Topic 5: Concepts and Approaches to the Study of Human Rights Resource Person:* Dr. Josekutty C. A, *Topic 6: Stress Management, Resource Person:* Dr. Dev Das Menon, *Topic 7: IPR & Human Rights, Right to Health, Resource Person:* Dr. Bismi Gopalakrishnan, *Topic 8: Wetland Conservation, Resource Person:* Dr. V. S. Vijayan, *Topic 9 : Human Rights and its Values, Right to protest and dissent, Resource Person:* Dr. K. C. Sunny, *Topic 10: Quality of Life with Special reference to Right to Die and Right to abortion, Resource Person:* Dr. V. R. Jayadevan, *Topic 11 : Corruption (Panel Discussion), Resource Persons:* Dr. N. R. Madhava Menon, Sri. Babu Jacob IAS (Retd.), Adv. Ajit Joy IPS (Retd.), *Topic 12 : Human Rights in the Neoliberal Era- Changing Dimensions,*



**Resource Person :** Dr. J. Prabhash, **Topic 13: New Social Movements and Human Rights (Panel Discussion), Resource Persons:** Sri. C. R. Neelakantan, Dr. Bijulal M.V, Dr. Biju B.L, **Topic 14: Environment and Social Justice, Resource Person:** Dr. Satheesh Chandran Nair, **Topic 15: Media and Human Rights (Panel Discussion) Resource Persons:** Sri. John Mary: Sri. Bhasurendra Babu : Sri. J. Ajith Kumar, **Topic 16: Asian Debate on Human Rights, Resource Person:** Dr. Pramod C.R, **Topic 17: Women and Human Rights (Panel Discussion) Resource Persons :** Smt. Parvathi Devi, Smt. Anandi T.K, Smt. Elizabeth Abraham, **Topic 18: Water as a Human Right: Issues and Challenges, Resource Person:** Dr. Rose Mary Abraham, **Topic 19: Science and Human Rights, Resource Person:** Dr. R. V. G. Menon, **Topic 20 : Lesbian, Gay, Bisexual and Transgender Rights (Panel Discussion), Resource Persons:** Dr. J. Devika, : Dr. Muraleedharan Tharayil, Ms. Darshana Sreedhar, **Topic 21: China and Human Rights, Armed Forces Special Powers Act, Resource person:** Dr. Joseph Antony.

The topics discussed and the way it was handled by the resource persons were not only refreshing, but also informative. The video shows and documentaries spaced in between the sessions and the panel discussions stood apart in the proceedings of the Course.

On 4<sup>th</sup> May, 2014, the participants visited Neyyar dam which lies on the pristine lap of nature and the trip was indeed enjoyable and memorable to them.

The project presentations displayed the eruditeness and seriousness of the participants and were noted for the diversity in the topics handled.

In the feedback session, the participants specially mentioned the dedication, responsibility and enthusiasm of Dr. S. V. Sudheer which ensured the smooth conduct of the course. They also expressed their appreciation of the efforts taken by the Co-ordinator of the Course, Dr. Shaji Varkey. The extremely co-operative and amiable attitude of the Staff of the Academic Staff College was also sincerely acknowledged by the participants.

### **XXX REFRESHER COURSE IN COMMERCE AND MANAGEMENT**

**[From 05-06-2014 To 25-06-2014]**

The 30<sup>th</sup> Refresher Course in Commerce and Management commenced on 05-06-2014. One of the remarkable features of the course was the participation of teachers from across the country. The Registration process enabled the participants to interact with Dr. S. V. Sudheer, Director, Academic Staff College, University of Kerala.

The Course was flagged off with the brilliant inaugural address by Dr. S.V. Sudheer who briefed the participants on the features of the programme. The Course co-ordinator was Dr. Gabriel Simon Thattil, Professor, Department of Commerce, University of Kerala. He deliberated the participants on the relevance of the course. This was followed by an ice - breaking session which brought the participants closer and made them feel at home.

Dr. Dileep. A. S, Assistant Professor, Department of Commerce, NSS College, Nilamel, and Mrs. Anitha.S, Assistant Professor, Department of Commerce, Govt. College, Attingal, were selected as the Convenor and the Co-convenor of the course respectively.

**The following Topics were discussed:** **Topic 1 : Corporate Governance, Resource Person:** Dr. K. Narendranath, **Topic 2 : Crisis Management, Resource Person :** Dr. K. Narendranath, **Topic 3: Research in Commerce , Resource Person :** Dr. Simon Thattil, **Topic 4: Mergers and Acquisition, Resource Person:** Dr. K. Narendranath, **Topic 5: Smart to Wise Leadership, Resource Person:** Dr. K. Narendranath, **Topic 6: Quality of Work life, Resource Person:** Dr. Krishna Kumar, **Topic 7 : Writing Research Papers, Resource Person:** Dr. A. Patrick, **Topic 8: IPR, Resource Person :** Dr. Ajith Prabhu, **Topic 9 : Stress Management, Resource Person :** Dr. Dev Das Menon, **Topic 10 : GST, Resource Person :** Dr. N. Ramalingam, **Topic 11 : Monetary Policy and Liquidity in India, Resource Person :** Mr. Navas Jalaludeen, **Topic 12: Global Financial Crisis, Resource Person:** Prof. T. Mallikarjunappa, **Topic 13: International HRM, Resource Person:** Dr. Filipe Rodrigues

