



Brief Report on Faculty Development Program on Enhancing English Proficiency and Communicative Competence in Academic Settings
(21st Sept 2024– 12th May 2025)

The Department of Agriculture, Integral Institute of Agricultural Science and Technology (IIAST), in collaboration with Human Resource Development Centre, Integral University, Lucknow, successfully conducted a 10-day Faculty Development Program (FDP) during the academic session 2024–25. The theme of the program was “Enhancing English Proficiency and Communicative Competence in Academic Settings.” The FDP was designed with the primary objective of strengthening the linguistic and communicative abilities of faculty members across disciplines, thereby enabling them to deliver academic content more effectively and confidently in diverse classroom settings. The sessions focused on the role of communication in pedagogy, professional development, and academic excellence, addressing key aspects such as active listening, phonetics, cultural awareness, politeness strategies, behavioral communication, visual literacy, soft skills, and essential 21st-century academic competencies. The sessions of the FDP offered an overview of critical aspects of communication, pedagogy, and professional development.

Session 1: 21st Sept 2024

Topic: The Role of Active Listening in Effective Communication

Speaker: Dr. Tanveer Khadija, Professor, Department of English, Khwaja Moinuddin Chisti Language University, Lucknow.

Dr. Khadija emphasized that active listening is a fundamental skill that fosters mutual understanding, minimizes miscommunication, and strengthens interpersonal relationships in academic settings. She elaborated on the principles of active listening such as empathy, attentiveness, clarification, and feedback and demonstrated how these practices can improve teacher–student engagement. She further highlighted the distinction between passive hearing and active listening, underlining that effective communication is incomplete without the ability to listen attentively. Her lecture also covered techniques to enhance listening skills, including note-taking, paraphrasing, and reflective listening. She concluded by stressing that active listening cultivates respect, builds trust, and enhances the learning environment within classrooms.



Session 2: 28th Sept 2024

Topic: Cultural Awareness through Effective Communication

Speaker: Dr. Onkar Nath Upadhyay, Professor, Department of English and Modern European Languages, University of Lucknow.

Dr. Upadhyay provided a comprehensive discussion on the significance of cultural awareness in modern communication, particularly in multilingual and multicultural academic environments. He underscored that cultural sensitivity allows educators to address diverse student populations while minimizing misunderstandings. His lecture examined how cultural norms shape verbal and non-verbal communication, influencing classroom dynamics.

Drawing on real-world examples, he explained how inclusive communication strategies such as respecting linguistic diversity, adopting culturally neutral expressions, and encouraging intercultural dialogue can create equitable learning spaces. He concluded by asserting that fostering cultural awareness among educators is integral to nurturing global citizenship in students.

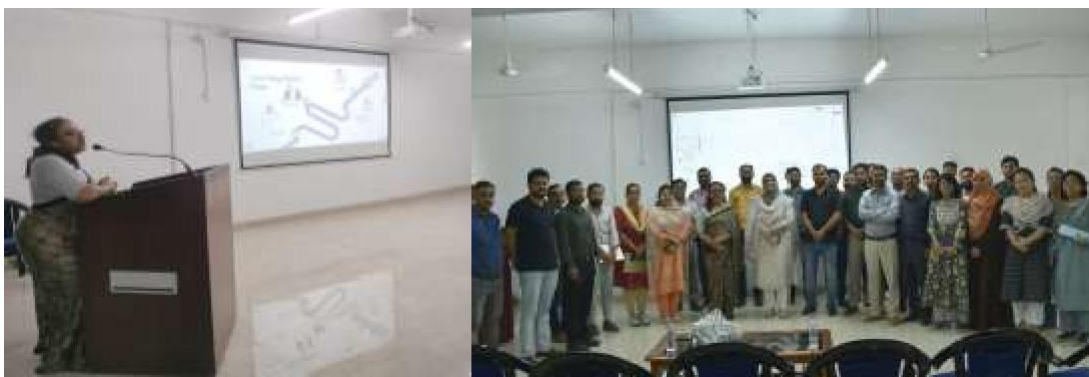


Session 3: 19th Oct 2024

Topic: Cultural Awareness through Effective Teaching and Communication

Speaker: Dr. Vijaya, Assistant Professor, Department of English Language Education, The English and Foreign Languages University, Lucknow.

Dr. Vijaya further expanded upon the role of culture in shaping communication and pedagogy. She argued that teaching cannot be divorced from cultural contexts, and therefore educators must consciously embed cultural perspectives within their teaching methodologies. Her lecture highlighted strategies such as integrating culturally diverse content, adopting inclusive pedagogies, and promoting intercultural competence. She also discussed challenges teachers face when bridging cultural gaps and suggested solutions through reflective teaching practices and open dialogue. Her lecture concluded with a call for faculty members to act as facilitators of cross-cultural understanding, thereby enriching academic discourse and inclusivity.



