

Report

Faculty Development Programme on 'Excellence in Education'

February 7-11, 2023

Inaugural Function

Day/Date	Time	Visit of dignitaries	Total foot falls
Tuesday February 7, 2023	9:00 am – 10:00 am	Prof. Vibhuti Patel and Dr D. N. Sansanwal	55



The coordinator Ms Abraham welcomed all the participants and the guests to the programme. The Faculty Development Programme (FDP) on 'Excellence in Education' was inaugurated by the Our Chief Guest Prof. Vibhuti Patel (Former Professor of Advanced Centre for Women's Studies School of Development Studies TISS, Mumbai), Dr D.N. Sansanwal (Retd. Head and Dean Faculty of Education Devi Ahilya University, Indore) and Prof. Sujata Bhan (Head of Department of Special Education, SNDT Women's University, Mumbai). The programme was followed by singing the University song. Prof. Bhan, in her address, welcomed all the respective dignitaries and participants for their valuable presence and motivated them. She highlighted that research could underpin professional learning of knowledge, skills and understanding and urged the researchers to actively take steps to reach out to all. She further conveyed her sincere thanks to Rehabilitation Council of India (RCI) to accord CRE status for the Rehabilitation Professionals. Ms Abraham, then invited Prof. Patel to give her keynote address. Prof. Patel emphasized the need to create an ecosystem of quality education to see education as an investment and an area of human development. Education is not only about

reading and writing but its relationship with nature. She concludes by saying the need of the hour is to provide women with a foundation in math and science. Ms Abraham set the tone for the 5-day faculty development programme by giving the overview of the entire programme.

Programme Itinerary

Day/Date	Session	Time	Resource Person	Topic
Day 1 (Tuesday)	Session I	10.15–12.15 pm	Prof. D. N. Sansanwal	Introduction to Research, Research Paradigms and Approaches
	Session II	1.00-3.00 pm	Prof. D. N. Sansanwal	Research Process: Conceptualizing to Conducting
	Session III	3:15-5:15 pm	Prof. D. N. Sansanwal	Writing a Research Proposal
Day 2 (Wednesday)	Session IV	9.00- 11.00 am	Prof. Sybil Thomas	Ethical Considerations in Research
	Session V	11.15–1.15 pm	Prof. Smita Shukla	Literature Review: Concept, Process and Types
	Session VI	2:00-3:30 pm	Dr Varsha Gathoo	Writing a Research Report
	Session VII	3:45-5:15 pm	Dr Sarika Sawant	Publishing Research
Day 3 (Thursday)	Session VIII	9.00- 11.00 am	Prof. Raj Gupta	Experimental Research
	Session IX	11.15–1.15 pm	Prof. Anita Julka	Descriptive Research
	Session X	2:00-3:30 pm	Prof. Pradnya Wakpajjan	Correlational Research
	Session XI	3:45-5:15 pm	Dr Vidya Naik	Analyzing Quantitative Data
Day 4 (Friday)	Session XII	9.00- 11.00 am	Prof. Mythili Ramchand	Action Research
	Session XIII	11.15–1.15 pm	Prof. Richard Rose	Case Study Research and Historical Research
	Session XIV	2:00-3:30 pm	Prof. Richard Rose	Grounded Theory Research
	Session XV	3:45-5:15 pm	Prof. Richard Rose	Narrative Research
Day 5 (Saturday)	Session XVI	9:00-11:00 am	Prof. Richard Rose	Methods of Qualitative Data Collection
	Session XVII	11:15-1:15 pm	Prof. Richard Rose	Analyzing Qualitative Data
	Session XVIII	2:00-4:00 pm	Dr Rajshri Mahtani	Mixed Methods Research

Proceedings/Session Wise Report/ Recommendations

The five-day faculty development programme on 'Excellence in Education' organized by Department of Special Education, SNTD Women's University sponsored by Rehabilitation Council of India was coordinated by Ms Betty Abraham, Assistant Professor, Department of Special Education, SNTD Women's University.

