

UGC-HRDC Academic Staff College Websites and Naive Users

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Abstract— Indian Government promoting for the Quality Education and Research & Development by through the Universities and Colleges. The University Grants Commission (UGC)-Human Resource Development Center (HRDC) establishes the Academic Staff College (ASC) for this purpose to train the faculties of university and colleges by taking Orientation course, Refresher courses, Short term courses etc. In this paper I have studied the 66 Academic Staff College websites who conducting the said course by through the UGC guidelines. I have access these websites by using different browsers such as Internet Explorer, Mozilla Firefox and Google Chrome. I found many different structure of websites and there problems for newly searching person. By through this paper I try to show how the uniformity of web structure is design and easy to access Academic Staff College for newly user or naive user.

Keywords- *University; Academic; Staff; Centre; Orientation; Website*

I. INTRODUCTION

In 1952, the Union Government decided that all cases pertaining to the allocation of grants-in-aid from public funds to the Central Universities and other Universities and Institutions of higher learning might be referred to the University Grants Commission. The University Grants Commission (UGC) was inaugurated by late Shri Maulana Abul Kalam Azad, Minister of Education, Natural Resources and Scientific Research on 28 December 1953 [1]. The UGC Mandate include six things in which one of most important is “*Determining and maintaining standards of teaching, examination and research in universities*” [2]. The Ministry of Human Resource Development (HRD), formerly Ministry of Education (until 25 September 1985), is responsible for the development of human resources in India. The Ministry is divided into two departments:

- i. The Department of School Education and Literacy: which deals with primary, secondary and higher secondary education, adult education and literacy
- ii. The Department of Higher Education: which deals with university education, technical education, scholarship etc.

The Department of Higher Education is divided into eight bureaus in which one of the department is *University and Higher Education; Minorities Education*, under this bureau University Grant Commission (UGC) is working [3]. The University Grants Commission, in pursuance of the National Policy on Education (NPE) 1986 and its programme of action, had set up 66 Academic Staff Colleges (ASCs) in different Universities/ Institutions in the country. The Academic Staff Colleges so established are conducting specially designed orientation programmes for newly appointed lecturers and refresher courses for in service teachers. The orientation programmes contributes to the teacher awareness of the problems of the Indian society and the role of education, higher education leaders and educators in the resolution of these problems to achieve desired goals in national development. The

Refresher course provides opportunities for serving teachers to exchange experiences with their peers and mutually learns from each other [4]. Recently the name of Academic Staff College changed to UGC- HRDC (Human Resource Development Centre) [5].

A. Orientation

The orientation program is compulsory for newly appointed lecturers up to six years of continuous service. The teachers those who want to get higher grade. Attendance of Orientation Programme should compulsory and the same course be counted for getting promotion to senior scale as required under Career Advancement Scheme[6]. Orientation Programme will be of 4 weeks duration with minimum of 24 working days and 144 contact hours (6 hours a day).

B. Refresher Course

The teachers those who completed their Orientation Programme can only eligible for Refresher Course. After one year gap of orientation the teacher can attend the refresher course. Also there should be a minimum gap of one year between two Refresher Courses [6]. Such courses are for in-service teachers who are eligible as per UGC-ASC rules and regulations.

II. WEB DESIGN

Web design takes a combination of many factors to complete a website, and the combinations vary widely according to the specific needs of a particular business. Given such variations, it can be difficult to say whether one site is truly better web design and more effective than another [7]. The web site may have the feature of Quality web content, Clear, User-friendly Navigation, simple and professional web design, webpage speed, Search Engine optimization, Strong and clear message, colours, Images, load time etc.[8].

III. UGC-HRDC AND ASC WEBSITE

According to University Grants Commission (UGC)-Human Resource Development Center (HRDC) Orientation program having following five major components for conducting an orientation programme for the faculty [9].

