



STELLA MARIS COLLEGE
(AUTONOMOUS), CHENNAI, INDIA

EVENT REPORT

Academic Year : 2025 – 2026


Name of the Event : New Faculty Induction Programme

Organised By : Internal Quality Assurance Cell (IQAC)
Stella Maris College (Autonomous)

Date : 10 and 11 June 2025


Number of Participants : 32

Theme : Professional Development for Teaching Staff (6.3.3)
IQAC Event (6.5.3)

 **STELLA MARIS COLLEGE**
(AUTONOMOUS), CHENNAI, INDIA

The Internal Quality Assurance Cell (IQAC)
organises

**NEW FACULTY
INDUCTION PROGRAMME**



Dates | 10 June 2025 & 11 June 2025
Time | 8:30 a.m. to 1:00 p.m.
Venue | Room M 0-1, Ground Floor, Main Block

Day 1 10 June 2025 Tuesday		
8:30 a.m. to 9:00 a.m.	Icebreaker	 Dr. Lora Deva Prasana B Assistant Professor, Dept. of Social Work Stella Maris College (Autonomous)
9:00 a.m. to 9:30 a.m.	Mission, Vision and Ethos of Stella Maris	 Dr. Agnes Rozario Former Vice-Principal Stella Maris College (Autonomous)
9:30 a.m. to 9:50 a.m.	Roles and Responsibilities of Faculty	 Ms. Jeyapriya U Vice-Principal, Shift II Stella Maris College (Autonomous)
9:50 a.m. to 10:10 a.m.	Break	
10:10 a.m. to 12 noon	Experiential, Participatory and Problem-solving Learning Techniques	 Dr. Caroline Maria M Life Skills Trainer Centre for Human Excellence St. Joseph's University, Bengaluru
12 noon to 1:00 p.m.	Bloom's Taxonomy	
Day 2 11 June 2025 Wednesday		
8:30 a.m. to 9:00 a.m.	Basics of Counselling and Mentoring	 Ms. Mary Shantha Joseph Assistant Professor and Lead Counsellor, Dept. of Psychology Stella Maris College (Autonomous)
9:00 a.m. to 9:30 a.m.	Outcome based Education	 Dr. Sumithra Dawson Dean of Academic Affairs Stella Maris College (Autonomous)
9:30 a.m. to 9:50 a.m.	Library Orientation	 Dr. M. Mahalakshmi Librarian Stella Maris College (Autonomous)
9:50 a.m. to 10:10 a.m.	Research and International Programmes	 Dr. Renuka Rajaratnam Dean, Research and International Partnerships Stella Maris College (Autonomous)
10:10 a.m. to 10:30 a.m.	Break	
10:30 a.m. to 11:15 a.m.	Documentation	 Dr. Janet Sabina X Assistant Professor, Dept. of Chemistry Stella Maris College (Autonomous)
11:15 a.m. to 1:00 p.m.	Microteaching Techniques	 Dr. Caroline Maria M Life Skills Trainer Centre for Human Excellence St. Joseph's University, Bengaluru

Invite of the Event



OBJECTIVES OF THE EVENT

- To acquaint the new faculty with the mission, vision, and academic culture of Stella Maris College.
- To provide insight into institutional policies, administrative responsibilities, and quality assurance mechanisms.
- To equip faculty with effective teaching strategies, counselling skills, and documentation practices.
- To introduce faculty to the college's support systems, including the library, research infrastructure, and international collaboration avenues.

DESCRIPTION OF THE EVENT

The Internal Quality Assurance Cell (IQAC) of Stella Maris College organised a two-day Faculty Induction Programme on 10 and 11 June 2025 to familiarise newly appointed faculty members with the institution's vision, ethos, pedagogical practices, and academic responsibilities.

DAY 1

Session 1: *Icebreaker* - Dr. Lora Deva Prasana B, Assistant Professor, Department of Social Work, Stella Maris College (Autonomous)

The programme commenced with an engaging ice-breaker session led by Dr. Lora Deva Prasana B, designed to create a warm and welcoming atmosphere for the new faculty members. She began with a creative self-introduction activity where each participant introduced themselves using an adjective that alliteratively matched their name, making the introductions both memorable and enjoyable. The next activity involved faculty members exchanging seats based on what they were wearing or holding, prompting them to move around and engage with colleagues they had not yet interacted with. The session effectively set a positive tone for the programme.