On the first day i.e., February 7, 2023, the participants reported to the venue at 8.00 am for their registration. Breakfast was served to the participants after registration.

Day 1 (February 7, 2023)



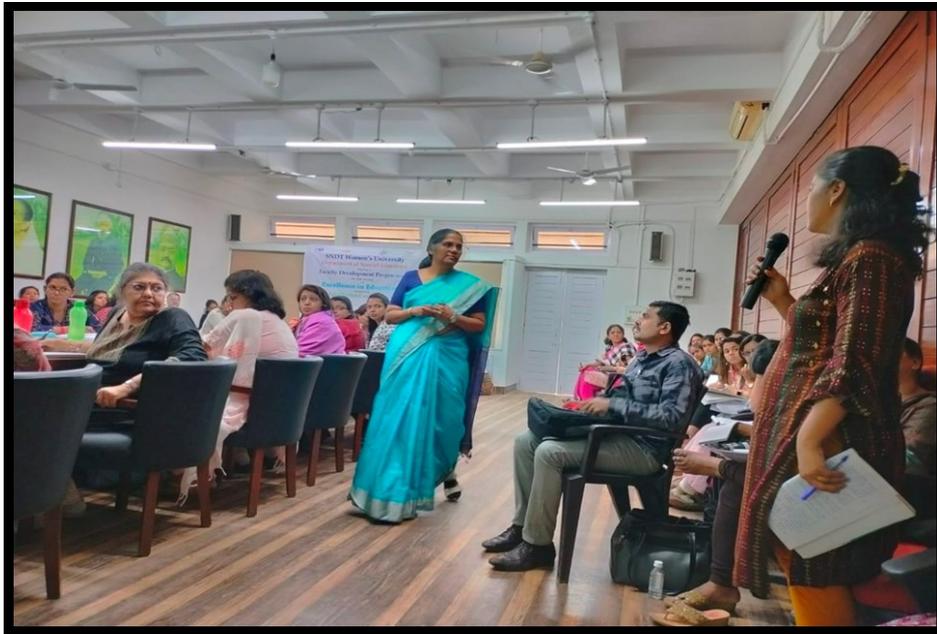
The sessions for the day started by Dr D.N. Sansanwal, Retd. Head and Dean Faculty of Education Devi Ahilya University, Indore on the topic 'Introduction to Research, Research Paradigms and Approaches'. Dr Sansanwal's energy level inspired the participants. His teaching style was unique, and full of humor and wit. He explained the method of teaching and challenged our thinking in a way that left an everlasting impact on how the research as a whole is understood. He explained the meaning of research and the characteristics of research. The different bases for classifying research - type of information, methodological basis, and degree of utility of research findings.

In Session II, he then continued and spoke on the topic 'Research Process: Conceptualizing to Conducting'. He states that research starts as a broad area, but we, as researchers have to narrow it down till it cannot be narrowed down further, that's when we can identify the research problem. He explained the process of research along with examples to provide better clarity to the participants.

The last session was resumed by Dr Sansanwal on the topic 'Writing a Research Proposal'. He started the session by giving time to the participants to think and brainstorm about the research problem. The participants shared their research problems and developed the title for their own research proposal. He stated a list of green

flags and red flags in writing the research proposal through the topic given by the participants, the focus was also on identifying the research variables and writing the hypotheses knowing the basis of the proposed hypothesis.

Day 2 (February 8, 2023)



The session on day 2 was conducted by Prof. Sybil Thomas, General Manager, Academics and Training, Maharashtra State Faculty Development Academy, Pune and co-taught by Prof. Pradnya Wakpainjan, Head, Department of Education SNDTWU, Mumbai on the topic 'Ethical Considerations in Research'. Prof. Thomas and Prof. Wakpainjan explained the term ethics by highlighting its characteristics. They discussed the need for discussing ethics in research and indicated that there is a need to look at research from a changed perspective. Prof. Thomas and Prof. Wakpainjan also shed light on different approaches to ethics in research which we witness only when we undertake research. They concluded by stating the guidelines to make research 'responsible'.



