



# St Joseph College of Communication

Media Village, Changanassery  
Affiliated to Mahatma Gandhi University, Kottayam, Kerala

Vision: Transforming Media for a Wholesome World

Founded in 2004

## Policy on Faculty Development

<b>Responsible Executive</b>	Principal, St Joseph College of Communication
<b>Responsible Office</b>	Principal's Office, St Joseph College of Communication
<b>Date Issued</b>	November 2020
<b>Date Last Revised</b>	November 2023
<b>Code</b>	SJCC/ACAP/03/23

### 1. Statement of Policy

St. Joseph College of Communication, Changanassery is committed to the professional development of its faculty members to ensure excellence in teaching, research, and service. This Faculty Development Policy aims to provide opportunities for continuous learning, skill enhancement, and career growth among the faculty.

### 2. Objectives

- **Enhance Teaching Excellence:** Improve the quality of instruction and learning outcomes through innovative teaching methods, technology integration, and pedagogical training.
- **Promote Research and Scholarship:** Support faculty in conducting high-impact research, publishing in reputed journals, and securing research grants.
- **Encourage Lifelong Learning:** Foster a culture of continuous learning and professional growth among faculty members.
- **Facilitate Career Advancement:** Assist faculty in progressing through their academic career stages by providing guidance, mentoring, and resources.

### 3. Policy Components

- **MOOC Courses:** Faculty members benefit from attending MOOC courses as it allows them to continuously update their knowledge and teaching methods, staying current with the latest trends and technologies in education. Furthermore, MOOC courses provide a flexible and accessible platform for faculty to acquire new skills and insights, ultimately enhancing their effectiveness in the classroom and their contributions to research and academia.
- **Membership in Professional Bodies:** Faculty members benefit from membership in professional bodies by gaining access to valuable resources, networking opportunities, and forums for sharing knowledge and best practices within their academic disciplines. Furthermore, it enhances their credibility, supports ongoing professional development and fosters collaborations that can enhance research and teaching endeavours.
- **Research Support:** The institution will provide resources for faculty to engage in research activities, attend conferences, and collaborate with colleagues.
- **Library and Resource Access:** Ensure that faculty have access to relevant academic resources, journals, and databases.
- **FDP:** Workshops and FDPs often offer specialized training in teaching methodologies, curriculum development, and assessment strategies, which can lead to improved classroom effectiveness and student engagement

### 4. Implementation

The Principal approves requests from faculty members recommended by the Heads of Departments based on need analysis. Financial assistance is provided subject to Budgetary allocation following office orders issued from time to time.

### 5. Approval & Review Details

**Approval Authority:**

Executive Director, St Joseph College of Communication

**Officer In-charge:**

Principal's Office, St Joseph College of Communication

**Approved on: November 2023**

**Next Review Date: November 2024**

## **6. Feedback:**

Stakeholders may provide feedback about this document by e-mailing IQAC.