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In collaboration with



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1915 - 2015

SMJV's CKSV Institute of Management

Shri Mahavira Jaina Vidyalaya Education Foundation
C K Shah Vijapurwala Institute of Management



Organize

international Faculty Development Program (iFDP)

Resource Speaker

Prof. (Dr.) Satinder Dhiman, Dean, MBA,
Woodbury University, California, USA

October 25-26, 2013

**Gujarat Technological University,
Chandkheda Campus, Ahmedabad**

SUPPORTING INSTITUTES



AHMEDABAD



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iFDP for MBA Faculty Members 2013

With a view to enhance teaching quality and capability, and train the Faculty members teaching **GTU's Global MBA Program** at *international level*, Gujarat Technological University (GTU) in collaboration with SMJVs CKSV Institute of Management (CKSVIM), organized the 7th FDP, which is the *first international Faculty Development Program (iFDP)* for the benefit of **affiliated 119 MBA institutes and their Faculty Members** on **25th & 26th October, 2013** at **GTU, Chandkheda Campus, Ahmedabad**. The occasion was inaugurated by **Dr. Akshai Aggarwal, Vice-Chancellor, GTU; Prof. (Dr.) Satinder Dhiman, Associate Dean, MBA, Woodbury University, California, USA** and **Dr. Rajesh Khajuria, Director, SMJV's CKSV Institute of Management and Convener, FDP-GTU**.

The two day iFDP was a brainstorming session on **techniques of Teaching Excellence** and **Student Learning Outcome Assessment**, the two important tools utilized effectively in some of the best MBA Institutes in the world to be ahead of competition.

A total of 50 faculties participated in the iFDP from 21 different educational Institutes...thus making the iFDP a grand success with their active participation and involvement.

About the Resource Speaker/ Mentor...

Prof. (Dr.) Satinder Dhiman, Associate Dean, MBA, Woodbury University, California, USA

Prof. (Dr.) Satinder Dhiman, PhD, EdD, has been preparing leaders in higher education for the last **35 years** in various settings on two continents. He currently serves as a **Professor of Management and as the Associate Dean, Chair, and Director of the MBA Program at Woodbury University's School of Business in Burbank, California**. He holds a **PhD in Social Sciences- Management orientation- from Oldendorff Graduate School, Tilburg University**. Recipient of several teaching and professional honors, **Dr. Dhiman also won ACBSP's prestigious International Teaching Excellence Award (2004), Steven Allen's Award for Educational Excellence (2006), IPCSI's Life Time Achievement Award in Management Education (2008), and Excellent Management Educator Award in 2011 and 2012, conferred by IPCSI and Punjab Government, India**. Widely published author and co-author of several management books, **Dr. Dhiman is also the co-author and co-editor of seven recent books entitled, Teaching Leadership and Organizational Behavior through Humor: Laughter as the Best Teacher (2012); Business Administration Education: Changes in Management and Leadership Strategies (2012); From Me to We: Transforming Ourselves to Greater Awareness (2011)** and many more. His most recent book, **Seven Habits of Highly Fulfilled People: Journey from Success to Significance (2012)** is about transforming our search for success into a discovery of profound meaning and significance.

Gujarat Technological University (GTU)

Gujarat Technological University (GTU) was established on 16th May, 2007 to provide excellence in science and technology field. GTU makes 100 Degree Engineering, 90 Degree Pharmacy, 90 Diploma Engineering, 119 MBA, 76 MCA, 2 Hotel Management, 16 Diploma Pharmacy colleges, in total 4,00,000 students and 20,000 professors united under GTU and has achieved a new stage in science and technology. GTU provides a live environment to enable the advancement of knowledge and discovery. Its Mission is to provide Faculties and students a vast ocean of knowledge which can bring new inventions and discoveries. GTU is becoming an International Innovative University with several collaborations and exchanges with Canada, The USA and German Universities and attracts foreign students from across the globe.