Melo, *Topic 14: Social Marketing : Problems & Strategies, Resource Person : Dr. B. Johnson, Topic 15 : Emerging Branding Challenges, Resource Person : Dr. Johny Johnson, Topic 16 : Project Finance, Financial Appraisal and Budgeting, Resource Person : Dr. Jayasankar Prasad. C, Topic 17: Hedging Risk through Financial Derivatives, Resource Person: Dr. S. Kevin, Topic 18 : Time Management, Resource Person: Sri. J.T. Hari, Topic 19 : Companies Act 2013, Resource Person: Dr. Baiju Ramachandran, Topic 20: Project Appraisal used Adjusted NPV, Resource Person: Prof. Priyan, Topic 21: Balanced Score Card, Resource Person : Prof. Priyan, Topic 22: Sustainability Accounting, Resource Person: Dr. T. Ashokan, Topic 23: Corporate Governance, Resource Person: Dr. Leena James, Topic 24 : Health & Wellness, Resource Person: Dr. Usha S. Nair, Topic 25: Service Taxes Recent Developments, Resource Person: Mr. B.V. Subramanyan .*

The participants went on informative and enjoyable field visit to Techno Park and Neyyar Dam. In the evaluation and feedback session, the participants conveyed their appreciation for the course. They commented that the topics discussed were really informative and innovative and that the deliberations imparted by the resource persons were insightful.

They thanked the course co-ordinator Dr. Gabriel Simon Thattil for his invaluable contribution to the course. The participants also expressed their gratitude to Dr. S.V. Sudheer, Director, ASC, for all the efforts extended by him for the success of the course. They also highly praised him for his friendly approach.

### **XXVIII REFRESHER COURSE IN HINDI [From 10.06.2014 To 30.06.2014]**

The 28th Refresher Course in Hindi commenced on 10<sup>th</sup> June 2014. The course was inaugurated by Dr. S.V. Sudheer, Director, ASC. Speaking about the judicious use of time, Dr. Sudheer reminded the participants that “time once lost cannot be re-gained”, and advised them to make utmost use of the 21 days of the programme. Dr. R. Jayachandran, Head of the

Department of Hindi, conveyed his best wishes for the programme. Dr. Suresh, Co-ordinator of this Refresher Course, briefed the participants on the features of the programme.

The ice-breaking session was conducted by the co-ordinator, Dr. Suresh. The session turned out to be an unforgettable experience for the participants. Dr. Gopakumar. G, Assistant Professor in Hindi, Govt. College, Kozhinjampara, Palakkad, was selected as Convenor and Dr. Indu Velsar, Assistant Professor in Hindi, K.K.T.M Govt. College, Pullut, was selected as Co-Convenor respectively.

The topics covered in the programme were as follows: *Topic 1: Hindi Bhasha Ka Vaishwik Dharatal, Resource Person: Dr. C.P.V. Vijayakumar, Topic 2: Hindi Sahitya Aur Uske Alochak, Resource Person: Dr. T. N. Viswambaran, Topic 3: Samakalin Hindi Natak, Resource Person: Dr. Sasidharan, Topic 4: Bhoomandalikaran Aur Hindi Sahitya, Resource Person: Dr. C.P. Vijayakumar, Topic 5: Hindi Samakalin Kavita Ki Bhasha, Resource Person: Dr. Shanti Nair, Topic 6: Sathottar Hindi Natak, Resource Person: Dr. Shiva Kumar, Topic 7: Samkalin Hindi Kavitha, Resource Person: Dr. Pramod, Topic 8: Stress Management, Resource Person: Dr. Dev Das Menon, Topic 9: Prayojanmulak Hindi, Resource Person: Dr. P. Latha, Topic 10: Hindi Mein Viram Chinh, Resource Person: Dr. J. Babu, Topic 11: Aupaniveshik Adhunikata Ki Parinati Hindi Ka Bhasha Vivad & Glanibodh aur Sahitya, Resource Person: Dr. Bajrang Bihari Tiwari, Topic 12: Anuvad Shikshan, Resource Person: Dr. T. K. Narayan Pillai, Topic 13: Mohan Rakesh Ke Adhunik Sandarbh, Resource Person: Dr. M. S. Viswambaran, Topic 14: Tulanatmak Sahitya: Arth Aur Swaroop, Resource Person: Dr. Madhavan Pillai, Topic 15: Health and Wellness, Resource Person: Dr. M. Narendranath, Topic 16: Samkalin Hindi Kavita : Kumar Ambuj Ke Sandarbh Mein, Resource Person: Dr. Babu Joseph, Topic 17: Stress and Health, Resource Person: Dr. Joy Philip, Topic 18: Hindi Alochana Ka Naya Sandarbh & Screening of documentart movies like 'Kafan', Resource Person: Dr. Sreelatha Vishnu, Topic 19: Hindi*

*Sahityatithas Ke Punarlekhan Ki Avashyakata & Samkalin Hindi Sahitya Aur Sanskritik Vimarh, Resource Person: Dr. Ravikumar Anu, Topic 20: Hindi Sahitya Mein Chayavadi Kavita Resource Person: Dr. Pokharia, Topic 21: Bhasha Vigyan, Resource Person: Dr. Amitabh Dwivedi, Topic 22: Samakalin Hindi Kavita Aur Paryavaran Soundarya Shastra, Resource Person: Dr. R. Jayachandran, Topic 23: Bhasha Vigyan, Resource Person: Dr. N. Suresh, Session 24, 25 & 26: Presentation of project work by the participants evaluation and feedback, Resource Person: Dr. S. Thankamani Amma.*

On 24<sup>th</sup> June, 2014, the participants went on a field visit to Thripparappu. They watched and enjoyed the breath taking view of the waterfalls. Later the team visited 'Padmanabhapuram Palace' and were wonder struck seeing the intricate carvings on wooden roofs, cots, pillars and the overall architectural grandeur which bears testimony to the rich Kerala heritage.

25<sup>th</sup> June was a memorable day because the participants took a very important step, to express their eco-concerns. They planted four saplings in the ASC campus in the presence of Dr. S.V. Sudheer, ASC Director and Dr. N. Suresh, the Co-ordinator of the Course.

