BHAWANIPUR GLOBAL CAMPUS

(AN AUTONOMOUS INSTITUTION)

COLLEGE CODE:

AISHE CODE: C-6269

AICTE PERMANENT ID: 1-4592571

TEACHER TRAINING POLICY

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1. Policy Details	
Governance	Academic Council
Nodal Unit	SEED (School of Educators' Education and Development)
Applicability	All Faculty (Management, Pharmacy, Technology)
Impact	Happiness at campus, Wellbeing, Sustainable Society
Linked Document	Teaching and Learning Policy

2. Preamble

In the pursuit of creating a resonant and resilient civil society, **Bhawanipur Global Campus** (An Autonomous Institution), a NAAC A+ accredited institution, recognizes that the teacher is the architect of the future. This policy transcends traditional faculty development; it is a blueprint for creating an enabling ecosystem that balances People, Planet, and Profit while promoting Circularity.

The vision of SEED (School of Educators' Education and Development) of **Bhawanipur Global Campus** (An Autonomous Institution) is to train educators who do not merely transact a syllabus but transform lives. By aligning with the organization's Mission and Values, this policy empowers teachers to facilitate a 'Joyful Learning Environment,' ensuring students graduate not just as skilled professionals, but as well-rounded, empathetic, and globally responsible citizens.

3. Nodal Unit

The School of Educators' Education and Development (SEED) is the nodal unit for operationalizing this **Bhawanipur Global Campus** (An Autonomous Institution) policy, with the following mandate:

SEED's mandate:

1. Pedagogical Innovation: Shifting from 'teaching' to 'facilitating learning.'

2. Values Integration: Embedding Universal Human Values (UHV) and Indian Knowledge Systems (IKS) into the fabric of the curricular and co-curriculars.

3. Future Readiness: Bridging the gap between academia and Industry 5.0 through Emerging Tech and ESG compliance.

4. Training Needs Analysis (TNA): Assessing beforehand the TNA of faculty members of each program with necessary budgetary approval. Besides, managing, monitoring and evaluating the continuous development of faculty members.

4. The Training Framework

4.1 The Continuous Loop

Training is not an event but a lifecycle.

- Annual Mapping: Every July, SEED conducts a TNA mapping of faculty against three pillars: Domain Expertise, Pedagogical Nuance, and Psychological/Social Competence.

Recruitment Integration: As per the Institution's Human Resources Recruitment and Induction protocols, new hires are assessed for their 'Teachability' and alignment with

fundamental **Bhawanipur Global Campus** ethos of diversity, equity, inclusion among others before onboarding to relevant bridge training courses.

4.2 'Joyful Learning' Methodology

Faculty are trained to dismantle the stress-fear learning cycle.

- Intervention: Workshops on Gamification, Storytelling, RTVs (Real Time Value) embedded teaching, learning and assessments, Flipped Classrooms etcetera.

- Goal: To convert classrooms into spaces of curiosity and psychological safety where mistakes are viewed as learning milestones.

5. Strategic Interventions: The 'Big Five'

To nurture the 'Whole Teacher' for the 'Whole Student,' SEED mandates training in these critical areas:

5.1 Mental Health & Wellbeing

Context: Teachers are the first responders to student anxiety.

- Training:

    o Psychological First Aid: Identifying signs of burnout, anxiety, and depression in learners.

    o Self-Care for Educators: Resilience training to prevent faculty burnout, ensuring they bring positive energy to the classroom.

- Outcome: A compassionate campus culture where well-being is a prerequisite for academic success.

5.2 Sustainable Development

Context: Aligning SEED modules with the United Nation's SDGs (Sustainable Development Goals) and the Circular Economy principles for effective policy impact.

- Training:

    o Curriculum Infusion: For example, training Pharmacy faculty on 'Green Chemistry,' Management faculty on 'Ethical Investing & ESG (Environmental, Social, and Governance) Reporting,' and Tech faculty on 'Sustainable Computing.'

    o Circularity: Workshops on designing faculty-mentored student projects that minimize waste and maximize resource regeneration.

- Outcome: Graduates who design solutions for a sustainable future.

5.3 DEI: Diversity, Equity, and Inclusion

   Context: **Bhawanipur Global Campus** is a safe space for all identities.

- Training:
  - Recognizing and mitigating biases in assessment and interaction.
  - Pedagogical strategies to support 'Students at Risk' or those with different learning abilities.
- Outcome: An inclusive environment where everyone feels looked after and valued.

5.4 IKS & Universal Human Values (UHV)

- Training

Integrating Indian Knowledge Systems (IKS) as part of Teachers' training to ground students in their heritage, while inculcating ethics, integrity, and service to society with knowledge and skills of UHV modules.

5.5 RE-OPTIONS

Teachers are trained to guide students beyond just 'getting a job.' The RE-OPTIONS training module involving Reuse, Reduce, Recycle, Repurpose equips faculty to mentor students in energy conservation, waste management, demand and distribution management etcetera, involving as follows:

- Research & Innovation
- Entrepreneurship & Start-ups
- Overseas Opportunities
- Internships & Placements
- Technology Transfer
- Life skills
- Family Business
- NGOs & Social Impact
- Services (Civil/Public)

- Outcome: Circular 'living' (see linked policy 'Teaching and Learning Policy) – betterment of the present standards of education for a sustainable future for all.