SMJVs C K Shah Vijapurwala Institute of Management (CKSVIM)

C K Shah Vijapurwala Institute of Management (CKSVIM) is founded by Shri Mahavira Jaina Vidyalaya Education Foundation (SMJV), a 99 year old Trust. CKSVIM is the first Management Institute (B-School) in Western India who has met the requirements of the Baccalaureate / Graduate Degree Board of Commissioners and Awarded 'Candidate for Accreditation' by Accreditation Council for Business Schools and Programs (ACBSP), USA. CKSVIM is Awarded A+ consecutively for two years (2011 & 2012) in Best 'B – Schools Survey' conducted by Business India and published on www.bibschoolsurvey.com. It is among the Top 10 MBA Institutes as per the Survey Conducted by Business Standard and published in Indian Management, May 2013 Issue. It has just concluded the Final Audit Process of ISO 9001:2008 Quality Certification, and is marching towards excellence under the umbrella of GTU.

THE TWO-DAY DETAILED REPORT DAY 1: 25TH OCTOBER, 2013

In the **Inaugural Ceremony** **Dr. Akshai Aggarwal, Vice-Chancellor, GTU**, spoke on the difference of management system in India and abroad. He also talked about the limitations of faculty members as they have limited number of teaching hours and fixed curriculum which is to be completed on time. He also emphasized on the importance of discussion and joint learning as well as immersion studies in MBA education. He said that inspite of all limitations, it is the duty of the faculty members to deliver their best in the class.



Dr. Rajesh Khajuria, Director, SMJV's CKSV Institute of Management and Convener FDP-GTU, talked on the importance of teaching excellence in management program. He spoke on the ethical and best practices being followed by CKSVIM and urged others to do so to bring in excellence at their institutes. He said if all do their best, then holistically the 'system' as a whole improves.



Session 1 on Day 1 was on **Teaching Excellence** conducted by **Prof. (Dr.) Satinder Dhiman, Associate Dean, MBA, Woodbury University, California, USA**. He spoke on **‘Being the Change’**, by implementing good teaching practices, setting a goal of life and being the ‘lamp’ itself to bring in light. He asked everyone to write their goals of Life as well as to mention the obstacles in the way to achieve those goals, and thereby write what we are doing about those obstacles in our way. He said that to bring in excellence a teacher should create magic in the class.



Session 2 on Day 1 was continued on Teaching Excellence by **Prof. (Dr.) Satinder Dhiman**. He talked about some philosophies like **“Manusytam”**, **“ Mumukshtam”** and that it is very difficult to get **“Guru Sharnam”** who can enlighten the life of a student. He gave three simple ways for a healthy life... **Love all, Know thyself, and Bhakti of God**. He said that we should ourselves learn to be like the honey-bee, gathering nectar and then creating honey...and also teach our students to be like honey-bees.



Lastly he talked on four approaches to life, **Darkness to darkness, Light to darkness, Darkness to light, Light to Light**. He also spoke on the essentials of dialogue and participation in the class. He shared of the essence of student and learner-centric teaching and the role of teacher to be just like a facilitator.

DAY 2: 26TH OCTOBER, 2013

Dr. Satinder Dhiman drove the faculties into the ride of broadening their mindsets on the second day as well. The entire teaching from Dr. Dhiman was established by stories from Indian Mythology, of real legends, sages and saints from various countries, and of kings and people across vast timeline.

