



FACULTY DEVELOPMENT POLICY

Prepared By

Academic Monitoring Committee (AMC)

Ganga Institute of Technology and Management, Kablana (Jhajjar)

Approved by AICTE, Affiliated to M D University Rohtak, recognized under section 2(f) of UGC Act, 1956

Faculty Development Policy

Ganga Institute of Technology and Management (GITAM) always believe that faculty is the heart of the Institution, involving them in the teaching-learning process. A major area of innovation in education is centered on the attitudes of faculty members. The core of our learning environment is our faculty's beliefs, presumptions, and emotions, which in turn determines the quality of life for students.

Objectives:

Enhance academic excellence by inspiring faculty to engage in various research and lifelong learning processes, thereby developing talent retention and cultivating a competitive edge in the modern educational and industrial requirement.

Implementation Plan:

GITAM has been encouraging and sponsoring its faculty to take part in various faculty development activities to enhance the overall academic environment in the Institution. Participation in FDPs facilitates the faculty members to upgrade their research and teaching abilities in the following aspects.

- Pedagogical and assessment techniques
- Technical expertise
- Research, creativity, innovation, and professionalism
- Provide need-based orientation / training sessions to new faculty members on academic and research expectations, resources, and governance structure of the Institute
- Leadership qualities and individual growth.
- Team work spirit
- Develop responsiveness among faculty and staff through various cross-cultural initiatives.
- Endeavour to achieve the highest standards of academic excellence by motivating faculty to undertake academic and research activities for life-long learning process.
- Encourage faculty members to organize and attend technical events and activities in an academic year.
- Financial incentives are given for faculty for research activities.
- Study leave for faculty pursuing Ph.D.
- Paid leave with registration fee and travel allowance to attend FDPs / Workshops / Conferences etc. in the Institutes of national repute like NIT, IIT and other Institutes.

Outcomes:

1. Enhanced teaching quality, continuous learning and professional development
2. Improved student engagement and academic performance.
3. Enhanced faculty retention and talent development.
4. Strengthened leadership skills and collaborative spirit among faculty members.



Prepared by:

Coordinator- AMC

Approved/ Not Approved