Session 4: 16th Nov 2024

Topic: Phonetics for Teachers

Speaker: Dr. Braj Mohan, Assistant Professor, Department of English Language Education, The English and Foreign Languages University, Lucknow.

Dr. Mohan presented an in-depth lecture on the science of phonetics and its pedagogical relevance. He explained that accurate pronunciation is essential not only for clarity but also for the credibility of teachers in academic settings. The lecture covered the International Phonetic Alphabet (IPA), articulation, stress patterns, intonation, and rhythm, with practical demonstrations for enhancing speech delivery. He underscored the necessity for teachers to train their ears and voices in order to achieve precision in spoken English, thereby facilitating better comprehension among students. By equipping educators with phonetic awareness, Dr. Mohan stressed, teachers can model correct pronunciation and foster confidence in students' oral communication skills.



Session 5: 8th Jan 2025

Topic: Politeness Principles for Teachers

Speaker: Dr. Braj Mohan, Assistant Professor, Department of Linguistics and Contemporary English, The English and Foreign Languages University, Regional Campus, Lucknow.

In his second session, Dr. Mohan explored the principles of politeness as a vital dimension of communication in educational settings. He discussed theoretical frameworks such as Brown and Levinson's Politeness Theory, illustrating how strategies like positive politeness, negative politeness, and indirectness can enhance classroom interactions. He emphasized that maintaining politeness helps teachers establish authority without hostility, encourage student participation, and create a respectful learning atmosphere. The lecture also touched upon cross-cultural variations in politeness, highlighting the need for contextual sensitivity. Dr. Mohan concluded that politeness is not merely a social convention but a pedagogical tool for nurturing effective teacher-student relationships.



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Session 6: 1st Feb 2025

Topic: Theoretical Behavioral Aspects of Communication Attributes

Speaker: Dr. Alka Singh, Senior Assistant Professor, Department of Legal Studies, Dr. Ram Manohar Lohia National Law University, Lucknow.

Dr. Singh delivered an insightful lecture linking communication with behavioral psychology. She explained that communication is not confined to words but encompasses attitudes, gestures, emotions, and behaviors that shape human interaction. Her session emphasized the importance of non-verbal cues such as body language, facial expressions, and tone of voice in reinforcing verbal communication. She further analyzed behavioral models of communication, including attribution theory and transactional analysis, to illustrate how perceptions and responses affect academic discourse. Dr. Singh concluded by stressing that effective communication requires a holistic understanding of both verbal and behavioral dimensions.



Session 7: 27th Mar 2025

Topic: Visual Literacy and Language Teaching

Speaker: Dr. Ashish Pandey, Assistant Professor, Department of English Language Education, The English and Foreign Languages University, Lucknow.

Dr. Pandey highlighted the growing importance of visual literacy in language teaching. He defined visual literacy as the ability to interpret, negotiate, and create meaning from images and visual media. His lecture illustrated how teachers can integrate visual resources such as infographics, films, charts, and digital media into classroom practices to enhance comprehension and engagement. He emphasized that visual literacy promotes multimodal learning, catering to diverse learning styles and improving retention. The lecture concluded with a call for educators to adopt innovative teaching methodologies that combine linguistic and visual elements for holistic learning outcomes.



Session 8: 4th Apr 2025

Topic: Twenty-First Century Skills in the Academic Communications of HEI Professionals

Speaker: Prof. R. P. Singh, Professor, Department of English and MEL, Director International Cell, University of Lucknow.

Prof. Singh delivered a forward-looking lecture on the competencies required by Higher Education Institution (HEI) professionals in the twenty-first century. He stressed that modern academic communication extends beyond linguistic accuracy to encompass digital literacy, collaboration, adaptability, and critical thinking. His session elaborated on how academic professionals must acquire and model these skills to prepare students for global competitiveness. He highlighted the integration of technology, online platforms, and cross-disciplinary collaboration as critical elements of contemporary academic communication. Prof. Singh concluded by urging faculty members to embrace innovation and continuous learning to remain relevant in the dynamic educational landscape.