The following are the points Dr. Dhiman talked about:

1. Learning to Learn
2. The importance of Paradigm Shift
3. The importance of sufferings in one's life, which helps a man to learn and face problems and share one's life experiences to overcome those problems or sufferings. He said that an 'imbalance' or 'off-balance' helps one to fight the problems in a better way.
4. The definition of wisdom...to move from information and knowledge to wisdom.
5. The rules of Mind of every individual (applicable to students as well as teachers). He said to go with an open-mind for anything or to learn anything new; and not to go with some 'pre-mature cognitive commitment'.
6. Importance of Control over mind
7. The importance of life
8. The different types of listening. He discussed six types of listening namely: ignoring, pretending, selective listening, attentive listening, empathetic listening and intuitive listening.
9. The Art of Questioning
10. The test of Excellence
11. The importance of Humility and Perseverance, especially as a teacher. He said if you have to change someone, do it with love...don't be sarcastic.
12. The importance of Character with Science

He shared his knowledge of Rubrics as an Assessment Tool, to measure 'Student Learning Outcomes'. He discussed with the faculties the various criteria like presenting skills, communication etc, which should be assessed and how should it be developed.

The participants realized the immense knowledge Dr. Satinder Dhiman had, be it in Literature, Philosophy, Arts and of course Management excellence as well as 'Assessment as a tool'. Everyone was astonished by his command over languages viz. Hindi, English, Urdu, Sanskrit & Punjabi.

His wisdom was reflected from his effortless sharing of the meaning of various '*shlokas*' of Gita; poems and couplets of saints & poets; and uncovering the quotes of legends from various ages, culture and religions...and the way he answered the queries of the participants.

DAY 2: 26TH OCTOBER, 2013

He gave names of various books to be read, he himself being a voracious reader, which was reflected from his sharing of experiences as well as knowledge sharing of almost any field. He urged the faculty members to do in-depth reading and study of at least the field or specialization one is teaching, and to cover not only the national study but also to have a broad overview by having an in-depth knowledge of global studies of the field.

Dr. Dhiman could light a spirit of excellence in the minds of the participants through the medium of 'Self Awareness' and 'Self Enlightenment'.

Valedictory Ceremony

The valedictory ceremony was graced by **Prof. (Dr.) M N Patel, Director GTU and Dr. G P Vadodaria, I/c Registrar and Controller of Examination- GTU.**

Prof. (Dr.) M N Patel, Director GTU congratulated GTU and CKSVIM for organizing such a wonderful iFDP for all the faculties which will surely help to bring positive changes in the entire system. Dr. Patel said that he really admires MBA department of GTU which organizes so many workshops and FDP's.

Dr. G P Vadodaria, I/c Registrar and Controller of Examination- GTU, shared his concern about the examination system. He urged faculties to set and evaluate university papers religiously and also justifying the examination work. He then congratulated the participants for successfully attending the 2 days iFDP.

Dr. Rajesh Khajuria proposed **Vote of Thanks** to Dr. Dhiman for his excellent delivery of the program over two days, coming all the way from The USA to CKSVIM as a part of ACBSP Accreditation process. He also thanked Dr Aggarwal, Prof. M N Patel and Dr Vadodaria, Ms. Almas and GTU staff members, senior faculty and about 50 participants from 21 colleges including two other universities, PDU (Pandit Dindayal Petroleum University) and IITE (Indian Institute of Teachers Education), Government of Gujarat, Gandhinagar, thanks to **Dr. Kamlesh Joshipura, Hon. Vice Chancellor, IITE. The iFDP was co-organized and co-sponsored by GTU and CKSVIM.**

The participants who had successfully attended 2 days of iFDP were given **Certificate of Participation** by **Prof. (Dr.) M N Patel, Dr. G P Vadodaria, Dr. Rajesh Khajuria and Dr. Chinnam Reddy.**

To conclude...

The two day international FDP (iFDP) succeeded in bringing out the technicalities of driving towards excellence in teaching, not only from the perspective of the technical knowledge *per se* but also from a holistic view point to first be a good human being and create resonance in one's own life...and also be a good teacher, a 'guru' in the true sense. He also discussed about 'Student Learning Outcome Assessment' one of the important tool which is utilized effectively in some of the best MBA Institutes in the world in order to be ahead of competition.