The participants brought out a Hindi Journal by name 'VIVIDHA' which contains articles, poetry's, short stories etc. written by the participants. The credit of editing the articles and the preparation of cover page design goes to Dr. Sajith S. J. Sasi who works at S. N. College, Allathur, Palakkad.

The valedictory function was held on the 30<sup>th</sup> June, 2014. Dr. Gopakumar G welcomed the gathering. The function was presided over Dr. S. V. Sudheer, Director, ASC. The key note address was by Dr. N. Suresh, Course Co-ordinator. The journal 'VIVIDHA' was released at the function. A report on the Refresher Course was presented by Dr. Manjushree Menon from Bangalore. Dr. S. R. Jayashree, Dr. John Paniker & Dr. Amitabh expressed their views about the course. Vote of thanks was proposed by Dr. Indu Velsar.

### **138<sup>th</sup> ORIENTATION PROGRAMME (IT-ORIENTED) [From 27-06-2014 To 24-07-2014]**

The 138<sup>th</sup> IT Oriented Orientation Programme conducted by the UGC-Academic Staff College, University of Kerala, Kariavattom commenced on 27<sup>th</sup> June, 2014. The programme was inaugurated by Dr. A.V. George, Registrar, Sri Chitra Thirunal Institute of Medical Sciences and Technology. He enlightened the gathering about the performance indicators in higher education arena. The inaugural function was presided over by Dr. S. V. Sudheer, Director, Academic Staff College. In his informative and inspiring inaugural address, Dr. Sudheer exhorted the participants to imbibe the best of academic and research acumen to polish and upgrade their knowledge and skills so as to implement them to maximum effect in their classroom contexts.

The ice breaking session was effectively executed by Dr. Sonny Jose from Loyola College of Social Sciences, Trivandrum. It was a pleasant combination of outdoor and indoor activities. Dr. Joji John Panicker, Dept. of English, CMS College, Kottayam and Dr. Sreelatha K.S, Dept. of Physics, Govt. College Kottayam were chosen as Convenor and Co-convenor respectively. The following topics were discussed in the programme:

**Topic 1: Stress Management.** It was a talk on the concept of stress, its ubiquity and how to avoid stress. Resource Person: Dr. Dev Das Menon. **Topic 2: Goal Setting and Time Management.** A scintillating talk on the importance of goal setting, managing time and the relevance of attitude, habit and character. Resource Person: Mr. J. T. Hari. **Topic 3: Disaster Management.** It was an informative discussion on the steps to be taken in the event of various kinds of disasters like earthquakes, cyclones, tsunamis etc. Resource Person: Dr. K.G. Thara. **Topic 4: Introduction to M.S. Office- Word, Excel, PowerPoint.** It was a guided tour of M.S. Word, M.S. Excel, M. S. PowerPoint. Resource Person: Mr. Shibu Albert. **Topic 5: Micro-Teaching- An Introduction.** An introductory lecture on



microteaching. Resource Person: Dr. Rosamma Philip. **Topic 6: Cloud Computing- Application of Google Drive in Research.** It was an introduction to cloud computing and how to use the Google Drive. Resource Person: Dr. Dinesan Koovakkai. **Topic 7: Communicative English.** It was a talk on how to improve the language skills of teachers and students. Resource Person: Mr. K Gopalakrishnan. **Topic 8: Cyber Crimes** An informative talk on Cybercrime, the ways, aspects, prevention etc. Resource Person: Mr. N. Vinayakumaran Nair. **Topic 9: Self Awareness and Counselling.** An enlightening talk on knowledge, awareness and different aspects of counselling. Resource Person: Fr. Joye James. **Topic 10: Teacher as Mentor.** A talk on the competencies and responsibilities of a teacher and the concept and process of mentoring. Resource Person: Dr. Nimmi Maria Oommen. **Topic 11: Video recording of Micro-teaching** on 10/07/2014. **Topic 12: Academic Writing Skills.** An elucidation on the mechanics and accuracy of academic writing. Resource Person: Dr. K.P. Vijayakumar. **Topic 13: Health and Wellness.** A practice session on aerobics. Resource Person: Dr. Usha S. Nair. **Topic 14: Fire and Rescue Services in Disaster Management.** It was an eye-opener on the do's and don'ts in case of fire accidents and how to prevent such situations. Resource Person: Mr. Prathap Kumar. **Topic 15: Time Management and Skill Development.** A highly informative talk on intricate inter-relationship between skill development and time management. Resource Person: Dr. S.V.Sudheer, Director, UGC-ASC, University of Kerala. **Topic 16: Art of Teaching and Soft Skill.** An illuminating talk on the complex construct of motivation and higher order thinking. Resource Person: Dr. Rangarajan G. **Topic 17: Video Analysis of Micro-Teaching.** The participants were introduced to the strengths and weaknesses of their teaching practices. Resource Person: Dr. Rosamma Philip (External Expert Evaluator) on 15<sup>th</sup> & 16<sup>th</sup> July, 2014. **Topic 18: Value-based Education.** A lively discussion

on social, cultural, religious and personal values. Resource Person: Dr. Dinakaral Thavamony. **Topic 19: Interpersonal Relationships.** A highly entertaining and informative talk on mental health, quality of life, intrinsic motivation and emotional quotient. Resource Person: Dr. Justin Padamadan. **Topic 20: Power Point presentation of project work** by the participants on 19<sup>th</sup>, 22<sup>nd</sup> and 23<sup>rd</sup> July. Evaluation was done by various subject experts. **Topic 21: Kerala Service Rules.** It was an introduction to Kerala Service Rules. Resource Person: Mr. Natesan Asari.

The participants went on a field trip to Padmanabhapuram palace, Thuckalai. It was a fantastic journey which enabled them to enjoy the fusion of historical, cultural and natural architectural expertise of Kerala. The palace was built during 17<sup>th</sup> century.