Session 2: *Mission, Vision and Ethos of Stella Maris* - Dr. Agnes Rozario, Former Vice-Principal, Stella Maris College (Autonomous)

Dr. Agnes Rozario began the session by sharing the inspiring legacy of Blessed Mary of the Passion, the foundress of the Franciscan Missionaries of Mary (FMM), and how her vision laid the foundation for Stella Maris College. She spoke about the college's humble beginnings in



Santhome with just 32 students and its growth into a reputed institution with over 5000 students from diverse backgrounds. Dr. Agnes emphasised that the mission of the college is rooted in the empowerment of young women, especially those from marginalised communities, equipping them to face life with courage, commitment, and a sense of justice. She elaborated on the college's vision of fostering an inclusive and vibrant learning environment guided by a strong value system that promotes responsible citizenship and social change. The ethos of the institution, she explained, is centred on academic excellence, honesty, integrity, inclusivity, creativity, and mutual respect. Dr. Agnes urged the faculty to embrace these values and integrate them into their academic and mentoring roles.

Session 3: Roles and Responsibilities of Faculty - Ms. Jeyapriya U, Vice-Principal – Shift II, Stella Maris College (Autonomous)

Ms. Jeyapriya delivered an insightful session titled "Wearing Many Hats: The Art and Responsibility of Being a Faculty", where she emphasised the multifaceted nature of a teacher's role. She structured the session around six key domains: Teaching, Student Mentoring, Research, Ethics, Administration, and Continuous Learning. She urged faculty to embrace student-centred teaching, timely evaluation, curriculum development, and digital proficiency. Highlighting the mentoring role, she stressed regular interaction with students, identifying those in need of academic or emotional support, and being approachable. The importance of ethical conduct, academic integrity, professionalism, and inclusivity in the classroom was underlined. On the administrative front, she reminded faculty of responsibilities like timely submissions, departmental duties, and maintaining discipline. Ms. Jeyapriya concluded by encouraging the teachers to make a positive difference to the students.

Session 4: Bloom's Taxonomy and Session 5: Experiential, Participatory and Problem-Solving Learning Techniques - Dr. Caroline Maria M, Life Skills Trainer, Centre for Human Excellence, St. Joseph's University, Bengaluru

Dr. M. Caroline Maria began her session by introducing the foundational framework of Bloom's Taxonomy and its relevance to effective teaching and assessment. She elaborated on the three domains—cognitive, affective, and psychomotor—and emphasised the importance of designing learning objectives that progress from basic recall to higher-order thinking and creativity. Through interactive activities and relatable examples, she illustrated how teachers can craft lesson plans



and assessments aligned with each level of the taxonomy. She further highlighted the role of a teacher as a "change agent" and "human engineer," responsible not only for knowledge delivery but also for shaping students' thinking, values, and skills. Her session effectively connected the taxonomy to practical classroom strategies, reinforcing the need for thoughtful planning and reflective teaching.

In the following session, Dr. Caroline focused on Experiential, Participatory, and Problem-Solving Learning Techniques, offering an engaging exploration of active and student-centred pedagogies. She demonstrated how experiential learning, rooted in Kolb's cycle, enables students to learn through direct experience, reflection, and application. Through hands-on strategies like simulations, field visits, and service learning, she encouraged faculty to connect theoretical concepts to real-world contexts. She also introduced participatory methods such as Think-Pair-Share, Jigsaw, and role-plays that foster collaboration and shared learning. The segment on problem-solving learning highlighted inquiry-based strategies and design thinking frameworks that develop students' critical thinking and decision-making skills. Dr. Caroline concluded with her motivational teaching mantra "GET UP" – Get updated, Engage students, Teach effectively, Use time productively, and Practise virtues – inspiring faculty to adopt dynamic, reflective, and transformative teaching approaches.

DAY 2

Session 1: *Basics of Counselling and Mentoring* - Ms. Mary Shantha Joseph, Assistant Professor and Lead Counsellor, Department of Psychology, Stella Maris College (Autonomous)

Ms. Mary Shantha Joseph led this session on the fundamentals of counselling and mentoring, focusing on the role faculty members play in supporting students' emotional and psychological well-being. She began by outlining key guidelines to effective counselling, such as maintaining confidentiality, active listening, displaying empathy, and adopting a non-judgemental attitude. Emphasising that teachers are often the first line of contact for students in distress, she encouraged the faculty to be sensitive to behavioural changes and to create a safe, approachable environment for students to share their concerns. She also clarified the distinction between counselling and advising, noting that while teachers need not act as professional counsellors, they can offer significant support through mentoring, guidance, and timely referrals. Her session concluded with an encouraging message for the faculty to remain compassionate and vigilant, and to view counselling as an essential part of holistic education.