The Session V was on 'Literature Review: Concept, Process and Types' delivered by Prof. Smita Shukla, Director, IQAC, Director, Alkesh Dinesh Mody Institute for Financial and Management Studies University of Mumbai, Mumbai. Prof. Shukla discussed the importance of reviewing the related literature and defining the scope of reviewing the related literature. She explained the process of conducting a literature review and demonstrated the use of various strategies and tools which help in identifying relevant literature and organizing the data. She also provided guidelines for organizing the literature and concluded by highlighting the characteristics of an effective literature review.



The next session was conducted by Dr Varsha Gathoo, Retd. Head of the Department, Ali Yavar Jung National Institute of Speech and Hearing Disabilities, Mumbai on 'Writing a Research Report'. Dr Gathoo highlighted the difference between an abstract, summary, and executive summary. According to her, research report is a systematic presentation of factual presentation with illustrating examples of the nature of each section of the research report. She concluded by talking about the appropriate language to be used while writing research report.



The seventh session was delivered on 'Publishing Research' by Dr Sarika Sawant, Associate Professor SHPT School of Library Science, SNDT Women's University, Mumbai. Dr Sawant started her session by boosting everyone's morale and confidence to make the research visible to others ethically by sharing about her own journey of failures and how she learned and overcame from it. Dr Sawant helped the participants identify various Avenues for publishing research and gave tips about identifying the right journals for publishing the work. She described the process of publication from submission of the article being published including the embargo period. She also discussed the ethics involved in publishing and stated that futuristic papers should be written and always focus on quality over quantity.

Day 3 (February 9, 2023)



Prof. Raj Gupta, Retd. Professor Dept. of Education, Panjab University, Chandigarh facilitated the session on 'Experimental Research.' She clarified the concept of experiment and experimental research by explaining the process of conducting experimental research through real-time examples from her study. She also explained the concepts of variables and various experimental designs. She shed light on internal and external threats to the validity of experiments and a lot of emphasis was given to ethics related to Experimental Research through real-time examples. She discussed the concepts of variables and experimental designs. She clarified many dilemmas related to Experimental Research. During the session, Prof. Gupta gave an exercise to the participants where they were asked to identify the topics which can be an example of experimental design.



The next session was followed by Prof. Anita Julka, Retd. Professor, NCERT, New Delhi on the topic 'Descriptive Research.' She discussed the concept and meaning of Descriptive Research. She explained that this type of research design that aims to systematically obtain information to describe a phenomenon, situation, or population. More specifically, it helps answer the what, when, where, and how questions regarding the research problem rather than the why. She also emphasized on that the researcher can conduct this research using various methodologies. Prof. Julka also highlighted that descriptive research predominantly employs quantitative data, although qualitative data is sometimes used for descriptive purposes.



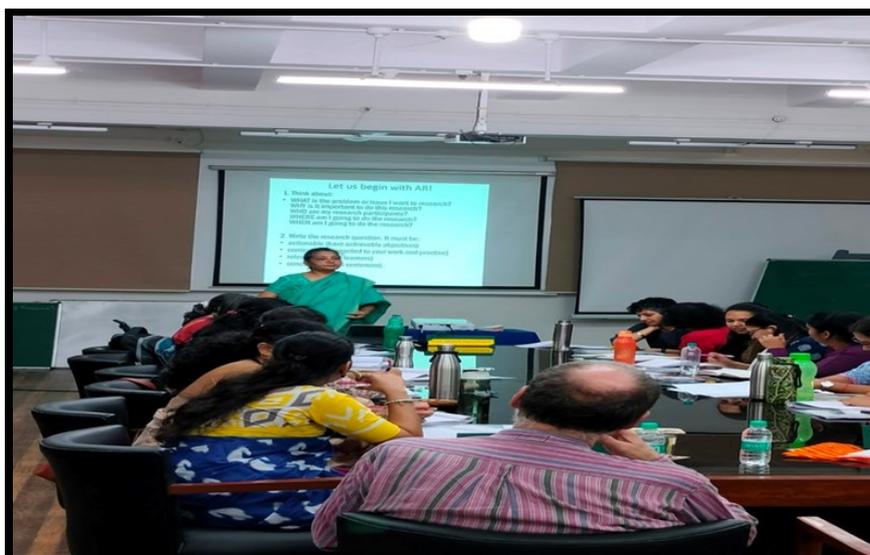
Prof. Pradnya Wakpajjan, Head, Department of Education, SNTD Women's University, Mumbai conducted a session on 'Correlational Research.' She started her session with a discussion round by asking questions like 'What are the factors that influence the student's scientific attitude? Followed by another question 'What are the aspects of personality that get influenced by scientific attitude? She then explained the difference between Correlation and Causality, different methods of Correlation, and their application, and discussed how to interpret the correlation coefficients. She mentioned the Path analysis and regression