An evaluation of the Programme was conducted through feedback questionnaires and interactive discussions. The participants observed in unison that the programme had broadened their skills and knowledge. Dr. Sudheer and the office staff ensured the working of the programme with finesse and perfection. They all commented that the various sessions of the programme had contributed meaningfully for improving their teaching acumen. Moreover, the programme enhanced their personal charisma. However, some participants pointed out that the facilities of accommodation needed improvement.

#### **XIX REFRESHER COURSE IN LIFE SCIENCES [From 2-07-2014 to 22-07-2014]**

The Academic Staff College, University of Kerala, conducted the 19th Refresher Course in Life Sciences from 2nd July 2014 to 22<sup>nd</sup> July 2014. **Prof. George Thomas**, inaugurated the course and talked at length on the crucial role played by teachers in the field of Higher Education, especially in imparting the much needed scientific temper among the younger generation. **Dr. S. V. Sudheer**, Director, ASC, in his interesting



Presidential address reminded that, as teachers, it was their responsibility to raise the standards of education by putting stress on quality improvement and dedication.

The Course Co-ordinator **Dr. P. M. Radhamony**, Professor & HOD, Department of Botany, University of Kerala, organized the ice breaking session and briefed the participants on the details of the course. The convener and the co-convener of the course were **Dr. Suresh Chandra Kurup R.**, Asst. Professor, Dept. of Zoology, Mahatma Gandhi College, Thiruvananthapuram, and **Dr. N. Maybel Starlin** Asst. Professor, Dept. of Botany, N.M. Christian College, Marthandam, respectively.

The following were the topics discussed: **Topic 1: Biology to New Biology – The paradigm shift – Challenges and Prospectus**, Resource Person: Dr. G. M. Nair, **Topic 2: Exploring Nervous System Functions**, Resource Person: Dr. R. V. Omkumar, **Topic 3: Genome : Tools for Analysis**, Resource Person: Dr. K. Jayachandran, **Topic 4: Food Security** Resource Person: Dr. K. Ashok Kumar, **Topic 5: Bioremediation Nano Science** Resource Person: Dr. B. Krishna Kumar, **Topic 6: Management of insects in agro eco system using green technology** Resource Person: Dr. C. A. Jayaprakas, **Topic 7: Paleo Genomics** Resource Person: Shri. K. Rajeev, **Topic 8: Health & Wellness** Resource Person: Dr. Usha S. Nair, **Topic 9: Eco- Epidemiology of vector borne diseases and their control**, Resource Person: Dr. R. Rajendran, **Topic 10: Stress Management**, Resource Person: Dr. Dev Das Menon, **Topic 11: Harmful marine algae & sea food poisoning**, Resource Person: Dr. K. Padmakumar, **Topic 12: Biodiversity Conservation – Trends & Challenges** Resource Person: Dr. A. Biju Kumar, **Topic 13: Functional Foods**, Resource Person: Dr. G. Padmaja, **Topic 14: Bioinformatics** Resource Person: Dr. Subramaniyan. S, **Topic 15: Wet land ecosystem** Resource Person: Dr. S. Bijoy Nandan, **Topic 16: Climate Change: Impact on biodiversity** Resource Person: Prof. M. K. Prasad, **Topic 17: Biostatistics** Resource Person: Shri. Somasekharan Pillai M, **Topic 18: Biology & Behaviour of Bats** Resource Person: Dr. G. Marimuthu, **Topic 19: Nanotechnology for the**

**management of cancer** Resource Person: Dr. Sreelekha T. T, **Topic 20: Instrumentation** Resource Person: Dr. E. A. Cyril, **Topic 21: DNA Marker Techniques and its application** Resource Person: Dr. George Thomas, **Topic 22: RNA – the King or the kingmaker**, Resource Person: Sri. Paul V. Karanthanam, **Topic 23: Life style diseases** Resource Person: Dr. Sivasankaran, **Topic 24: Next generation sequencing** Resource Person: Dr. Sathish Mundayoor, **Topic 25: Phytochemical techniques** Resource Person: Dr. V. Gayathri Devi, **Topic 26: Molecular Systematics**, Resource Person: Prof. M. K. Janarathanan.

The participants went on a field trip to Tropical botanical garden, Palode, which brought them closer and gave them a refreshing break and provided an opportunity to enjoy the beauty of nature. The Project Presentations of the participants were evaluated by Dr. Cyril, Dr. Ganga Prasad, Dr. Radhamony and Dr. Jaya. D. S.

The course came to a successful culmination on 22-07-2014. The feedback on the course taken from the participants testified to the fact that the care and the interest shown by the Director Dr. S. V. Sudheer made the participants feel at home throughout the course. The participants expressed their deep appreciation for the excellent conduct of the course which enlightened them. They placed on record their gratitude for the Course Co-ordinator for her support throughout the course. Moreover, as they were about to leave the portals of ASC, they expressed their happiness about the rich learning experience which they gained at ASC and they expressed their gratitude to Dr. S. V. Sudheer, for providing a nice and unique academic experience throughout the programme.

#### **SPECIAL SUMMER SCHOOL PROGRAMME [From 30-07-2014 To 19-08-2014]**

The Special Summer School Programme commenced on 30-07-2014 with the inaugural address by the Dr. S.V. Sudheer, Director, ASC, University of Kerala. The icebreaking session was handled by Dr. Ajayakumar which dissolved the barriers among the participants.