The analysis of the feedback of the two day iFDP showed that 64% of the participants found the presentation and delivery of the mentor to be excellent! 82% of the participants found the interaction of the mentor with the participants to be ranging from good to excellent. **(The detailed Feedback Analysis is added herewith as Annexure-1 with the report)**

The Report is prepared by Ms. Hetal Thakar and Mr. Nirav Majmudar and Edited by Ms. Ranjita Banerjee (Asst. Professors, CKSVIM), Graphics designing by Mr. Ankit Shah (Asst. Prof. & TPO, CKSVIM).

Thanks & regards,

Dr. Rajesh Khajuria, Director, CKSVIM and Convener, FDP-GTU



Annexure-1: FEED BACK ANALYSIS (iFDP 25th & 26th October,2013)

Response of the participants (in %)

	Criteria	1=Needs improvement	2=Satisfactory	3=Good	4=Very Good	5=Excellent
Mentor						
1	Solo Talk by the Mentor	12	6	6	29	47
2	Subject & content	15	9	6	29	41
3	Presentation/Delivery of the Mentor	6	12	9	9	64
4	Ability to create interest in the topic	18	9	3	29	41
5	Bringing practical knowledge	9	15	9	29	38
6	Interactions with participants	0	18	15	12	55
Infrastructure and Hospitality arrangements						
1	A.V / technical aids	9	3	24	47	17
2	Comfortable seating arrangements	0	0	12	35	53
3	Quality of food/ refreshment	3	6	38	32	21
4	Hospitality by hosting staff	3	12	15	35	35
Registration desk & Miscellaneous						
1	Registration formalities	9	9	21	46	15
2	Kit	38	20	21	15	6
3	Timeliness of the iFDP	9	15	17	44	15
4	Overall co-ordination of the iFDP	9	0	14	53	24

(*Total number of feedback received : 34)

Schedule of iFDP : 25th -26th October 2013 at GTU Chandkheda Campus, Ahmedabad

	TIME	SUBJECT	SPEAKERS
DAY 1: 25th October, 2013 Friday			
*	9.00 to 9.30 hrs.	REGISTRATION AND REFRESHMENT	
1	9.30 to 10.15 hrs.	INAUGURATION	Prof. (Dr) M N Patel, Director-GTU, Dr. G P Vadodaria, I/c Registrar and CoE – GTU, Dr. Rajesh Khajuria-Convener FDP-GTU and Director-SMJV's CKSVIM
2	10.30 to 12.30 hrs.	Student Learning Outcome Assessment	Dr. Satinder Dhiman, USA
LUNCH			
3	13.30 to 16.30 hrs.	Student Learning Outcome Assessment	Dr. Satinder Dhiman, USA
DAY 2: 26 October, 2013 Saturday			
1	9.30 to 10.15 hrs.	Internationalization of GTU	Dr. Akshai Aggarwal, Hon. Vice Chancellor – GTU
2	10.30 to 12.30 hrs	Teaching Excellence	Dr. Satinder Dhiman, USA
LUNCH			
2	13.30 to 16.30 hrs	Teaching Excellence	Dr. Satinder Dhiman, USA
3	16.30 to 17.00 Hrs.	Valedictory and Certificate to Participants	Dr. Akshai Aggarwal, Vice Chancellor Prof. M N Patel, Dr Vadodaria, Dr. Khajuria, Dr. Junare, Dr. Reddy etc.

- **NEW*** : Fee for Two Day iFDP: Rs. 1000/- per head for the faculty members of GTU as well as for the faculty members from other universities/ institutions. A discounted fees of Rs. 500/- is for Research Scholars, pursuing PhD. Research Scholars to attach a copy of the Identity Proof with Registration Form.
- Participants shall be issued a 'Certificate of Participation in iFDP' by GTU-CKSVIM.
- Interested faculty members have to pay the fees through **DD / Cheque** in favour of **C. K. Shah Vijapurwala Institute of Management, payable at Vadodara**, along with the registration form.

Thanks!