analysis techniques. She also showed a Diagrammatic representation of the “Overlapping of variables” which made the concept very clear.



Session XI on ‘Analyzing Quantitative Data’ was delivered by Dr Vidya Naik, Retd. Faculty NMIMS University, Mumbai. She started her session by explaining the connection between the research problem, research objectives, data collection process, and data analysis. She emphasized the importance of data sanitization in data analysis and described the factors that determine the choice of statistical techniques - the type of data, objectives, and nature of the hypothesis. She further explained the key concepts - confidence interval, statistic and parameter, standard error, degrees of freedom, level of significance, p-value, errors in interpretation, one and two-tailed tests.

Day 4 (February 10, 2023)



Prof. Mythili Ramchand, Chairperson, Center of Excellence in Teacher Education, Tata Institute of Social Sciences, Mumbai delivered a session on ‘Action Research’. She started the session with an activity to understand ‘Action Research’ better and clarified doubts of the participants. Prof. Ramchand created such an environment which included interactive discussion to broaden the learning of the participants. Prof.

Ramchand, then invited her research scholar to share her research study which was based on action work. This further added clarity on how Action Research could be used in a Ph.D. thesis. Prof. Ramchand described the key features of action research by illustrating the importance of action research and explained the difference between action research and experimental research by giving examples from research which were undertaken either by her or her research scholars.



The following session was conducted by Prof. Richard Rose, Professor Emeritus Inclusive Education, University of Northampton, UK on 'Case Study Research and Historical Research.' Prof. Rose explained the nature of the case study and gave several examples from the research he had conducted in many countries using qualitative approaches. His examples aided the participants in understanding about how a case study can be beneficial for the individual or the small group. He made a strong statement 'Unfortunately teachers look at the student as a case and not as a child. We must have a humanistic approach.' Prof. Rose pinpointed the fact that a case study is not a method, but it involves many methods. His session gave us insights into various types of case studies - embedded and phenomenological by explaining the process of conducting case study research and concluded by highlighting the different types and sources of data that are used in case study research.

In his next session on 'Grounded Theory', Prof. Rose started the session with an activity of getting to know people whom the participants did not interacted since day 1 by having simple conversations. With this activity, he explained the meaning of grounded theory research and shed light on how it does not start with a theory, it is a bottom-up approach; which is exploratory research. The data for grounded theory is obtained from real-world participants in the real-world setting using qualitative methods through interviews and observation. He quoted Glaser and Strauss (1967) "Researchers should focus less on the existing theories and start to focus on the investigation in hand." He concluded by explaining the process of data analysis - coding, memoing, sorting, and theory finding.

The last session of Day 4 was continued by Prof. Rose on 'Narrative Research'. Prof. Rose explained another

type of research i.e. Narrative research and introduced an additional term which is known as ‘life story research’. Prof. Rose discussed that the researcher seeks to find the meaning behind the story. He also explained that restoring of narratives is an important step in the process. He gave the participants a glimpse of various examples and linked them with how people make sense of their life by telling their own stories. According to Prof. Rose, narratives are influenced by Culture, Religious Beliefs, Education, Gender, History, etc.