Session 2: Outcome-Based Education - Dr. Sumithra Dawson, Dean of Academic Affairs, Stella Maris College (Autonomous)

Dr. Sumithra Dawson's session on Outcome-Based Education (OBE) set a strong foundation in student-centric curriculum planning and assessment. She explained that OBE is a framework that defines what students should know and be able to do by the end of a programme, focusing on clearly measurable outcomes aligned with institutional goals.

Dr. Sumithra introduced the Stella Model of OBE, outlining the progression from institutional vision and mission to programme outcomes (POs), programme-specific outcomes (PSOs), and course outcomes (COs). She detailed how curriculum and assessments must be mapped to Bloom's Taxonomy levels—from basic recall (K1) to creating and evaluating (K6). Using practical examples from the arts and humanities, she demonstrated how learning outcomes can be made specific, observable, and assessable. She also discussed the integration of the Learning Outcomes-based Curriculum Framework (LOCF) and the UGC's graduate attributes. The session equipped faculty with the tools and mindset to implement OBE effectively.

Session 3: Research and International Programmes - Dr. Renuka Rajaratnam, Dean, Research and International Partnerships, Stella Maris College (Autonomous)

Dr. Renuka Rajaratnam presented on the College's dynamic research culture and expanding global partnerships. She highlighted the mission of the Research and Partnerships Centre to promote interdisciplinary research with societal impact and global relevance. Key initiatives such as the Research Matters Series, international seminars, AI and design thinking workshops, and faculty collaborations with institutions like the University of Liverpool, Monash University, and Soochow University were shared. The session also emphasised student involvement in research, support for patents and publications, and infrastructure enhancements under schemes like CURIE. Dr. Renuka elaborated on active MoUs, exchange programmes, and funding through corporate CSR and government agencies. She encouraged faculty to pursue research with purpose, innovation, and integrity, reinforcing Stella Maris College's vision of becoming a research-led institution of global standing.



Session 4: *Library Orientation* - Dr. M. Mahalakshmi, Librarian, Stella Maris College (Autonomous)

Dr. M. Mahalakshmi conducted an informative and engaging session introducing the new faculty to the Stella Maris College Library—widely recognised as the Knowledge Hub of the institution. She presented a comprehensive overview of the library's infrastructure, including its RFID-enabled system, separate UG and PG sections, air-conditioned browsing areas, and research cubicles. Faculty were familiarised with the e-BLIS automation system, institutional repository (DSpace), and digital services such as remote access to journals and anti-plagiarism software (Turnitin). The session also highlighted the library's role in supporting teaching and learning through access to e-resources, previous question papers, a dedicated section for competitive exams, and the SWAYAM–NPTEL local chapter. Faculty were encouraged to engage with the digital studio for creating online courses and to make use of services like IRINS for global visibility of their research profiles. Dr. Mahalakshmi also listed the best practices, including the "Earn while you learn" scheme and the library's inclusive approach for visually challenged users. The session reinforced the library's commitment to innovation, accessibility, and academic excellence.

Session 5: *Effective Documentation* - Dr. Janet Sabina X, Assistant Professor, Department of Chemistry & IQAC Core Member, Stella Maris College (Autonomous)

Dr. Janet Sabina X conducted a practical session on the importance of effective documentation in academic institutions. She began by explaining why documentation is essential, not just for internal planning and continuity, but especially for institutional accreditation by bodies such as NAAC. She stressed that “without documented proof, even the best initiatives can go unrecognised,” highlighting documentation as a critical component of quality assurance. The session covered the principles of good documentation—accuracy, objectivity, clarity, completeness, organisation, accessibility, and timeliness. Dr. Janet introduced the SMC Data Template, developed by the IQAC, as a standardised tool for reporting departmental and institutional activities. She walked participants through common documentation errors such as poor formatting, missing signatures, or lack of outcomes, and offered clear dos and don'ts for scanning and submitting evidence. She emphasised systematic record-keeping and encouraged faculty to document events and achievements promptly and consistently.



Session 6: *Microteaching Techniques* - Dr. Caroline Maria M, Life Skills Trainer, Centre for Human Excellence, St. Joseph's University, Bengaluru

Dr. M. Caroline Maria's session on microteaching techniques and the core skills of effective teaching was aimed at empowering new faculty with reflective and structured instructional strategies. She began by introducing microteaching as a focused training method, originally developed at Stanford University, that enables teachers to practise specific teaching skills in a scaled-down classroom environment.