- i. Awareness of linkages among Society, Environment, Education & Development.
- ii. Philosophy of Education, Indian Education System and Pedagogy.
- iii. Background for enriching Subject Knowledge.
- iv. Personality Development and Management.
- v. Information Technology and Computer Awareness.

The refresher courses can be conducted in different subjects including Hindi, Commerce, English, Chemistry, Management, Law, Education, Computer, Mathematics, Botany, Zoology, Geography, Political Science, Sanskrit, Human Rights, Music, Physics, IT History, Public Administration and Environmental Studies. In these courses it strived to upgrade and update the knowledge of teachers in different fields of their specialization.

A. Functions of UGC-HRDC

Generally, UGC-HRDC is entrusted with conducting Orientation Programmes, Refresher Courses, Summer School, Winter School, Short term Courses, Workshop for Academic Administrators, Principal's Meet and Interaction Program for Research Scholars. UGC-HRDC, B.U. specially organizes lectures on Research Methodology and use of Open Access Resources and Open Source Software by conducting different courses. Teachers from across disciplines (i.e. Arts, Social Science, Science & Engineering) are being benefitted by using these resources. Moreover UGC-HRDC regularly publishes edited books with ISBN number and ACADEMY newsletter on the basis of different courses conducted by UGC-Human Resource Development Centre [9].

B. Website of ASC

The UGC clearly mentioned about website of Academic Staff College (ASC) in point 3.17 in guidelines of Academic Staff College 2007-12. Every ASC will have its own website and all the necessary information may be posted/up dated regularly [10].

IV. ASC WEBSITE STRUCTURE

I have studied the 66 websites of ASC given by the UGC. UGC has established ASC colleges as per the state wise. Table 4.1 shows list of Academic Staff College (ASC) in various state of India. The 66 Academic Staff Colleges are divided into 26 states of India. Among 66 colleges some state having large ASC. Andhra Pradesh has 06 ASC where as Maharashtra and Uttar Pradesh having 05 ASC each. For my study I have divided these 66 ASC of 26 states in four different regions as East ASC, West ASC, North ASC and South ASC. Most of the websites of the colleges are not similar. The design of website is totally different from each other. For a new user, it is very difficult to search the Academic Staff College on website to attend the Orientation / Refresher / Short term courses. ASC link is given in different heading on webpage such as Academics, Centers, Departments, Facilities, UGC-HRDC, ASC etc names [11-76].

TABLE I. LIST OF ACADEMIC STAFF COLLEGE

Sr. No.	Name of State	Number of ASC
1	Andhra Pradesh	06
2	Assam	01
3	Bihar	02
4	Chattisgarh	02
5	Delhi	03
6	Goa	01
7	Gujarat	03
8	Haryana	03
9	Himachal Pradesh	01
10	Jharkhand	01
11	Jammu & Kashmir	02
12	Karnataka	03
13	Kerala	03
14	Madhya Pradesh	04
15	Maharashtra	05
16	Manipur	01
17	Meghalaya	01
18	Mizoram	01
19	Orissa	02
20	Pondicherry	01
21	Panjab	03
22	Rajasthan	03
23	Tamil Nadu	04
24	Uttar Pradesh	05
25	Uttranchal	01
26	West Bengal	04

A. ASC in East Region

In East Region of India I have studied the West Bengal, Orisha, Jharkand etc Academic Staff Colleges. In west Bengal region the ASC website does not having separate domain name. They are having linkage with the main university website. These universities mention the ASC location in either horizontal tab or bottom tab in Academic or center sub heading. In Orisha the Utkal University, Vani Vihar, Bhubaneshwar does not show the linkage of ASC where as Sambalpur University, Jyoti Vihar, Sambalpur shows the good informative and linkage of ASC.

Ranchi University, Jharkand and North Bengal University, Orisha are one of the informative ASC website design in this East Region.

