



FACULTY DEVELOPMENT

Policy Document

Introduction

At Harivandana College, we recognize the pivotal role of faculty in ensuring academic excellence and fostering an enriching learning environment. The Faculty Development Policy aims to provide structured opportunities for faculty members to enhance their professional knowledge, teaching methodologies, research capabilities, and overall contribution to the institution's growth.

Objectives

The key objectives of the Faculty Development Policy are:

- To support continuous professional growth and skill enhancement of faculty members.
- To encourage the integration of innovative technologies and methodologies in teaching and learning.
- To foster a culture of research, publication, and intellectual exchange.
- To promote interdisciplinary collaboration and engagement with external experts.
- To ensure faculty members stay updated with evolving educational practices and industry trends.

Scope

This policy applies to all full-time, part-time, and visiting faculty members at Harivandana College, Rajkot, across all departments and disciplines.

Key Components of Faculty Development

Professional Development Programs:

Faculty members will have access to a variety of programs, including but not limited to:

- Faculty Development Programs (FDPs) organized by the college or external institutions.

- Workshops, seminars, and conferences related to academic disciplines and pedagogy.
- Online and offline certification courses.

Research and Innovation Support:

- Faculty will be encouraged to undertake research projects, publish papers in reputed journals, and present at conferences.
- Seed funding for approved research proposals may be provided.
- Access to research tools, libraries, and other necessary resources will be facilitated.

Mentoring and Peer Learning:

- Senior faculty members will mentor junior staff to foster academic and professional growth.
- Regular peer learning sessions will be organized to share knowledge and best practices.

Technological Training:

- Training sessions on integrating technology into teaching, such as the use of Learning Management Systems (LMS), smart classrooms, and virtual labs.
- Continuous updates on emerging educational technologies.

Industry Exposure:

- Opportunities for faculty to engage with industry professionals through guest lectures, industrial visits, and consultancy projects.
- Internships or short-term projects with industry partners may be facilitated for faculty members.

Leadership and Administrative Training:

- Programs to develop leadership, management, and administrative skills for faculty aspiring to take up academic leadership roles.

Policy Implementation

Annual Development Plan:

Each department will prepare an annual Faculty Development Plan outlining specific activities and initiatives aligned with departmental goals.

Incentives and Recognition:

- Faculty members successfully completing approved development activities will receive recognition and certificates. Best-performing faculty members may be awarded incentives or additional support for professional development.

Funding and Support:

- The college will allocate an annual budget for faculty development initiatives. Faculty members may apply for financial assistance to attend external training, conferences, and programs.

Monitoring and Evaluation

Feedback Mechanism:

- Faculty members will provide feedback on development programs to assess their effectiveness and relevance.

Annual Review & Reporting:

- An annual review will be conducted to evaluate the outcomes of faculty development initiatives and identify areas for improvement.
- Departments will submit reports on faculty participation and outcomes of development activities to the Academic Council.

Amendments to the Policy

The Faculty Development Policy is subject to periodic review and amendments by the Academic Council to ensure it remains relevant and aligned with institutional objectives.

Effective Date

6 Jun 2023



Principal
Harivandana College
Rajkot