She elaborated on the phases of microteaching, knowledge acquisition, skill acquisition, and transfer to real classrooms and explained the microteaching cycle, including planning, demonstration, feedback, and integration. Using engaging examples and live demonstrations, she broke down essential skills such as lesson introduction, explaining, questioning, reinforcement, stimulus variation, blackboard use, and achieving closure. She also highlighted the importance of classroom management, reflective practice, and motivation.

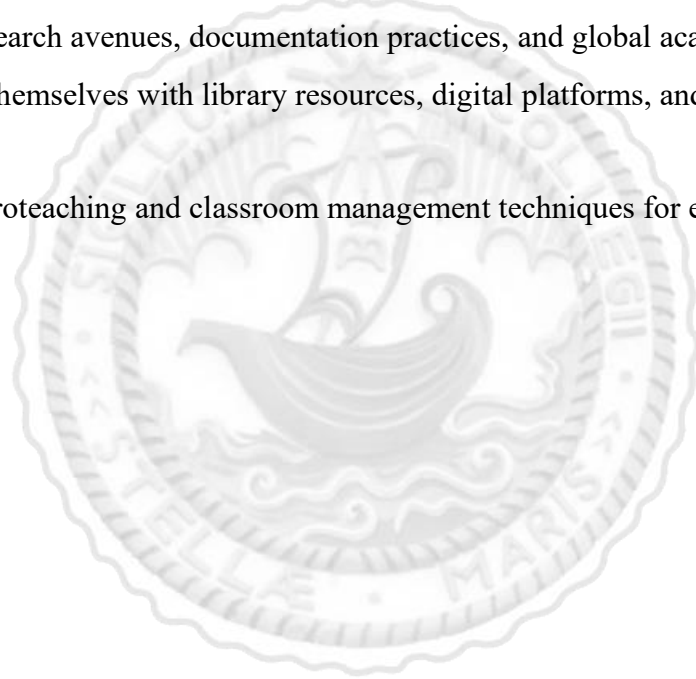
The session concluded with the IIT + 5Cs framework of an inspiring teacher—Competent, Committed, Creative, Caring, and Conscientious, and the STAR formula for effective teaching. With her dynamic and interactive approach, Dr. Caroline encouraged the faculty to view themselves not just as instructors, but as "human engineers" who inspire, connect, and transform students' lives.



OUTCOMES OF THE EVENT

By the end of the programme, the new faculty members were able to

- Gain clarity on the mission, vision, values, and institutional ethos of Stella Maris College.
- Understand their roles in teaching, mentoring, administration, and quality assurance.
- Learn to integrate Bloom's Taxonomy and outcome-based education into lesson planning and assessment.
- Explore active learning strategies including experiential, participatory, and problem-solving methods.
- Acquire basic counselling and mentoring skills for student support.
- Know of research avenues, documentation practices, and global academic collaborations.
- Familiarise themselves with library resources, digital platforms, and NPTEL-SWAYAM initiatives.
- Practise microteaching and classroom management techniques for effective delivery.





STELLA MARIS COLLEGE
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GEOTAGGED PHOTOGRAPHS



Dr. Lora during the icebreaker session



Dr. Agnes Rozario interacting with the faculty on the vision, mission and ethos of the College



STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI, INDIA



Ms. Jeyapriya explaining the roles and responsibilities of the faculty



Dr. Caroline Maria during her session on Bloom's Taxonomy



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Ms. Mary Shantha Joseph sharing the guidelines on counselling and mentoring



Dr. Sumithra Dawson explaining Outcome based Education



STELLA MARIS COLLEGE
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Dr. Renuka Rajaratnam during her session on research and international programmes



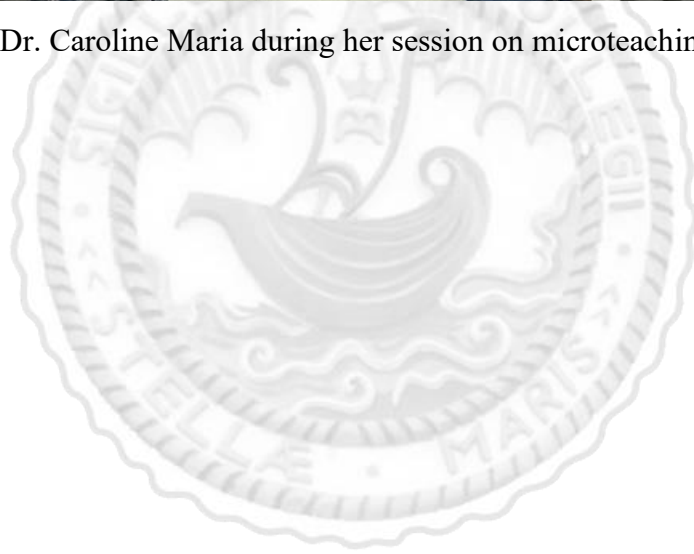
Dr. Janet sharing her inputs on documentation



