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Bringing Magic To The Classrooms Through Faculty Development Programs (FDPs)



As design educators, our primary objective is to be a springboard for success for our students, and to equip them with the best possible knowledge and experience in order for them to be leaders in the rapidly changing landscape of the industry. However, this cannot not be possible unless we keep ourselves ahead of the curve in pedagogy, curriculum design, research, design and technology trends, which is why we need Faculty Development Programs (FDPs). FDPs are training interventions curated and delivered to educators for their professional growth and development.

At Karnavati University, faculty development is considered a priority and is driven from the top from our President himself, as it not only improves the classroom experience for students, but also helps faculty bond with each other and align better with the needs of the organisation. Since we live in an era of constant change, it is important to bring in programs that enhance the faculty's ability to

innovate in terms of teaching methods to connect better with Gen Z students, who are far more discerning than ever before.

This year, from 24th to 29th June, the University had organised the annual FDP which included important topics such as Artificial Intelligence and Outcome Based Education in the first three days. There was also an invigorating Team Building Workshop conducted across Karnavati University by Dr Anurag Mehta, a leadership coach.

Apart from these, from 27th to 29th June, there were three days organised by UID, and the sessions were more aligned to all the specialisations of design. The FDP included stalwarts from Industry and Academia such as Tim Larson, Chief Creative Officer & Unispace Managing Director Asia, Singapore, speaking about 'Designing the Future of Work' on one end of the spectrum – and at the other end Dr Anirudha Joshi, HOD, IDC, IIT Bombay, speaking about 'Design for and with Emergent Users'.

These two speakers prolifically took us from the workspaces of fortune 500 companies to design strategies for the underserved.

Other esteemed external speakers included Sumit Dey from Microsoft, who addressed the importance of finding the right problems to solve through design, Amit Gulati, Co-Founder Incubis who showed his vast body of interdisciplinary work and spoke about the importance of going beyond the brief for Designers. Dr Sass Brown from Kingston University, London spoke of Sustainable Fashion, Business &

Practices and Mr Priyank Goyal, DGM Category Management, Reliance Retail provided a Fashion Industry Orientation. Mr Pradeep Kumar from Lakshya Digital engaged with the faculty on how to prepare students portfolios for a successful career in the Gaming Industry.

We also learnt from our own internal experts – Prof Rahul Bhattacharya, on 'Design Education for the Era of Emerging Technologies', Prof Arun Gupta on 'Film Appreciation', and Mr Rajendra Raval on 'ERP Orientation' for Faculty. Dr Timcy Mehta, Prof Sweta Tiwari, Prof Anahita Suri, Prof Mira Patel conducted an excellent session on curriculum design. One of the most invigorating sessions was a yoga and meditation session by Prof Aarohi Dave, our faculty for French at UID.

The annual FDP had been preceded by the Research Skills Development Program (RSDP) focused on providing faculty a toolkit for writing research papers, and it has been followed by a series of FDPs on every working Saturday on leadership development and training for academic coordinators organised by the L&D team under the leadership of Mr Jaideep Banerjee.

FDPs are here to stay – and I do believe will play a pivotal role for UID for achieving its vision of being the global leader in design education, research and innovation.

**By: Prof. Manisha Mohan,
Dean Academics, UID.**

Building Stronger Teams: Faculty Development Program on Team Building

On June 26, 2024, a dynamic Faculty Development Program (FDP) focused on the essential theme of team building was held, featuring the esteemed Dr. Anurag Mehta as the keynote speaker and facilitator. Dr. Mehta, an Industrial Psychologist, Leadership Coach, HR Development Expert, and TEDx speaker, brought his extensive expertise to the program, engaging participants in a series of insightful discussions and interactive activities designed to foster team cohesion and effectiveness.




Snapshots from the session. Picture Courtesy: Mahendra Dave

Dr. Mehta commenced the session with a series of carefully selected videos that highlighted various aspects of team building. These videos served as a powerful visual aid, illustrating the importance of teamwork and setting a positive and energetic tone for the day. They displayed real-life examples of successful teams, underscoring the impact of effective collaboration and mutual support. Following the videos, Dr. Mehta delved into the critical concepts of organizational culture and ownership of work. He emphasized that a strong, positive culture is the backbone of any successful team, fostering an environment where members feel valued and motivated. Ownership, he explained, is about taking responsibility for one's contributions and understanding how individual actions influence the team's success. This segment of the program was particularly impactful, as it highlighted the deeper, often intangible elements that underpin effective teamwork.



Snapshots from the session. Picture Courtesy: Mahendra Dave.

