



FACULTY DEVELOPMENT

**INSTITUTE FOR EXCELLENCE IN HIGHER EDUCATION
BHOPAL, M.P., INDIA**

POLICY

FACULTY DEVELOPMENT POLICY

Introduction

Any educational institute's future depends on its faculty members, who in turn depend on the knowledge, skills, expertise, and motivation. Development and training are continuous and systematic processes. The process of training should necessarily be directed to give every teacher a sense of professionalism, excellence, motivation, and job satisfaction. The faculty development program is essential to achieve Institute's long-term goals. IQAC cell has formulated a policy in this regard to promote and nourish the faculty members of the Institute for the continuous progress of the Institute.

Aim

Objectives

1. To enhance the quality of faculty members with in-service faculty development training for their role as teachers.
2. To sensitize teachers about new concepts in teaching and assessment methods.
3. Develop a conducive environment for the acquisition of knowledge and skills required for performing the role of a competent and effective teacher, administrator, researcher, and mentor.
4. To create and provide opportunities for faculty to represent Institute at various academic & non-academic platforms.
5. To develop, implement & strengthen various incentive schemes for faculty development.
6. To motivate teachers for educational research and publications by developing a research culture in the Institute.

Strategies-

IQAC shall evolve mechanisms and procedures for:

- Ensuring timely, efficient, and progressive performance of academic, administrative, and financial tasks
- The relevance and quality of academic and research programs
- Equitable access to and affordability of academic programs for various sections of society
- Optimization and integration of modern methods of teaching and learning
- The credibility of evaluation procedures
- Ensuring the adequacy, maintenance, and functioning of the support structure and services
- Research sharing and networking with other institutions in India and abroad

Practices

- IQAC cell in consultation with Institute level sub-committees shall be responsible for the functioning of the faculty development activities towards the achievement of the above-mentioned objectives.
- IQAC shall enhance the education technology skills of faculty members, and shall observe & guide departments to conduct teacher training programs regularly.
- IQAC shall invite and involve the experts/specialists of faculty development from internal and/or external sources,
- IQAC shall also conduct training sessions focusing on enhancing the overall professional & personal development of faculty interpersonal communication skills.
- IQAC shall promote the faculties of each constituent unit to participate in various seminars, conferences, workshops, fellowships, educational programs, etc. conducted in the Institute and outside the Institute.
- IQAC shall promote & encourage the faculties to take up advanced educational courses/ fellowships.
- IQAC shall guide & encourage departments to organize various academic & educational oriented programs, and workshops for the Post Graduate students
- IQAC shall be responsible for maintaining all relevant data, records, and documentation related to faculty activities.

IQAC shall conduct the audit, prepares the report, analyze the same and submit the analyzed report to Director once a year at the end of the academic year.

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