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Dr. Caroline Maria during her session on microteaching





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PARTICIPANT LIST



STELLA MARIS COLLEGE
(AUTONOMOUS), CHENNAI, INDIA

INTERNAL QUALITY ASSURANCE CELL

New Faculty Induction Programme

Date: 10 & 11 June 2025

Time: 8:30 a.m. to 1:00 p.m.

S. No.	Name of the Faculty	Department	Shift	10/06/2025	11/06/2025
1.	Ms. Agnes Kayalvizhi A	Botany	I	<i>Agnes</i>	<i>Agnes</i>
2.	Dr. Ashwini A	Chemistry	II	<i>Ashwini</i>	<i>Ashwini</i>
3.	Dr. Sohini Chakraborty	Chemistry	I	<i>Sohini Chakraborty</i>	<i>Sohini Chakraborty</i>
4.	Ms. Leenu Joice S	Commerce (B.Voc)	II	<i>Leenu Joice</i>	<i>Leenu Joice</i>
5.	Ms. V S Neela	Commerce (BFE)	II	<i>Neela</i>	<i>Neela</i>
6.	Ms. I Pravallika	Commerce CS	II	<i>Pravallika</i>	<i>Pravallika</i>
7.	Ms. Benazir Beema	Commerce CS	II	<i>Benazir</i>	<i>Benazir</i>
8.	Ms. Haritha Maria Raj	Commerce CS	II	<i>Haritha</i>	<i>Haritha</i>
9.	Ms. Kamini Devi S	Commerce (General)	II	<i>Kamini</i>	<i>Kamini</i>
10.	Ms. Subiksha P	Commerce (General)	II	<i>P. Subiksha</i>	<i>P. Subiksha</i>
11.	Ms. Nandhini S	Computer Science	II	<i>Nandhini</i>	<i>Nandhini</i>
12.	Ms. Emily John	English	II	<i>Emily</i>	<i>Emily</i>
13.	Ms. Deepika S	English	I	<i>Deepika</i>	<i>Deepika</i>
14.	Ms. Benitha Theresa B	English	II	<i>Benitha</i>	<i>Benitha</i>
15.	Dr. Lakshmy Ravindranathan	English	II	<i>Lakshmy</i>	<i>Lakshmy</i>
16.	Ms. Deekshana T V	Fine Arts	I	<i>Deekshana</i>	<i>Deekshana</i>
17.	Ms. Littiesha	French	-	<i>Littiesha</i>	<i>Littiesha</i>
18.	Dr. Shaik Afeefa Fathima	Hindi	-	<i>Shaik Afeefa</i>	<i>Shaik Afeefa</i>
19.	Dr. Rekha Rao B N	Hindi	II		
20.	Ms. Harini Sha	International Studies	II	<i>Harini</i>	<i>Harini</i>



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Date: 10 & 11 June 2025

Time: 8:30 a.m. to 1:00 p.m.

S. No.	Name of the Faculty	Department	Shift	10/06/2025	11/06/2025
21.	Dr. C S Ramya	Physics	II	ABSENT	
22.	Dr. Adlin Helen P	Physics	II	<i>P. Adlin</i>	<i>P. Adlin</i>
23.	Sr. Josephine Diana M fmm	Physics	I		
24.	Ms. Lourdes L	PRO	II	<i>Lourdes</i>	<i>Lourdes</i>
25.	Ms. Angelin Christina J	Psychology	II	<i>J. Angelin</i>	<i>J. Angelin</i>
26.	Ms. Subashree S	Psychology	II	<i>S. Subashree</i>	<i>S. Subashree</i>
27.	Ms. Kiruthika	Psychology	II	<i>Kiruthika</i>	<i>Kiruthika</i>
28.	Ms. Aditi Ganesh	Psychology	II	ABSENT	
29.	Ms. Maureen Joanna Finny	Public Relations	II	<i>M. Maureen</i>	<i>M. Maureen</i>
30.	Ms. Divya A	Sanskrit	I		
31.	Dr. Hannah Priya G	SEM	II	<i>G. Hannah</i>	<i>G. Hannah</i>
32.	Ms. Sweety	Social Work	II	<i>Sweety</i>	<i>Sweety</i>
33.	Sr. V Santhakumari fmm	Social Work	I	<i>V. Santhakumari</i>	<i>V. Santhakumari</i>
34.	Ms. Anuja Priya S	Sociology	I	<i>Anuja</i>	<i>Anuja</i>
35.	Dr. Sheeba	Tamil	-	<i>Sheeba</i>	<i>Sheeba</i>
36.	Ms. Sathyapriya	Tamil	-	<i>T. Sathyapriya</i>	<i>T. Sathyapriya</i>
37.	Dr. Lyndsay Priscilla	Zoology	I	<i>Lyndsay Priscilla</i>	<i>Lyndsay Priscilla</i>