The following topics were covered: **Topic 1: Value Based Education, Resource Person:** Dr. Dinakarlal Thavamony, **Topic 2: Cyber Crime, Resource Person:** Sri. N. Vinayakumaran Nair, **Topic 3: Stress Management, Resource Person:** Dr. Dev Das Menon, **Topic 4: Disaster Management, Resource Person:** Dr Thara K.G, **Topic 5: Ground experience in diplomatic relation of India with neighbouring states, Resource Person:** T. P Sreenivasan, **Topic 6: Self Awareness, Resource Person:** Fr. Joye James, **Topic 7: Research Methodology, Resource Person:** Dr Simon Thattil, **Topic 8: The panel discussion on corruption Resource Persons:** Sri. Babu Jacob and Sri. Gouridasan Nair, **Topic 9: Health and Wellness, Resource Person:** Dr Usha.S. Nair, **Topic 10: Interpersonal Relationship, Resource Person:** Dr Justin Padamadan, **Topic 11: Explored horizons of ICT enabled research and the use of internet, Resource Person:** Dr Madhu S. Nair, **Topic 12: Emotional Dimension in Teaching, Resource Person:** Dr. G. Porgio, **Topic 13: Service Rules, Resource Person:** Sri. Natesan Asary, **Topic 14: History of Education, Resource Person:** Dr Alexander Jacob IPS, **Topic 15: Fire and rescue services, Resource Person:** Sri. Prathap Kumar, **Topic 16: Pedagogical competencies for teacher expertise, Resource Person:** Dr. Rosamma Philip, **Topic 17: Time Management, Resource Person:** Sri. J.T. Hari, **Topic 18: Web based resource for learning better English, Resource Person:** Sri. K. Gopalakrishnan, **Topic 19: Legal system in India, Resource Person:** Justice K.T Thomas, **Topic 19: APA scores and UGC regulations, Resource Person:** Dr. S. V. Sudheer, **Topic 20: Pesticide and Residues in food and their impact, Resource Person:** Dr. Thomas Biju Mathew.

The group conducted a field trip to Varkala and Kappil on 13th August and the outing turned out to be an unforgettable experience for the participants. The project presentations were held on 12th, 14th and 18th of August. The special summer school programme came to a close on the afternoon on 19th August after a detailed assessment and a feedback session. Most of the respondents recorded that the special school

programme enriched them and was worth attending.

### **XXXIX REFRESHER COURSE IN ENGLISH LANGUAGE AND MODERN LITERATURE [From 01-08-2014 to 21-08-2014]**

The Refresher Course in English Language and Literature commenced on 1-08-2014. The Course was inaugurated by the honourable Director of ASC, Dr. S.V. Sudheer. In his inaugural address, Dr. Sudheer pointed out that the teachers should make the students aware of the importance of communicating in English language with confidence and flair.

The flowing topics were discussed in the programme: **Topic 1: Communicative Language Teaching, Resource Person:** Dr. Lal C. A, **Topic 2: Teaching Grammar, Dr. D. E. Benet, Topic 3: Stress Management, Resource Person:** Dr. Dev Das Menon, **Topic 4: Meet the Author, Resource Person:** Dr. Chandrika Balan, **Topic 5: Research Methodology, Resource Person:** Dr. B. Hariharan, **Topic 6: Cyber Crimes, Resource Person:** Sri. N. Vinayakumaran Nair, **Topic 7: Translation Revolution, Resource Person:** Dr. Azhagarasan, **Topic 8: Teaching Writing, Resource Person:** Prof. Bhaskaran Nair, **Topic 9: Preparation of project proposal, Resource Person:** Dr. K. P. Vijayakumar, **Topic 10: Theatre, Resource Person:** Prof. P. N. Prakash, **Topic 11: Visual Culture, Resource Person:** Dr. Jayaraman C. S, **Topic 12: Health & Wellness, Resource Person:** Dr. Usha S. Nair, **Topic 13: Cultural Studies, Resource Person:** Dr. Chitra Panikkar, **Topic 14: Literature in times of Epochal National Transition, Resource Person:** Dr. V. Rajakrishnan, **Topic 15: ELT 2.0, Resource Person:** Prof. K. Gopalakrishnan, **Topic 16: Media & Society, Resource Person:** Dr. C. S. Venkateswaran.

The course concluded on 21-08-2014. In the valedictory session, the participants gave their feedback. They expressed their satisfaction over the rich learning experience they gained and enjoyed at ASC. They thanked Dr. S.V. Sudheer for his friendly approach and personal warmth.



**XXXVI REFRESHER COURSE IN MALAYALAM  
LANGUAGE & MODERN LITERATURE  
(From 13-08-2014 To 02-09- 2014)**

The UGC-Academic Staff College, University of Kerala, conducted the thirty sixth Refresher Course in Malayalam Language & Modern Literature from 13-08-2014 to 02-09-2014. The course was inaugurated by Dr. S. V. Sudheer, Director, UGC-Academic Staff College, University of Kerala. The course co-ordinator was DR. G. Padma Rao, Professor & Head of the Department of Malayalam, University of Kerala. Dr. Nazeeb.S, SDE, University of Kerala, Palayam, Thiruvananthapuram & Dr. Sr.Margret Maria Jose, Assumption College, Changanacherry were selected as the conveners.

The topics discussed by eminent academicians in the course were: **Topic 1: Novalum Ithihasavum, Resource Person:** Dr. P. K. Rajasekharan, **Topic 2: Kavithayum Paristhithiyum, Resource Person:** Dr. C. R Prasad, **Topic 3: Visual Anthropology, Resource Person:** Dr. C. R. Rajagopalan, **Topic 4: Sangeethavum Sahithyavum, Resource Person:** Dr. B. Arundhathy, **Topic 5: Bharatheeya kavyasasthram, Resource Person:** Prof. Prayar Prabhakaran, **Topic 6: Stress Management, Resource Person:** Dr. Devadas Menon, **Topic 7: Kathayile jeevitham, Resource Person:** Dr. George Onakkoor, **Topic 8 : Epic Theatre, Resource Person:** Dr. Valsala Baby, **Topic 9 : Bhashavarithangal, Resource Person:** Dr. B.V Sasikumar, **Topic 10 : Malayalam sreshtabhashapadavikku munpum pinpum, Resource Person :** Dr. M.R Thampan, **Topic 11: Adhunika niroopanam malayalathil, Resource Person :** Dr. Prasannarajan, **Topic 12: Desathe Ezhuthumbol, Resource Person:** Dr. V Rajakrishnan, **Topic 13: Kathayum Kazhchayum, Resource Person:** Dr. Valsalan Vathussery, **Topic 14: Prathyayasasthra vimarsanam, Resource Person :** Dr. S. S. Sreekumar. **Topic 15: Sargathmaka sahithyathile puthiya anubhavangal anveshanangal, Resource Person:** Dr. C. S. Chandrika, **Topic 16: Poorva Kerala Bhasha, Resource Person:** Dr. Naduvattam Gopalakrishnan, **Topic 17: Kumaranasante**