One of the key activities of the day was an exercise designed to demonstrate how individual perceptions can influence team decisions. Participants were grouped into teams and given scenarios where they had to make decisions based on limited information. This activity revealed the diverse perspectives within each team and how these differing viewpoints can either enhance or hinder the decision-making process. Dr. Mehta facilitated a discussion on the outcomes, encouraging participants to reflect on their own biases and the importance of open communication in reaching consensus. Throughout the day, Dr. Mehta led a series of engaging and fun team-building activities. These activities were crafted to break down barriers, encourage collaboration, and build trust among participants. One notable exercise involved participants speaking about their teammates, sharing observations and positive feedback. This activity not only fostered a sense of appreciation but also highlighted the unique strengths each member brought to his or her respective teams.



In one of the more interactive segments, participants were shuffled into new teams based on assigned numbers. Each team was tasked with creating a team flag, naming their team, and developing a war cry and anthem. This creative exercise emphasized the significance of team identity and unity. Teams presented their creations, displaying their creativity and enthusiasm, which added a vibrant and competitive spirit to the session. Dr. Mehta then took the stage to discuss the fundamental structure of a team. He elaborated on the various roles and responsibilities within a team and what makes an effective team. Drawing on his extensive experience, he outlined the qualities of successful teams, including clear communication, mutual respect, shared goals, and adaptability. This discussion provided participants with practical insights that they could apply within their own professional environments. In his concluding remarks, Dr. Mehta spoke passionately about the importance of cultivating a positive team culture. He emphasized that team culture is not just about achieving goals but also about creating an environment where individuals feel connected, valued, and motivated to contribute their best efforts. He urged participants to take the lessons learned from the day's activities and apply them to their own teams, fostering a culture of collaboration, innovation, and mutual support.

The FDP on Team Building proved to be a transformative experience for all attendees. Dr. Anurag Mehta's expertise, combined with the thoughtfully designed activities, provided valuable insights and practical tools for building and maintaining effective teams. Participants left the session with a renewed understanding of the importance of teamwork and a set of actionable strategies to enhance their own team dynamics.

By: Sandipan Bhattacharjee, Assistant Professor, Department of Communication Design, UID.

Defining Boundaries in Design Education with Technology and Innovative Approaches



**Rahul Bhattacharya
Addressing The Audience**

UID FDP on 28th of June'2024 saw some focused sessions on looking into design education with new perspectives. Expert sessions by Rahul Bhattacharya, Sumit Dey, and Priyank Goyal guided the educators on the impact of technology in design education.

The first session titled 'Design & Education with Emerging Technologies' by Rahul Bhattacharya covered design education and emerging technologies, highlighting disruptive and incremental design with insights on generative AI. Being the Head of the M.Des Integrated Programme and Assistant Director of the Communication Design Department at UID, he focused on transdisciplinary design education and its social impact. In addition, he shared the implications of AI in design practice and education at large. The session was intriguing and engaging with lots of scope for future teaching.



The Debate Session

He also moderated a debate on incorporating emerging technologies into education. Prof. Sundar Mahajan, Prof. Manisha Mohan, Prof. Vikram Gutla, and Prof. Sambit Kumar Pradhan participated in the debate which focused on very important viewpoints regarding the impact of Artificial Intelligence in education and the speculations. He further emphasized the need for inclusive classrooms.

In the second session, Sumit Dey, a Product Designer from the National Institute of Design with a design experience ranging from Enterprise to Consumer products in the domain of Desktop, Web, and Mobile dedicated his session to Defining the Boundaries and finding the Right Problem to Solve.



Having managed UX design teams in Amazon and Microsoft he diligently maintains a connection with details, ensures alignment with the agreed-on objectives, sharing this clarity with the product and engineering team. In his session, Sumit Dey shared experiences and works, stressing the importance of understanding problems before seeking solutions. His insights on problem-solving processes sparked an engaging discussion among the faculty.

The next speaker was Mr. Priyank Goyal, DGM (Category Management) at Avantara, Reliance Brands. His session, titled, 'Fashion Industry Orientation' provided a

comprehensive overview of the sector's dynamic landscape. He began by discussing the global economy which is influenced by a fragmented future and climate urgency. He highlighted the consumer shifts due to vacation mode, the rise of influencers, and reinvented outdoor clothing. He then shed light on the latest trends and innovations shaping fashion today, from sustainable practices to the rise of digital fashion. He also addressed the growing importance of ethical considerations, urging brands to adopt transparent supply chains and fair labor practices. He emphasized the need for brands to be agile and responsive to changing market demands. Additionally, he provided insights into effective marketing strategies and brand positioning to succeed in a competitive environment. Participants left with a deeper understanding of the fashion industry's complexities and the strategies needed to navigate its evolving landscape successfully as well as expectations from fashion graduates as they enter the workforce.

