



**Swami Keshvanand Institute of Technology,
Management & Gramothan, Jaipur**

Department of Management Studies

A Report

On

Faculty Development Program

On

Holistic Development : Nurturing Faculty Well-Being and Growth

Submitted by :

Dr. Savita Choudhary

Associate Professor

6th March, 2024

To,

The Director (Academics)

SKITM& G , Jaipur.

Subject: Proposal for Approval of Faculty Development Program on "**Holistic Development: Nurturing Faculty Well-Being and Growth**" on 1st May to 6th May, 2024

Sir,

This is to propose the organization of a Faculty Development Program (FDP) focused on "**Holistic Development: Nurturing Faculty Well-Being and Growth**" by Department of Management Studies with the support of OFA under the aegis of IQAC.

As educators and leaders, it is essential for us to nurture not only the academic and professional growth of our faculty but also their overall well-being and fulfillment. Our proposed FDP aims to address this holistic approach by incorporating sessions that cover various aspects of personal and professional development.

The proposed FDP titled "Holistic Development: Nurturing Faculty Well-Being and Growth" will include the following sessions:

1. Mindfulness and Stress Management
2. Financial Wellness and Planning
3. Healthy Living and Work-Life Balance
4. Spiritual Well-Being and Work-Life Integration
5. Community Engagement and Social Responsibility

We believe that this comprehensive FDP will not only enhance the personal and professional lives of our faculty members but also contribute to a positive and supportive work culture within our institution. We kindly request your approval and support for the implementation of this FDP. We are confident that it will bring significant benefits to our faculty community and ultimately contribute to the overall success of our institution.

Thank you for considering our proposal. We look forward to your favorable response.

Warm regards,

Dr. Savita Choudhary

Savita

Dr. Maneesha Kaushik

Maneesha

FDP Coordinators

*Recommended for
Kind approval
Maneesha
7.3.24*

Director (Acad.)

Ans

7 March 2024

*SUNNY
#103/24*

Program Overview:

Holistic Development: Nurturing Faculty Well-Being and Growth

Duration : 5 days - 1st May to 6th May,2024

Expected Expenditure Sheet

S.No.	Details	Amount
1	Banners/ Back Drops/ Standies	1000
2	Remuneration to Speakers	10000
3	Certificate	2000
5	Misc.	1000
	Total	14000

Objectives:

- To enhance the overall well-being and satisfaction of faculty members.
- To provide practical skills and strategies for managing stress, finances, and work-life balance.
- To foster a supportive and inclusive work culture within the institution.
- To promote a sense of purpose and fulfillment among faculty members through spiritual well-being and community engagement.

Methodology:

The FDP will be conducted through a combination of interactive workshops, group discussions, case studies, and experiential activities. Expert facilitators will be invited to lead each session, ensuring high-quality content delivery and engagement. Participants will also be encouraged to share their experiences and insights, facilitating peer learning and networking.

Outcome Assessment:

- Pre and post-program surveys will be conducted to assess changes in participants' knowledge, attitudes, and behaviors related to holistic development.
- Feedback forms will be distributed at the end of each session to evaluate the effectiveness of the content delivery and facilitation.
- Follow-up assessments will be conducted at regular intervals to monitor the long-term impact of the FDP on faculty members' well-being and professional performance.

Swami Keshvanand Institute of Technology, Management & Gramothan, Jaipur

Department of Management Studies

Tentative Schedule of FDP on "Holistic Development: Nurturing Faculty Well-Being and Growth" on 1st May to 6th May, 2024

Session	Topic	Sub Topic	Date
Session 1	Mindfulness and Stress Management	<ul style="list-style-type: none">• Mindfulness techniques to help faculty manage stress, improve focus, and enhance overall well-being.• The importance of work-life balance in academia.• Practical tips for integrating mindfulness practices into daily routines.	1/05/2024
Session 2	Financial Wellness and Planning	<ul style="list-style-type: none">• Insights into financial planning, including budgeting, saving, and investment strategies.• Financial challenges unique to academics and offer solutions.• Resources on retirement planning and managing student loans.	2/05/2024
Session 3	Healthy Living and Work-Life Balance	<ul style="list-style-type: none">• The importance of maintaining a healthy lifestyle to boost productivity and overall happiness.• Strategies for achieving work-life balance, setting boundaries, and avoiding burnout.• Guidance on incorporating physical activity, healthy eating, and stress reduction techniques into daily life.	3/05/2024
Session 4	Spiritual Well-Being and Work-Life Integration	<ul style="list-style-type: none">• The role of spirituality and values in personal and professional life.• Practices like meditation, self-reflection, and mindfulness that can contribute to spiritual well-being.• Experiences and strategies for integrating one's personal beliefs into their work as educators	4/05/2024
Session 5	Community Engagement and Social Responsibility	<ul style="list-style-type: none">• Benefits of community engagement and social responsibility in the context of faculty roles.• Examples of how faculty can contribute to the community and society through their expertise and knowledge.• Opportunities for faculty to lead by example and inspire students to become responsible global citizens.	6/05/2024

Faculty Development Program Report

"Holistic Development: Nurturing Faculty Well-Being and Growth" on 1st May to 6th May, 2024

(Enhancing Faculty Well-being and Professional Growth: A Holistic Approach)

Introduction:

Faculty members play a pivotal role in academia, shaping the minds of future generations while navigating the complexities of their professional and personal lives. The Faculty Development Program conducted by Department of Management Studies, Swami Keshvanand Institute of Technology, and Management & Gramothan from 1st May 2024 to 6th May 2024 aimed to address the multifaceted challenges faced by faculty members and provides strategies for holistic well-being and professional growth. This report encapsulates the insights and key takeaways from each session of the FDP.