B. ASC in West Region

In West Region of India I have observed the Gujarat, Maharashtra, Goad etc Academic Staff Colleges. Saurashtra University, Gujarat does not having the separate web page. Sardal Patel University, Gujarat having the separate domain name with informative design. Dr. B.A. Marathwada University, Aurangabad having the separate domain name and linkages to the main webpage of the university. University of Mumbai, Mumbai mention the information in faculties-other linkages on main webpage of the university. Nagpur University, University of Pune and Sant Gadge Baba Amravati University has separate domain name for ASC. Some universities in Maharashtra their name are changes which are not updated by UGC in the UGC ASC list. Goa University, Goa, has good ASC informative website on its main webpage. It does not having separate domain name. These region website give the ASC link in Central Facilities/ Other links /

Department etc which may create the problem for newly search user.

Gujarat University and University of Mumbai gives the good informative and user friendly website in this region

C. ASC in North Region

In North Region of India I have studied the Delhi, Punjab, Jammu & Kashmir etc Academic Staff College. University of Delhi has their ASC with different domain name. It mentions ASC website under the heading of 'Center for Professional development in Higher Education'. The Jamia Millia Islamia University has lot of information on the website. It has mentions ASC under Center/ Other Center/UGC HRDC. It gives good informative ASC website. The Jawaharlal Nehru University has ASC information on its own university domain name. It has bilingual buttons which shows in English and Hindi. The newly user can easily identify what he/she want. Guru Nanak Dev University, Panjab University and Punjabi University of Punjab has separate domain name of ASC. The ASC mentioned in Academic/center sub heading. University of Jammu does not contain the separate webpage. It mentioned ASC in right side of the page in academics heading. University of Kashmir has separate website for ASC. It having main button for UGC-HRDC which gives user more easily for searching ASC information.

The Jawaharlal Nehru University, Guru Nanak Dev University and Punjabi University are good example of ASC in this region.

D. ASC in South Region

In South Region of India I have observed the Andhra Pradesh, Tamil Nadu, Kerala etc Academic Staff College. Andhra Pradesh itself having 06 ASC among 66 of India. Andhra University, Vishakhapatnam has the database connectivity problem in ASC website. It is link to the main webpage of the university. University of Hyderabad has ASC under the heading of outreach. It does not contain the separate domain name. Osmania University, Hyderabad has the ASC on homepage under the heading of UGC-HRDC. Sri Venkateshwara University and Maulana Azad National Urdu University having their ASC link on home page also.

In Tamil Nadu, the Bharathiar University and Bharathidasan University has the separate webpage of ASC and gives the information regarding it. The Madurai Kamaraj University does not gives the direct linkage to ASC on his own webpage of the university. User gets difficulty to search ASC on this university website.

University of Kerala and Kannur University does not contain the separate page of ASC. User will find difficulty to search the information regarding ASC.

Jawaharlal Nehru Technological University, Hyderabad and University of Madras, Tamil Nadu has show best example of ASC. **University of Calicut, Kerala** is most informative, easy to access and user friendly website of ASC among the 66 website of the UGC-ASC List.

V. CONCLUSION

I have studied 66 UGC-HRDC Academic Staff College websites and their design for newly searching user. I try to mention some suggestion to UGC regarding ASC website

design with an eye of new user or Naive user who wants to attain Orientation/Refresher/Short Term courses.

1. Uniform format of website
2. UGC-HRDC / ASC Button on Top of Main page for all University Website.
3. Separate Webpage of ASC which link to main page
4. As University names are change, UGC ASC List must be updated.
5. Bilingual language Hindi/English if possible on Buttons
6. A Notice board regarding ASC scrolling in News/Event on Main webpage of university.
7. A Table on website specifying details by Sr.No., Name of the course, Applicable Assit/Asso/Prof of Which course, duration of course, last date of application of course, name of the course coordinator if any.
8. To provide more Computer Refresher/Short Term courses
9. The Government of India now moving towards Digital India, so in place of Demand Draft direct A/c transformation of fees for the course will be better.
10. *University of Calicut, Kerala ASC website for best example*

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