Rebecca Dhanaprasad

IOAC - CO-ORDINATOR
STELLA MARIS COLLEGE
(AUTONOMOUS)
17, CATHEDRAL ROAD,
CHENNAI - 600 086.

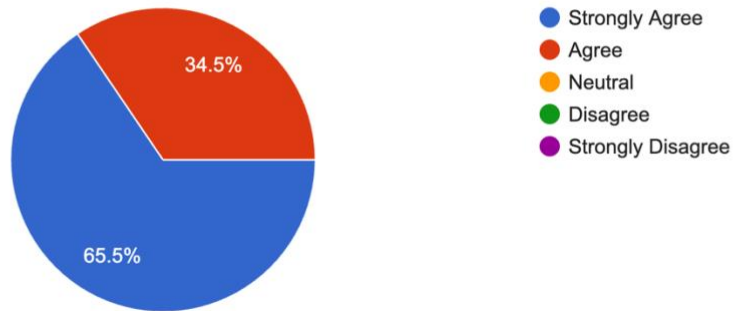
Tel | 044 – 28111951 / 28111987 Email | principal@stellamariscollege.edu.in Website | https://stellamariscollege.edu.in



FEEDBACK ON THE EVENT

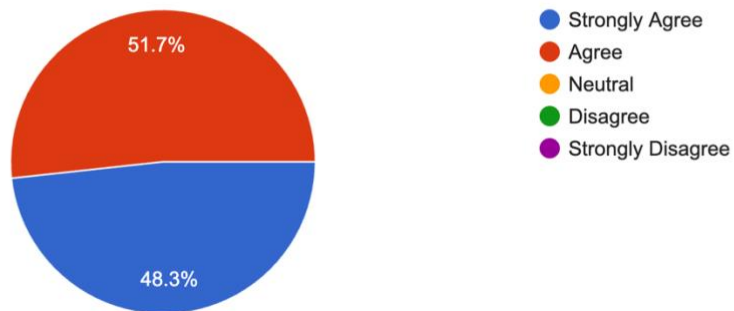
The induction programme met my expectations

29 responses



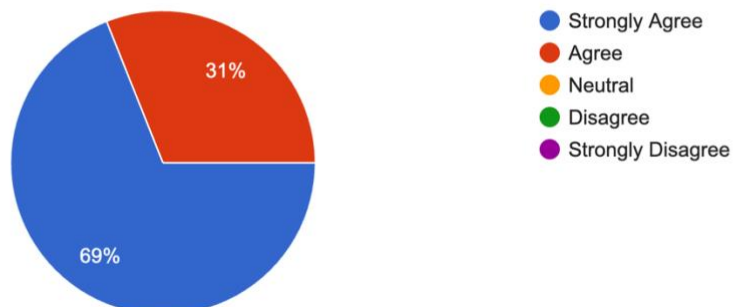
The duration allotted for each session was sufficient