Session 1: Mindfulness and Stress Management (1st May 2024):

The inaugural session focused on mindfulness techniques tailored to alleviate stress and enhance overall well-being among faculty members. Participants learned practical methods to integrate mindfulness practices into their daily routines, emphasizing the significance of work-life balance in academia. By cultivating mindfulness, faculty members can improve focus, manage stress effectively, and sustain their well-being amidst the demands of their profession.

Session 2: Financial Wellness and Planning (2nd May 2024):

Financial well-being is integral to overall wellness, especially in academia where unique challenges exist. The session delved into financial planning essentials such as budgeting, saving, and investment strategies. Faculty members gained insights into managing financial challenges specific to their profession, including retirement planning and student loan management. Empowering faculty with financial literacy ensures they can navigate their financial landscape confidently, mitigating stress and fostering long-term security.

Session 3: Healthy Living and Work-Life Balance (3rd May 2024):

Maintaining a healthy lifestyle is fundamental for faculty members to thrive personally and professionally. Strategies for achieving work-life balance, setting boundaries, and preventing burnout were discussed. Participants explored the importance of incorporating physical activity, healthy eating,

and stress reduction techniques into their daily lives. By prioritizing self-care, faculty members can enhance productivity, resilience, and overall happiness.

Session 4: Spiritual Well-Being and Work-Life Integration (4th May 2024):

Spiritual well-being encompasses aligning personal values with professional endeavors, fostering a sense of purpose and fulfillment. The session explored the role of spirituality in navigating challenges and finding meaning in one's work as an educator. Practices like meditation, self-reflection, and mindfulness were highlighted as pathways to spiritual growth. Faculty members shared experiences and strategies for integrating their beliefs into their roles, promoting authenticity and holistic well-being.

Session 5: Community Engagement and Social Responsibility (6th May 2024):

The concluding session underscored the importance of community engagement and social responsibility in faculty roles. Participants explored ways to leverage their expertise and knowledge to contribute meaningfully to society. By leading by example, faculty members inspire students to become responsible global citizens, fostering a culture of civic engagement and social impact. Community involvement not only enriches academic endeavors but also cultivates a sense of purpose and connection.

Conclusion:

The Faculty Development Program provided a comprehensive framework for enhancing faculty well-being and professional growth. By addressing dimensions such as mindfulness, financial literacy, healthy living, spiritual well-being, and community engagement, faculty members are equipped to navigate the challenges of academia while fostering holistic wellness and societal impact. Moving forward, the insights gleaned from the FDP serve as a catalyst for continuous learning, growth, and positive transformation within the academic community.



Department of Management Studies

Faculty Development Program
On

"Holistic Development: Nurturing Faculty Well-Being and Growth" on 1st May to 6th May, 2024

List of Participants

S. no.	Employee ID	Name of the Faculty	Affiliation	Signature
1.	520	Dr. Pankaj Pradhan	SKIP, Jaipur	PANKAJ P.
2.	522	Mr. Dharmendra Kumar	SKIP, Jaipur	
3.	529	Mr. Susheel Tiwari	SKIP, Jaipur	Susheel
4.	511	Rasheed Ahmed	SKIP, Jaipur	Rasheed
5.	527	Ajay Verma	SKIP, Jaipur	Ajay
6.	528	Naghma Batool	SKIP, Jaipur	Naghma
7.	503	Virek Singh	SKIP Jaipur	Virek Singh
8.	536	Dr. Jagriti Kumawat	SKIP, Jaipur	Jagriti
9.	502	Shri Ram	SKIP, Jaipur	Shri Ram
10.	945	Tarun Sharma	DTMS, SKIT	Tarun Sharma



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List of Participants

S. no.	Employee ID	Name of the Faculty	Affiliation	Signature
1	80	Dr. Manoj Kumar Sain	DEPT. of ME SKIT	
2	875	Dr. Deepak Kumar	SKIT	
3	799	Dr. Vikash Gantem	DEPT. ME	
4	85	Praveen Sarawak	ME	
5	689	Sudesh Garg	ME	
6	605	Sanjay Bains	ME	
7	838	Vishnu Jangid	ME	
8	153	Dinesh Kumar Sharma	ME	
9	664	Anil Bains	ME	
10	792	Taladhakar Kumar	ME	