**snehasankalpam 'Leela'yil, Resource Person:** Dr. N Mukundan, **Topic 18: Indian sahithya sindhanthangalude samakaleenatha, Resource Person:** Dr. P. S. Radhakrishnan, **Topic 19: Malayalakavithayude cholvadiuvukal, Resource Person :** Dr. Prasad. P. N. **Topic 20: Kudumba-Dambathya Sadachara parinamam : Malayala sthreekathakalil, Resource Person :** Sarathakkutt **Topic 21: Folklorum kavithayum, Resource Person:** Dr.B. Ravikumar, **Topic 22: Daridayum Anandavardhananum, Topic 23: Malayalakavithayile Neoclassic Parambaryam, Resource Person:** Dr. D Benchamin, **Topic 24: Pradesikacharithravum Samoohikabhasha bhedavum, Resource Person:** Dr. A.M Sreedharan, **Topic 25: Service Matters & API Score, Resource Person :** Dr. S. V Sudheer, **Topic 26 : Mental Health, Resource Person :** Dr. Justin Padamadan.

The course came to a successful culmination on 02-09-2014 DR. S. V. Sudheer delivered the valedictory address. The participants expressed their deep appreciation for the excellent conduct of the course which enlightened and enthralled them. They acknowledged the dedication, co-operation and timely involvement of the course co-ordinator and the staff of ASC. Above all, they expressed their gratitude to Dr. S.V Sudheer, the architect behind the programme.

**SHORT TERM COURSE FOR RESEARCH GUIDES IN  
SOCIAL SCIENCES  
[From 25-08-2014 to 29-08-2014]**

The Short-Term Course for Research Guides in Social Sciences commenced on 25<sup>th</sup> August 2014 with the welcome address by Dr. S.V Sudheer, Director, Academic Staff College, University of Kerala. He briefed the participants on the structure of the programme and its objectives. The course coordinator of the programme was Dr. K. P Vijayakumar. He solicited the whole hearted co-operation of all the participants throughout the programme. The ice-breaking session was led by Dr. K. P Vijayakumar in the morning session of the first day. It was an interactive session which helped the participants to know each other. Dr. P. K Suresh Kumar,

Assistant Librarian and Research Guide, Kerala University Library, and Dr. Elizabeth George, Assistant Professor, Adi Shanakara Institute of Engineering and Technology, Mator, Kalady, were unanimously elected as the convenor and the co-convenor respectively.

**Topic 1: Digital Resources in Social Sciences, Resource Person:** Dr. K. P. Vijayakumar, **Topic 2: Research Design, Resource Person:** Dr. Simon Thattil, **Topic 3: Evaluation measures of research productivity, Resource Person:** Dr. A. Gopikuttan, **Topic 4: Student Guide Relationship, Resource Person:** Dr. Dev Das Menon, **Topic 5: Questionnaire as a research tool, Resource Person:** Dr. S. Kevin, **Topic 6: Use of Reference Management software, Resource Person:** Sriram V, **Topic 7: Data analysis using SPSS, Resource Person:** Dr. Nagarajan Naidu, **Topic 8: Google Doc applications in research, Resource Person:** Dr. Dineshan Koovakkai.

The Course came to a conclusion on 29<sup>th</sup> Aug 2014. In the valedictory function, the participants praised Dr. S.V. Sudheer for his cordial approach and friendly attitude. They also appreciated the efforts taken by Dr. K.P Vijayakumar, Course coordinator. They also acknowledged the whole hearted support of the administrative staff of ASC.

## XXIV REFRESHER COURSE IN MATHEMATICS

**[From 17-09-2014 To 07-10-2014]**

The 24th Refresher Course in Mathematics commenced on 17<sup>th</sup> September 2014. Dr. S.V. Sudheer, Director, ASC, inaugurated the course. He wished a meaningful learning experience to the participants. The Course Co-ordinator Dr. G. Suresh Singh organized the ice breaking session and gave a briefing on the structure of the programme and its objectives. The conveners of the course were Dr. Rajesh K. Thumbakara, Asst. Professor, Dept. of Mathematics, M.A College, Kothamangalam, and Ms. Sudha Rani K.G., Associate Professor, Dept. of Mathematics, Maharajas College, Ernakulam, respectively. There were 36 participants from different states of India, including Madhya Pradesh, Karnataka, Tamil Nadu and Kerala.

The following were the topics discussed: **Topic 1: Semigroups and Lattices, Resource Person:** Dr. A.R. Rajan, **Topic 2: Stress Management, Resource Person:** Dr. Dev Das Menon, **Topic 3: Topology and Order, Resource Person:** Dr. P.T Ramachandran, **Topic 4: Capital Market Operations, Resource Person:** Dr. G Raju, **Topic 5: Functional Analysis, Resource Person:** Dr. S. Somasundaram, **Topic 6: Abstract Algebra, Resource Person:** Dr. R. Kala, **Topic 7: Time Management, Resource Person:** Sri. J.T. Hari, **Topic 8: Algebraic Graph Theory, Resource Person:** Dr. M.I. Jinnah, **Topic 9: Coding Theory, Resource Person:** Dr. N. Sridharan, **Topic 10: Smart Board, Resource Person:** Sri. Anand Sunny, **Topic 11: Dynamical Systems, Resource Person:** Dr. C.V Anilkumar, **Topic 12: Stochastic Calculus, Resource Person:** Dr. Deepak T.G., **Topic 13: Health & Wellness, Resource Person:** Dr. Usha S. Nair.