Day 5 (February 11, 2023)



The session on the last day of the programme was started by Prof. Rose. He delivered the session on ‘Methods of Qualitative Data’. Prof. Rose explained the research process based on the questions that was raised in the study by Nind (2014). He states that the relationship between research and action is critical. He explains that as a researcher, one should not make promises about the outcomes or the results. He also emphasized on Inclusive research and the commitment to social justice, respect for individuals, and bringing about change. He projected the Global perspective of how Inclusive Education is related to Inclusive Research and how qualitative research is about making relationships and getting rid of hierarchies while respecting and valuing individual opinions. He highlights that we include people in research who are most interested in the process of Inclusive Education. He concludes in his session by mentioning inclusive research from a human rights perspective and how women were excluded from it.

Prof. Rose continued the next session and shared his expertise knowledge on ‘Analyzing Qualitative Data’. Prof. Rose explained the steps in qualitative data analysis which are data segmentation, generating open codes, data reduction, axial coding, and development of themes. He believes that one should have respect for data holders, and should follow a systematic process of research, should know the importance of learning by doing, and should share research findings with the participants. In the initial stage of coding, the researchers derive code and apply these to the data. He concluded by referring to research scholars and said that researcher should not look at the data every day, and hence conceptual definitions are important.



The last session of the 5-day programme was conducted by Dr Rajshri Mahtani, Founder Convener Knowledge Whiteboard, Mumbai on the topic 'Mixed Method Research'. Dr Mahtani explained the mixed method as the research approach whereby researchers collect and analyze both quantitative and qualitative data within the same study. In short, there is a use of both qualitative and quantitative research. She introduced the two concepts of mixed method approach i.e., judgement calls and fault lines. She stated that multi-method research is another name for mixed research. She also explained triangulation in research which means using multiple datasets, methods, theories and/or investigators to address a research question. Dr Mahtani provided hands-on experience to the participants. Dr Mahtani asked the participants to follow the principles of triangulation and prepare a research problem.

Outcome

Feedback of Participants



The participants were very pleased with the schedule of the programme, the choice of resource persons and the content covered. The transaction of the CRE was engaging according to them. The participants were

happy that they were going back with very useful information about the Research. The participants were very much satisfied with the venue of the program, food and hospitality offered to them. They were encouraged to share their experiences and their queries were addressed appropriately. The participants found the FDP to be an enriching experience where they got an opportunity to listen to expert eloquent speakers.

Feedback of the Resource Person

The resource persons were glad to have been invited to share their knowledge and expertise on research in the FDP. They found the group of participants enthusiastic, participative, and eager to learn. They found the FDP schedule a good balance of theoretical perspective and practical/application-based sessions. The resource persons were happy with the overall organization of the Programme.

Valedictory Session

Day/Date	Time	Visit of dignitaries	Total footfalls
Saturday February 11, 2023	9:00 am – 10:00 am	Hon'ble Pro VC Prof. Ruby Ojha, Dr Medha Tapiawala, and Prof. Richard Rose	55



The programme came to an end with valedictory programme. The proceedings of the five-day faculty development programme were briefed by Ms Harsha Jain and Ms Rukaiya Sabuwala (M.Ed. Special Education – LD/VI Teacher Trainees) under the guidance of Dr Apoorva Panshikar. Hon'ble Pro VC Prof. Ruby Ojha (SNDT Women's University, Mumbai) in her address, briefly explained the importance of student's growth for the overall Institutional success. She also focused on how research is important and enables people to discover different ideas, viewpoints, theories, and facts. Dr Medha Tapiawala (Dean, Faculty of Humanities, SNDT Women's University, Mumbai) congratulated the department for organizing FDP on such an important theme. She highlighted the importance and relevance of the topic in the current scenario.

The programme was ended with the vote of thanks proposed by Prof. Sujata Bhan (Department of Special Education, SNDT Women's University, Mumbai). She conveyed her sincere thanks to the Hon'ble VC Madam, Hon'ble Pro VC Madam, Prof. Richard Rose, participants for the for the successful completion of the programme and Staff (Teaching and Non-Teaching) endlessly working towards the programme and making it a success and. The participants shared their learnings over the past five days. They gave oral and written feedback.