29 responses



Content was useful and informative

29 responses

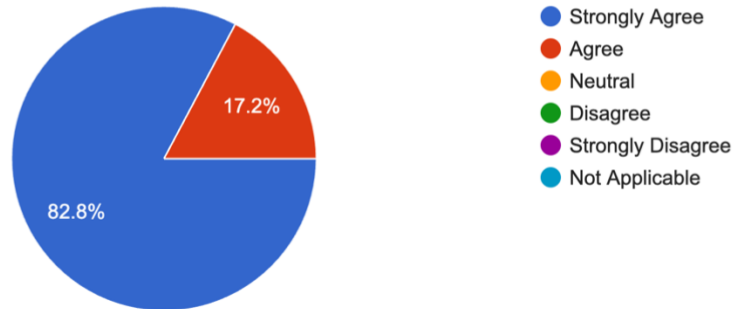




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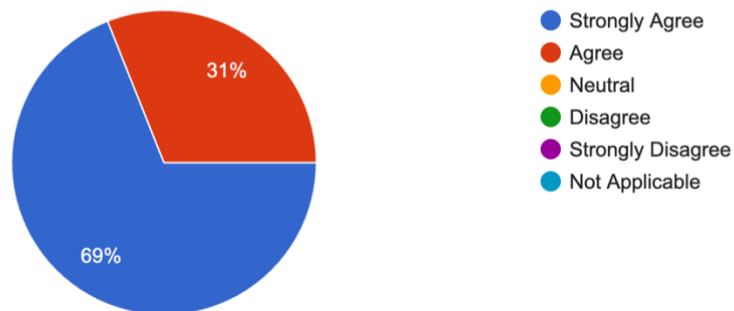
Day 1 | Resource Person 1: Dr. Lora Deva Prasana B (Topic: Icebreaker) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses



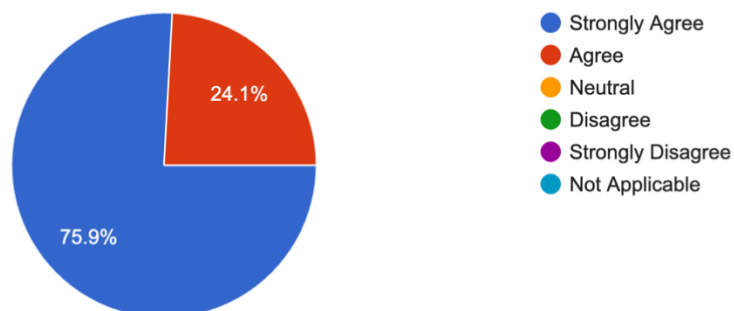
Day 1 | Resource Person 2: Dr. Agnes Rozario (Topic: Mission, Vision and Ethos of Stella Maris) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses



Day 1 | Resource Person 3: Ms. Jeyapriya U (Topic: Roles and Responsibilities of Faculty) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

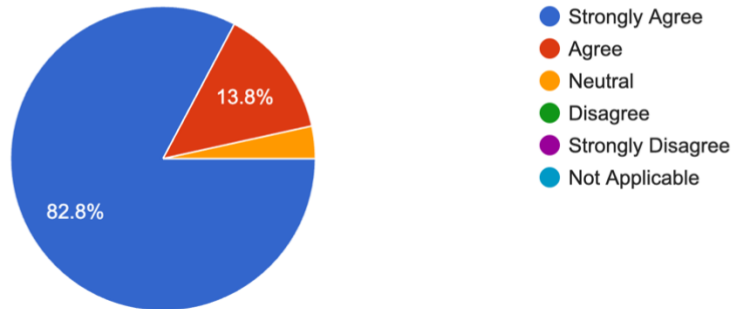
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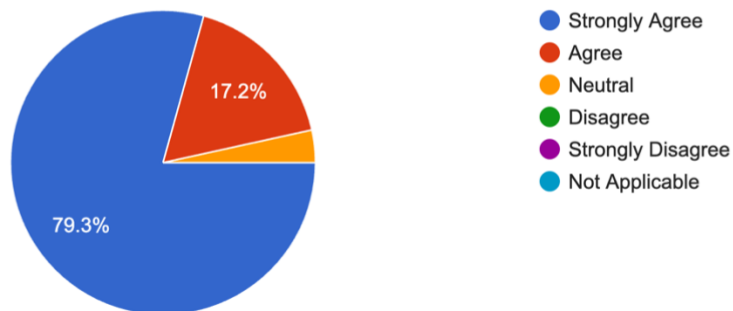


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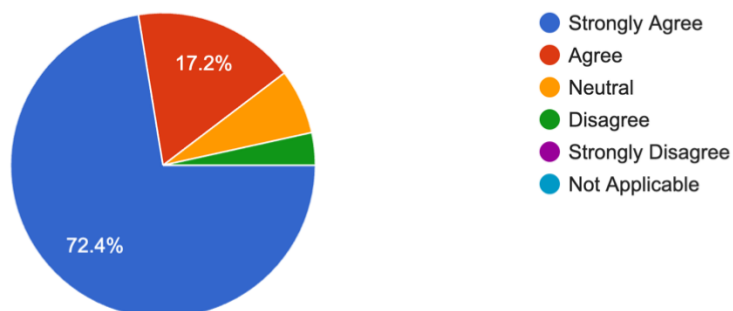
Day 1 | Resource Person 4: Dr. Caroline Maria M (Topic: Experiential, Participatory and Problem-solving Learning Techniques) was clear and ...ot Applicable' if you did not attend this session]
29 responses