The participants went on a field trip to Neyyar Dam and Kovalam on 30-09-2014 which gave them a refreshing break from academic sessions. The photo session was held on 23-09-2014. Participants presented their projects which were evaluated by Dr. G. Suresh Singh and Dr. C. Jayasri.

The programme concluded on 07-10-2014 with a Valedictory session. The Director of the ASC delivered the valedictory speech and distributed certificates to the participants. The participants extended their sincere gratitude to the organizers and resource persons for the rich learning experience which they gained at ASC.

## SHORT-TERM INTERACTION PROGRAMME FOR PH.D SCHOLARS

**[From 24-09-2014 To 29-09-2014]**

The Short-term Interaction Programme for Ph.D. Scholars commenced on 24-09-2014. The course was inaugurated by Dr. S.V. Sudheer, Director, Academic Staff College, University of Kerala. In his inspiring inaugural address, Dr. Sudheer stated that it was the duty of the teachers to make effective contribution to the scenario of research in the country.



The following topics were discussed in the programme: *Topic 1: Stress Management, Resource Person: Dr. Dev Das Menon, Topic 2: Approaches to Research, Prof. Simon Thattil, Topic 3: Use of tools in Research, Resource Person: Mr. Somasekharan Pillai, Topic 4: Scientific Report Writing, Resource Person: Dr. E. Shaji, Topic 5: IPR in research, Resource Person: Dr. Bismi Gopalakrishnan, Topic 6: Review of Literature, Resource Person: Dr. K. P. Vijayakumar, Topic 7: Referencing and sourcing in Research, Resource Person: Mr. V. Sriram, Topic 8: Writing skills in research, Resource Person: Dr. B. Hariharan, Topic 9: Role of ICT in Research, Resource Person: Dr. Madhu S. Nair, Topic 10: Issues relating to research in Sciences, Resource Person: Prof. Kuruvila Joseph.*

The programme concluded on 29-09-2014. In the valedictory session of the programme, the participants gave their feedback which indicated a high level of satisfaction with the programme. They thanked Dr. S.V. Sudheer for his dedication towards them and towards the programme.

### **XXI REFRESHER COURSE IN WOMEN'S STUDIES From 07-10-2014 To 27-10-2014**

The XI Refresher Course in Women's Studies commenced on 07-10-2014. Dr. S. V. Sudheer, Director of ASC, inaugurated the proceedings. He gave an outline of the course and talked on the need of enhancing the capabilities of the teachers.

The course was co-ordinated by Dr. Sindhu Thulaseedharan who also led the ice breaking session. Fr. Jose George, Dept. of Malayalam, S. B. College, Changanacherry, and Ms. Minu Mary Mathew, Dept. of English, Assumption College, Changanacherry, were selected as the Convenors.

The following topics were discussed in the programme. *Topic 1: Gender equality and the constitution of India, Resource Person: Dr. N. K. Jayakumar, Topic 2: Legal protection of women, Resource Person: Adv. Bhuvanachandran Nair, Topic 3: Cyber Crimes, Resource Person: Sri. N. Vinayakumaran Nair, Topic 4: Introduction to Women Studies & Feminist Theories, Resource*

*Person: Dr. D. Laura Dameris, Topic 5 : Time Management, Resource Person : Dr. V. Reghu, Topic 6: Women & Surrogacy & Women & Domestic Violence, Resource Person : Dr. Bindumol V.C, Topic 7: Basic concepts of Feminism & Gender, Transgender & Sexuality, Resource Person: Dr. Meera Baindur, Topic 8 : Women as catalyst of social change & A review of Kasturba – Gandhiji Relationship, Resource Person : Dr. N. Radhakrishnan, Topic 9 : Media, Resource Person : Sri. C. Gouridasan Nair, Topic 10: Women & Health, Resource Person : Dr. Sangeetha Menon, Topic 11: Modern political thinkers on women, Resource Person: Prof. Rajaram Tolpadi, Topic 12: Panel discussion on what sought of society should emerge in Kerala, Resource Person : Dr. Saradamoni, Sri. B.R.P. Bhaskar, Sri. T. K. Vonodan, Topic 13: Women & Cinema, Resource Person: Ms. Bina Paul, Topic 14: Women in Smritis, Resource Person: Dr. Kumudavalli, Topic 15: Gender Budgeting, Resource Person: Dr. Mridul Eapen, Topic 16: Stress Management, Resource Person: Dr. Renjith R. Pillai, Topic 17: Women & Environment, Resource Person: Dr. S. Santhi, Topic 18: Creativity Mind Analysis Resource Person: Dr. Prasad Sundararajan, Session 19 & 20: Project presentations by the participants, Resource Persons: Dr. Resia Beegam & Dr. Radhamony*

The participants went on an enjoyable trip to Chitranjali Studio on 21-10-2014. Positive feedback and suggestions were given by the participants during the valedictory function.

***No MAN can called friendless when he has  
God and the companionship of good books.***

*- Elizabeth Barrett Browning*

***IN PRAYER it is better to have a heart  
without words than words without a heart.***

*- John Bunyan*

***"Don't take rest after your first victory  
because if you fail in second, more lips  
are waiting to say that your first victory  
was just luck."***

*- A.P.J Abdul Kalam*

## UNIVERSITY GRANTS COMMISSION

### GUIDELINES FOR ACADEMIC STAFF COLLEGES

#### I. Introduction

The National Policy on Education (NPE) 1986 in its programme of action makes a pointed reference to the crucial link between teacher motivation and the quality of education.