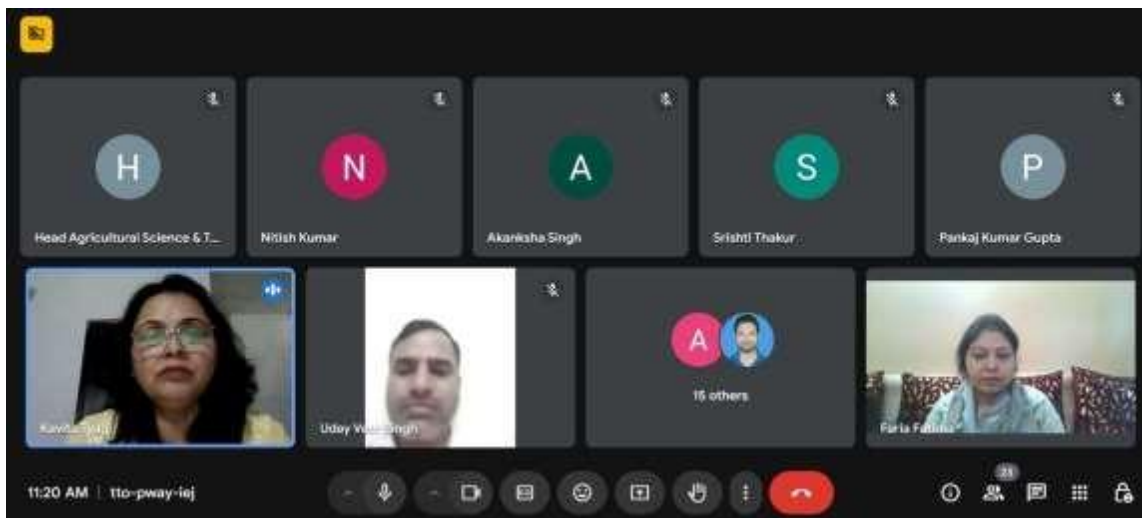


Session 9: 18th Apr 2025 (Online Mode)

Topic: Mastering Soft Skills: Essential Tools for Success in the Workplace

Speaker: Dr. Kavita Tyagi, Associate Professor, Department of English & Other Foreign Languages, Dr. Shakuntala Misra National Rehabilitation University, Lucknow.

Dr. Tyagi underscored the significance of soft skills as indispensable tools for professional success. She elaborated on key soft skills such as teamwork, leadership, adaptability, emotional intelligence, and problem-solving, relating them to both academic and workplace contexts. The lecture emphasized that while technical expertise is crucial, soft skills determine how effectively individuals apply knowledge in collaborative settings. She also illustrated strategies for cultivating these skills through role-playing, group activities, and reflective practices. The online session concluded with the assertion that mastering soft skills enhances employability, professional growth, and institutional excellence.



Session 10: 12th May 2025 (Online Mode)

Topic: Communicative Skills in Academic Settings: Some Key Aspects

Speaker: Dr. Nazneen Khan, Professor, Department of English and Modern European Languages, University of Lucknow.

Dr. Khan provided a comprehensive overview of communicative skills essential in academic settings. She covered critical aspects such as academic writing, oral presentations, seminar delivery, research communication, and classroom discourse. Her lecture highlighted the necessity of balancing formal accuracy with clarity and accessibility. She further discussed barriers to effective communication in academic environments and suggested remedies such as scaffolding, audience awareness, and structured delivery. The online lecture concluded that communicative competence is the cornerstone of academic success, empowering both faculty and students to articulate ideas with confidence and precision.



The Faculty Development Program on “Enhancing English Proficiency and Communicative Competence in Academic Settings” was highly enriching and well-received by all participants. The sessions offered valuable insights into both theoretical and practical aspects of communication, addressing the multifaceted challenges faced by educators in today’s academic world. The interactive nature of the program allowed participants to clarify doubts and exchange experiences, thereby fostering a collaborative learning environment. The program was conducted under the guidance of Prof. Mohd Haris Siddiqui, Director, IIAST, and Prof. Saba Siddiqui, Head, Department of Agriculture, IIAST, Integral University, Lucknow. The coordination and support of faculty members ensured the successful completion of the FDP. The program was efficiently coordinated by Dr. Faria Fatima, Associate Professor and Dr. Uday Veer Singh, Assistant Professor, Department of Agriculture, Integral University, Lucknow, whose efforts contributed significantly to its smooth organization and successful



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execution. A total of 42 participants representing diverse disciplines across the university actively engaged in the sessions, contributing their perspectives and enriching discussions. The key takeaways highlighted by participants included improved confidence in English communication, enhanced awareness of cultural and behavioral aspects in pedagogy, practical knowledge of phonetics, soft skills, and 21st-century academic competencies. Overall, the FDP not only strengthened professional communication skills but also instilled in participants a renewed commitment to foster inclusivity, innovation, and academic excellence in their respective classrooms.