

**Report on the 5-Day Faculty Development Program  
on Outcome-Based Education (OBE)**

**Organized by: Association of Indian Universities – Vivekananda Global  
University – Academic and Administrative Development Centre**

**Dates: 16th to 20th July 2024**

**Venue: AV Room, Second Floor, Academic Block, VGU**

### **Introduction**

The field of higher education is undergoing a significant transformation, moving from a traditional input-based teaching approach to a more structured and outcome-oriented learning system. Outcome-Based Education (OBE) has emerged as a crucial framework in ensuring that educational institutions produce graduates equipped with the necessary competencies, knowledge, and skills to meet the demands of the industry and society. In light of this, the Association of Indian Universities (AIU), in collaboration with Vivekananda Global University (VGU) and the Academic and Administrative Development Centre (AADC), organized a five-day Faculty Development Program (FDP) on Outcome-Based Education (OBE) from 16th to 20th July 2024.

The objective of this FDP was to familiarize faculty members with the principles and implementation of OBE in higher education institutions (HEIs). With increasing emphasis on accreditation and quality assurance from regulatory bodies like the National Board of Accreditation (NBA) and the National Assessment and Accreditation Council (NAAC), understanding OBE has become imperative for educators. The FDP aimed to empower faculty members with the skills needed to design, develop, and implement OBE strategies while aligning learning outcomes with institutional goals. Through interactive sessions, hands-on activities, and expert lectures, the participants gained valuable insights into curriculum structuring, learning outcome mapping, assessment strategies, and continuous improvement mechanisms under the OBE framework.

### **Program Highlights and Key Sessions**

The FDP was structured into theoretical discussions, interactive hands-on exercises, and practical demonstrations to ensure participants gained both conceptual knowledge and

technical proficiency in OBE implementation. Each session was designed to systematically cover key aspects of OBE, starting from basic concepts to advanced application techniques.

### **Day 1: Introduction to OBE and Curriculum Framework**

The FDP commenced with an **inaugural session** where **Prof. Santosh Kumar, Acting President, VGU**, addressed the participants, highlighting the significance of OBE in improving the quality of higher education and making learning more outcome-driven. He emphasized how institutions need to move beyond traditional rote learning methods and focus on ensuring students develop critical thinking, problem-solving, and application-based skills. Following this, **Er. Onkar Bagaria, CEO, VGU**, conducted a session on the **Learning Outcome-Based Curriculum Framework**, where he discussed the relevance and necessity of structured course handouts, their components, and how they contribute to effective teaching and learning. He also introduced participants to Bloom's Taxonomy, a fundamental framework used for defining learning objectives.



The second session of the day, led by Prof. DVS Bhagvanulu, Pro-President, RA, VGU, focused on the Fundamental Principles of Framing POs and COs. He provided a detailed understanding of how to define Course Outcomes (COs), Program Outcomes (POs), and Program-Specific Outcomes (PSOs), and how these elements interrelate. He also demonstrated methods for establishing the correlation between COs and POs, ensuring alignment between what is taught and what is assessed.



## Day 2: Assessment and OBE Attainment Calculation

On the second day, Prof. DVS Bhagvanulu delivered an intensive session on the OBE Attainment Calculation Tool. He provided a step-by-step demonstration of calculating CO, direct PO, indirect PO, and overall PO attainment. Participants were given hands-on training to work with the tool, identify common mistakes in data entry, and interpret the results effectively.



In the afternoon session, Er. Onkar Bagaria guided participants through the process of designing Outcome-Based Question Papers, Mapping Outcomes, and Assessment. He explained how evaluation components should align with learning outcomes and how COs, PSOs, and POs can be effectively mapped to different types of questions and assessment methods. The session emphasized the need for assessment tools that measure the depth of learning rather than just knowledge recall.



### **Days 3, 4 & 5: Hands-On Group Exercises and Implementation**

The last three days of the FDP were dedicated to interactive group exercises, reflective learning, and practical implementation. Participants were divided into groups and tasked with designing and presenting OBE-based curriculum frameworks, assessment models, and attainment calculations. These exercises were guided by Prof. DVS Bhagvanulu and Er. Onkar Bagaria, who provided real-time feedback on the participants' work.

A major highlight of these sessions was the Reflective Self Exercise, where participants critically analyzed their learning from the FDP and presented their insights on how OBE could be effectively integrated into their respective institutions. Discussions focused on challenges, misconceptions, and best practices in OBE implementation.



The FDP concluded with an exit test to assess the participants' understanding of the key concepts covered throughout the five days. The valedictory session featured reflections from participants, followed by the certificate distribution ceremony.

### **Conclusion and Key Takeaways**

The five-day FDP on Outcome-Based Education was a comprehensive learning experience that provided faculty members with a structured approach to curriculum design, learning outcome mapping, and assessment strategies. The program successfully bridged the gap between theoretical concepts and practical implementation, ensuring that participants could confidently apply OBE frameworks in their institutions.

#### **The key takeaways from the FDP included:**

- A deeper understanding of the philosophy and structure of OBE.
- Practical knowledge of designing curricula that align with student learning outcomes.
- Enhanced skills in developing assessment methods that effectively measure learning.
- Improved ability to analyze data for continuous curriculum refinement.
- Increased confidence in implementing OBE strategies at the institutional level.

**The Association of Indian Universities (AIU), Vivekananda Global University (VGU), and the Academic and Administrative Development Centre (AADC) expressed their gratitude**

to the resource persons, organizers, and enthusiastic participants who contributed to making the FDP a great success. This FDP represents a significant step toward strengthening OBE implementation in higher education institutions, ensuring that education remains skill-oriented, industry-aligned, and future-ready.