The NPE recognized the need for improving quality of teaching and proposed to provide opportunities for professional and career development so that teachers may fulfill their role and responsibility within the system of higher education. It was proposed to enhance their motivation skills and knowledge through systematic orientation in specific subjects, techniques and methodologies, and thereby inculcate in them the right kind of values that would in turn encourage them to take initiatives for innovative and creative work.

#### Eligibility, target Group and Duration

For the Orientation Programmes, newly appointed lectures up to six years of continuous service and all those teachers who require orientation for getting a higher grade will be allowed. Attendance should be a condition for confirmation and the same course will be counted for promotion to a senior scale.

For the Refresher Courses, participation in the Orientation Programme is a prerequisite for admission. However, in exceptional cases a teacher may be allowed to complete a Refresher Course prior to completion of an Orientation Programme. Also, there should be a minimum gap of one year between two courses, though it may be relaxed if an adequate number of participants is not available or it is essential for the teacher to fulfill eligibility conditions for career advancement.

The Orientation Programme will be of four weeks duration, with minimum of 24 working days (excluding Sundays) and 144 contact hours (six hours a day). The refresher course will be of three weeks duration, with minimum of 18 working days (excluding Sundays) and 108 contact hours (six hours a day). If a participant fails to complete the requisite contact hours in a program, he may be permitted to make up for the backlog hours at own cost in another programme by the ASC concerned.

Part time/Adhoc/temporary/contract teachers who have been teaching for at least three academic sessions in an institution which has been affiliated to a University for at least two years may be permitted to participate in the Orientation Programme/Refresher Course to enhance their skills.

Universities and colleges will allow interested teachers to attend UGC-ASC programmes based on their eligibility. Otherwise valid reasons will have to be initiated to the teacher concerned, as the courses organized for their teachers will ultimately benefit the university and college. Temporary arrangements in place of teachers deputed for such courses may be made by internal adjustment if required. However, it may not be possible for the Commission to provide any additional grant to pay either honorarium or salary of the substitute, if appointed.

#### Permission to Attend Refresher Courses during the Period of the Teacher's Fellowship

Teachers' fellowship as well as Refresher Courses/Orientation Programmes are meant for professional development. A teacher interested in attending Refresher Courses (as per the requirements of career advancement) during the period of fellowship should not be denied the opportunity as it supplements his/her professional development. Therefore, the UGC has decided to permit the teacher fellows to attend a Refresher Course provided :

- i. He/she surrenders living expenses for the period he/she is attending the Refresher Course, agrees to submit to the ASC an undertaking to this effect through the concerned research centre before joining the course.
- ii. The Refresher Course is attended in the subject that is relevant to his/her research.
- iii. No extinction in the teacher fellowship is sought on these grounds.

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*Dr. P.K. Radhakrishnan, Vice-Chancellor, University of Kerala inaugurating the 137th Orientation, Dr. S. V. Sudheer, Director, UGC-ASC & Dr. Jeevanlal, Member Syndicate, University of Kerala, present.*



*Panel Discussion for RC in Human Rights 'Corruption' : Dr. N. R. Madhava Menon, Sri. Babu Jacob IAS (Retd.), Adv. Ajit Joy IPS (Retd.) on the dais*



*Dr. S. V. Sudheer, Director, UGC-ASC, Dr. N. Suresh, Course co-ordinator and the participants of RC in Hindi planing the seedling in front of the ASC.*



*Prof. George Thomas inaugurating the RC in Life Sciences, Dr. S. V. Sudheer, Director, UGC-ASC & Dr. P. M. Radhamony, Course co-ordinator on the dais*



*The participants of Refresher Course in Malayalam celebrating Onam*

**PROGRAMMES CONDUCTED  
FROM DECEMBER 1987 TO MARCH 2014**

<b>Sl. No.</b>	<b>Year</b>	<b>Number of Courses</b>	<b>Number of Participants</b>
1	1987 - 1988	03	94
2	1988 - 1989	08	281
3	1989 - 1990	10	337
4	1990 - 1991	12	405
5	1991 - 1992	16	482
6	1992 - 1993	18	493
7	1993 - 1994	19	583
8	1994 - 1995	15	459
9	1995 - 1996	12	381
10	1996 - 1997	11	408
11	1997 - 1998	11	449
12	1998 - 1999	13	572
13	1999 - 2000	22	960
14	2000 - 2001	27	1104
15	2001 - 2002	28	1202
16	2002 - 2003	32	1294
17	2003 - 2004	33	1108
18	2004 - 2005	33	1296
19	2005 - 2006	36	1180
20	2006 - 2007	33	1002
21	2007 - 2008	36	1094
22	2008 - 2009	32	1104
23	2009 - 2010	34	1049
24	2010 - 2011	32	985
25	2011 - 2012	30	1093
26	2012 - 2013	27	1014
27	2013 - 2014	29	1125
<b>Total</b>		<b>612</b>	<b>21,554</b>

Applications may reach this office 30 days prior to the commencement of each course  
Application forms can be downloaded from the website: **[www.keralauniversity.ac.in/ugcasc](http://www.keralauniversity.ac.in/ugcasc)**

For Private circulation only

Edited and Published by Prof. (Dr.) S. V. Sudheer, Director, UGC-ASC

Text Editor: Dr. Sumithra Devi S., Assistant Professor in English,

T.K.M.College of Arts & Science, Kollam

Associate Editors: Mr. V. S. Ajith & Mr. Hari S.

Editorial Assistant & Designs: Mr. J. V. Rajasekharan Nair

Printed at Prasanth Printers, Ambalathinkara, Kazhakuttom