Overall, the event featured expert-led sessions and interactive workshops, fostering professional growth and innovative thinking. Our faculty is now better equipped to deliver exceptional education and contribute significantly to academic excellence.

By: Kriti Malkani, Assistant Professor, Department of Interior Design, UID.

Empowering Design Educators

The final day of the Faculty Development Programme at UID further enhanced the understanding of teaching methodologies and fostered creativity in design education. Through interactive workshops and collaborative sessions with global thought leaders & academics, educators gained new insights and tools to inspire and engage their students effectively.

Aarohi Dave

Aarohi Dave's meditation and breathing exercise session offered a serene retreat from daily stress, emphasizing the profound benefits of mindfulness practices. She guided participants through various breathing techniques designed to calm the mind and body. She also introduced simple meditation methods to help participants cultivate awareness and inner peace. The session highlighted how these practices can reduce anxiety, improve focus and enhance overall well-being.



UID faculty members participating in the warm up exercise session. Picture Courtesy- Mahendra Dave.

Amit Gulati

Amit Gulati, co-founder and executive director of Incubis, shared insights on the fusion of multidisciplinary design and entrepreneurship. He highlighted how designers possess entrepreneurial qualities, blending creativity with business acumen and emphasized the importance of diverse perspectives in fostering innovation. He encouraged

embracing multidisciplinary approaches despite initial challenges, noting their long-term benefits. Incubis exemplifies these principles through projects with Fortune 500 corporations and government organizations. His session inspired faculty to integrate multidisciplinary design thinking into their teaching and research.



Faculties of Department of Industrial Design with Mr. Amit Gulati. Picture Courtesy- Mahendra Dave.

Curriculum Session

A session on curriculum and assessment alignment was conducted by UID faculties- Dr. Timcy Mehta, Anahita Suri, Shweta Tiwari & Mira Patel. It emphasized the importance of coherence between educational objectives, teaching methods and evaluation strategies. The presenters highlighted how aligned curriculum and assessments ensure that students achieve the desired learning outcomes effectively. They discussed various models and frameworks for alignment, while keeping in line with Bloom's Taxonomy & the National Education Policy. Practical examples demonstrated how to create assessments that accurately measure students' mastery of the curriculum content. The session underscored the benefits of alignment such as improved student performance, clearer instructional goals and more meaningful feedback. Attendees were encouraged to collaborate with colleagues to achieve and maintain alignment in their educational settings.

Dr Sass Brown

Dr. Sass Brown's from Kinston University emphasized ethical

practices in the fashion industry, highlighting the environmental and social impacts of fast fashion. She advocated for eco-friendly materials, upcycling, zero-waste. She stressed the role of consumers in driving change through conscious purchasing decisions and highlighted brands that prioritize fair labor practices and transparency. The session inspired attendees to consider the broader implications of their fashion choices and encouraged the industry to adopt more sustainable and responsible practices. Ethical fashion, she asserted, is a necessary shift toward a more equitable and sustainable future.



Online session by Dr. Sass Brown. Picture Courtesy- Mahendra Dave.



Faculty members attending the FDP. Picture Courtesy- Mahendra Dave

Conclusion

The 3 day FDP at UID once again provided the opportunity to discuss, debate & deliberate on academic issue & processes. It provided a platform for enhancing one's academic practice in alignment with the rapidly evolving technology as well as the new National Education Policy in India.

By: Anahita Suri, Assistant Professor, Department of Fashion & Lifestyle, UID.

Faculty Development Programme at UID- Day 1

The faculty development programme at UID celebrated a milestone in enhancing teaching excellence. Faculty members gathered to engage in workshops and collaborative activities aimed at improving pedagogical skills and fostering professional growth. The event underscored the institution's commitment to continuous learning, innovation and academic excellence. The event was inaugurated on 27 June 2024, by the Head of Institution, Col. Surojit Bose; Director Academic & Admin, Dr. K K Singh & Dean Academics, Professor Manisha Mohan.

Dr. Aniruddha Joshi

Dr. Aniruddha Joshi's design session delved into the principles of user-centered design and innovation. He emphasized the importance of empathy in understanding user needs and crafting intuitive solutions. Dr. Joshi highlighted case studies that focussed on successful design processes, from ideation to prototyping and testing. He discussed the role of aesthetics, functionality and sustainability in modern design. The session also covered design thinking methodologies, encouraging iterative development and collaboration. Attendees learned the value of feedback and adaptability in the design process, leaving inspired to create products and experiences that are both meaningful and user-friendly.



Seniors from UID and the guests lighting the lamp for inauguration of the FDP. Picture Courtesy: Mahendra Dave.



Seniors from UID and the guests lighting the lamp for inauguration of the FDP. Picture Courtesy: Mahendra Dave.