6. Domain-Specific TNA

Domain specific TNA are carried out annually by the principal of **Bhawanipur Global Campus** (An Autonomous Institution) based on a structured template and one-on-one interview. The main objective here is ensuring the continuous skilling of teachers for more engaging application/practice-based teaching, learning and assessment. For instance, based on the last TNA, specialized tracks identified for technical supremacy were found to be but not limited to as follows.

Domain	Focus Areas	Key Interventions
Computing	AI, Cyber Security, Quantum Computing	Generative AI workflows, Security & Ethical Hacking, Data Science.
Business	Analytics, FinTech, Governance	Business Analytics (R/Python), Digital Assets, Quality Council Assessor Training.
Pharmacy	Clinical Research, Industrial Compliance	GMP & Regulatory Affairs, Clinical Trials Management, Nutrigenetics.

7. Impact: Creating Good Citizens

The ultimate metric of this policy is the quality of the **Bhawanipur Global Campus** (An Autonomous Institution) graduate as a well-rounded resource person of value, integrity, discipline and choice. By investing in our teachers, we ensure:

1. Resilience: Students who can navigate life's volatilities.

2. Resonance: Professionals whose work creates positive ripples in the community.

3. Responsibility: Citizens who prioritize the collective good of the planet alongside people and profit.

8. Review and Governance

This policy is a 'living' document, reviewed twice a year (Semester-end) by SEED and reported to the Academic Council with an objective to remain responsive to the changing dynamics of higher education objects and the needs of the large and growing **Bhawanipur Global Campus** community. In this regard, a comprehensive Teachers Training Module Structure for review and governance is annexed (Annexure 1-3) for reference purposes.

ANNEXURE-1: SEED TEACHERS TRAINING FOR PHYSICAL SPACES

Module Name	Content Focus	Target Outcome	Source/Ref
P1: The Empathetic Educator	Mental Health First Aid, Active Listening, recognizing 'Students at Risk,' and Universal Human Values (UHV).	A safe, non-judgmental classroom environment where students feel psychologically secure.	*Teaching & Learning Policy (Student at Risk)*
P2: Indigenous Wisdom (IKS)	Workshops on integrating Indian Knowledge Systems into modern syllabi (e.g., Vedic Math, Ethics in Management, Ayur-genomics).	Decolonized curriculum that connects students to their cultural roots.	*NEP (National Education Policy) 2020*
P3: The Art of Storytelling	Techniques in vocal modulation, body language, and narrative structures to make lectures gripping without slides.	Higher student engagement and retention in theory-heavy subjects.	*TNA done in 2025*
P4: Lab Mastery	Hands-on training for Clinical Pharmacy, and Hardware Labs. Focus on safety, instrument handling, and physical demonstration.	Technical precision and safety compliance (e.g., GMP).	*TNA done on 2025 (Pharmacy)*

ANNEXURE-2: SEED TEACHERS TRAINING FOR DIGITAL SPACES

Module Name	Content Focus	Target Outcome	Source/Ref
D1: AI Fluency & Ethics	Mastering Generative AI (ChatGPT, Gemini, Claude) for lesson planning, creating RTV assessments, and personalized tutoring bots.	Reduction in administrative load; personalized student feedback loops.	*TNA done in 2025 (Computing & Analytics)*
D2: Data-Driven Teaching	Using LMS (Digii campus) Analytics to track student progress. Training in Excel/Power BI for visualizing class performance gaps.	Early identification of learning gaps before final exams.	
D3: Cyber-Hygiene & Security	Best practices in digital privacy, copyright laws for digital content, and secure communication.	Protection of intellectual property and student data.	
D4: Virtual Content Creation	Micro-learning video production, podcasting, and creating interactive e-resources.	A repository of high-quality, asynchronous learning materials.	*Teaching & Learning Policy*

ANNEXURE-3: SEED TEACHERS TRAINING FOR MIXED/HYBRID SPACES

Module Name	Content Focus	Target Outcome	Source/Ref
M1: The Flipped Classroom	Strategies to curate digital pre-reads/videos and use physical class time for debates, case studies, and problem-solving.	Shift from 'Passive Listening' to 'Active Application' in class.	*Teaching & Learning Policy*
M2: Project-Based Learning (PBL)	Designing cross-functional projects (e.g., MBA + Pharmacy + Tech) that require both digital research and physical prototyping.	Development of transdisciplinary problem-solving skills.	*Teaching & Learning Policy (Living Curriculum)*
M3: Industry Immersion (RE-OPTIONS)	Training faculty to mentor students for Startups, Internships, and NGOs. Blending academic theory with real-world industry problems.	Higher placement rates and entrepreneurial mindset.	*Teaching & Learning Policy*
M4: ESG & Circularity Projects	Guiding students to use digital tools to model sustainable solutions, then implementing them in the physical campus environment.	Graduates who are 'Planet-Conscious' professionals.	*Teaching & Learning Policy, ESG/SDGs*

End Note _____

Indicative Summary of Implementation via SEED

- For New Hires: A mandatory Induction Bootcamp covering modules **P1** (Values), **D1** (AI Basics), and **M1** (Flipped Class).

- For Mid-Level Faculty: Focus on Specialized Tracks (e.g., **P4** for Pharmacy, **D2** for Management) and **M3** (Mentorship).

- For Senior Leaders: Focus on **M4** (Strategy/ESG) and **P2** (Institutional Heritage/IKS)