Day 1 | Resource Person 4: Dr. Caroline Maria M (Topic: Bloom's Taxonomy) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]
29 responses



Day 2 | Resource Person 1: Ms. Mary Shantha Joseph (Topic: Basics of Counselling and Mentoring) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]
29 responses

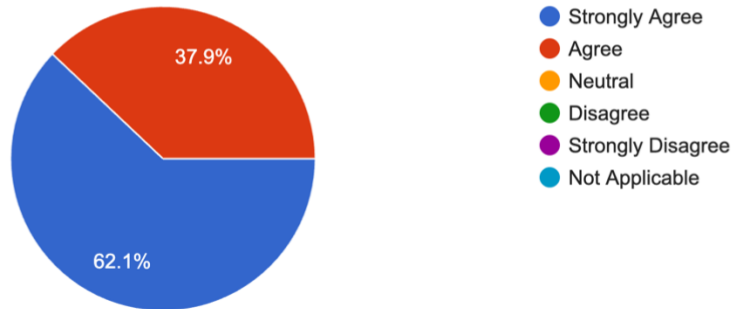




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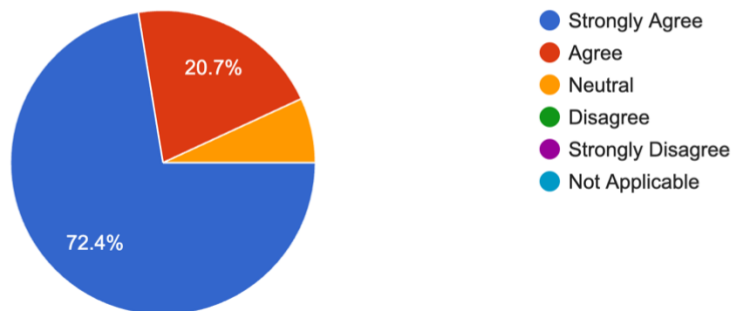
Day 2 | Resource Person 2: Dr. Sumithra Dawson (Topic: Outcome Based Education) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses



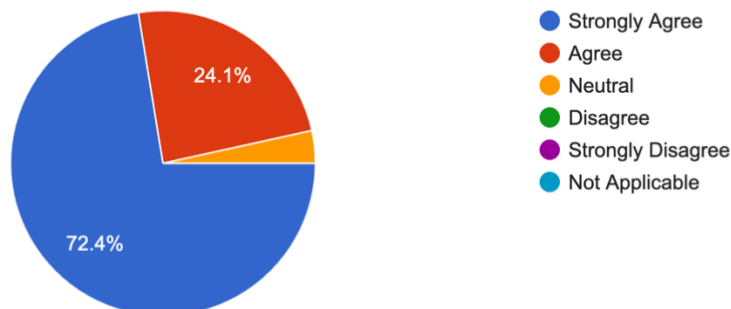
Day 2 | Resource Person 3: Dr. M. Mahalakshmi (Topic: Library Orientation) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses



Day 2 | Resource Person 4: Dr. Renuka Rajaratnam (Topic: Research and International Programmes) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses

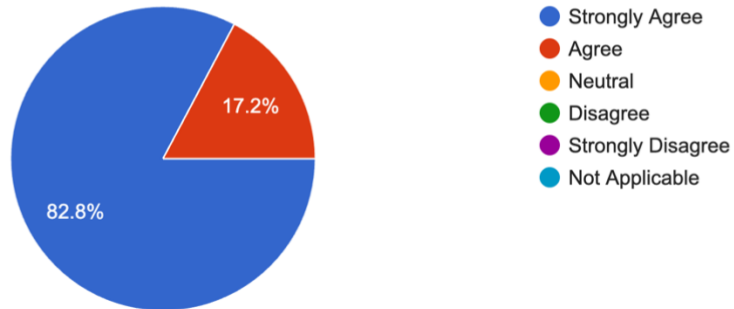




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Day 2 | Resource Person 5: Dr. Janet Sabina X (Topic: Documentation) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses



Day 2 | Resource Person 6: Dr. Caroline Maria M (Topic: Microteaching Techniques) was clear and engaging. [Note: Choose 'Not Applicable' if you did not attend this session]

29 responses