Tim Larson

Tim Larson's Technology & Design session explored the intersection of cutting-edge technology and innovative design. He emphasized how emerging technologies like artificial intelligence, virtual reality and IoT are revolutionizing design processes and user experiences. Larson highlighted global case studies where technology seamlessly integrates with design to solve complex problems and enhance functionality. He stressed the importance of a user-centric approach, ensuring that technological advancements meet real-world needs. The session also covered the iterative nature of tech-driven design, advocating for continuous prototyping and user testing. Attendees left with insights on leveraging technology to create more intuitive, efficient and aesthetically pleasing designs.



Mr. Tim Larson presenting his work to the UID faculty members. Picture Courtesy: Mahendra Dave.

Rajendra Raval

Rajendra Raval's ERP session for academics delved into the transformative impact of Enterprise

Resource Planning systems in educational institutions. He explained how ERP streamlines administrative processes, enhances data management and improves overall operational efficiency. He showcased practical applications, such as managing student records. The session also covered challenges and best practices for ERP implementation in academic settings.

Arun Gupta

Arun Gupta's film appreciation session offered an in-depth exploration of cinematic artistry and storytelling. He highlighted the key elements that contribute to a film's impact, including direction, cinematography, editing, and sound design. Gupta used classic and contemporary films to illustrate how these components work together to create memorable narratives and evoke emotions. He encouraged participants to look beyond the surface and analyze themes, character development and visual symbolism. He screened the short film 'Ghirmi' and invited a discussion on the various aspects of film making in there. Attendees gained a deeper understanding of the filmmaking process and learned to appreciate the nuanced details that make films compelling and enduring.



Prof. Arun Gupta interacting with UID faculty members for his session on film making. Picture Courtesy: Mahendra Dave.

By: Anahita Suri, Assistant Professor, Department of Fashion & Lifestyle, UID.

The Impact of AI on Education and Teaching



Shri Tariq Ali Saiyed, Registrar, here honoring Dr. Preet Deep Singh, Vice President of Government AI Adoption at Invest India. Picture Courtesy: Karnavati University.

The advent of AI has brought a paradigm shift in the field of education. This transformation has significant implications for teaching methods, the research process, and the overall learning experience. AI technologies are increasingly being integrated into educational systems, offering numerous advantages.

AI tools can provide personalized learning experiences, catering to individual student needs. They can generate and improve text, translate content, and analyze both structured and unstructured data. In terms of research facilitation, AI can expedite the research process by providing information quickly and efficiently from various platforms. However, this ease of access also raises concerns about the reliability and bias of the information provided. AI also serves as a personal assistant for educators, aiding in the creation of lesson plans, grading, and other administrative tasks. It ensures that learning outcomes are met in a more time-efficient manner.



Shri Tariq Ali Saiyed, Registrar, here honoring Dr. Preet Deep Singh, Vice President of Government AI Adoption at Invest India. Picture Courtesy: Karnavati University.

Despite these benefits, there are several challenges and considerations associated with the use of AI in education. Overreliance on AI tools might lead to a reduction in students' curiosity and creativity, as they may rely too heavily on AI for answers instead of exploring topics independently. AI technologies are not neutral and can reflect biases present in their training data. This bias is evident in research comparing Indian and European design approaches, where biases may influence outcomes. The behavioral aspects of learning, such as fostering curiosity and creativity, can be undermined by AI if not managed properly. The shift from dependence to over-dependence on AI tools can be detrimental, making it crucial to encourage students to apply their own critical thinking and problem-solving skills rather than relying solely on AI. Additionally, educators face difficulties in managing students who have varying levels of access to AI tools and the internet, potentially widening the digital divide. AI systems can produce outdated or incorrect information (hallucinations) and sometimes provide data from fake sources, making the validation of AI-generated information essential.



Faculty Development Program (FDP) sessions held on June 24, 2024, featured esteemed speakers and were hosted by Karnavati University. Picture Courtesy: Karnavati University.

The integration of AI in education is part of a broader trend of incorporating technology into learning. The use of calculators and educational videos has already transformed how subjects like mathematics are taught and learned. Massive Open Online Courses (MOOCs) have democratized learning by providing access to high-quality educational content to students globally, regardless of their financial status. Tools like YouTube have made basic education more accessible, allowing learners to grasp fundamental concepts before delving into more advanced studies.

In conclusion, the incorporation of AI in education presents both opportunities and challenges. While it can enhance learning efficiency and support educators, it is essential to maintain a balance to ensure that the core objectives of education—fostering curiosity, creativity, and critical thinking—are not compromised. Educators must guide students in using AI tools effectively, ensuring that they complement rather than replace traditional learning methods.

By: Kumud Kedia, Assistant Professor, Lifestyle & Accessories Design, UID.



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