Ref. No. DVNBRIMS/   Date :

Policy Document for Faculty Development

02nd March 2015

DR.V.N. BRIMS encourages its faculty members to regularly participate in faculty development programs/ seminars / conferences /workshops as an important initiative towards Faculty development. The objective is to have a wide exposure nationally as well as internationally. The institute also takes continuous efforts to organize Faculty Development Programs which work in the best interest of the faculty members.

We at DR.V. N BRIMS value high quality teaching, research, innovation, respect for colleagues, hardwork, and integrity.We provide conducive learning environment to students supported by high quality Faculty members. We provide state of the art quality teaching to equip students to find their place in a highly competitive environment through teaching learning process. Faculty members are expected to constantly upgrade skills and remain abreast with changing academic scenario, industry and larger socio-economic environment. Their expertise has helped evolve our TLP(Teaching Learning Plan) and teaching pedagogies.

At DR. V.N. BRIMS, we try to assist Faculty members in their professional development by providing an opportunity to attend workshops and seminars organised by Professional bodies to keep them abreast with the relevant knowledge.

Training Need Analysis (TNA) is conducted for the faculty members in order to identify the areas for faculty development and FDP slots are allocated accordingly.

By making this policy, DR.V.N.BRIMS wants to provide opportunity to faculty members with objectives listed below-

1. To improve the teaching learning pedagogy for effective dissemination of knowledge
2. To develop new/recent academic as well as industrial insights in faculty members
3. To encourage faculty members to adopt and implement new technology in teaching learning
4. To enlarge research perspective which will result in high quality research papers/contribution in Scopus/ABDC/Web of Science indexed journals.
5. To enable faculty members to contribute to the advancement and dissemination of knowledge among the faculty members
6. To support the faculty members in their overall and holistic development

Faculty members at DR VN BRIMS are encouraged to pursue excellence in their responsibilitiesas teachers and researchers

Faculty Development Policy practiced at DR.V.N.BRIMS are described as follows:

1. Faculty members are encouraged to participate in the Faculty Development Programsorganised by leading management institutions with quality resource persons.Furthermore, In-house FDPs on research, In-house workshops such as case studywriting and publishing, FDPs on Mentoring and Sessions on use and implementation ofrecent technology have been conducted for the faculty members.

2. In-House FDPs and workshops are entirely financed by the Institute.

3. Financial support is provided to the faculties to attend the FDPs and workshopsorganized byleading management institutions with quality resource persons. Incentivesof INR 2000 are also provided to the faculties whose work is published in Scopus andABDC Indexed journals.

DR.V.N.BRIMS has defined the policy for providing financial support to faculty members for this objective. The same is attached along with this policy document.

The registration charges and travel expenses are always borne by the Institute. Faculty members organises and attend various seminars, conferences, FDP, MDP, workshops regularly and registration charges are borne by the Institutes along with paid leave from one day to five days depending upon the duration of the FDP.

Each faculty member of the institute is encouraged for upgradation of skills by motivating for higher education, Pursuing Ph.D., NET, SET.

DR.V.N.BRIMS facilitates resources for conducting Research FDP. Faculty members are expected to take initiative in organizing Research FDP.
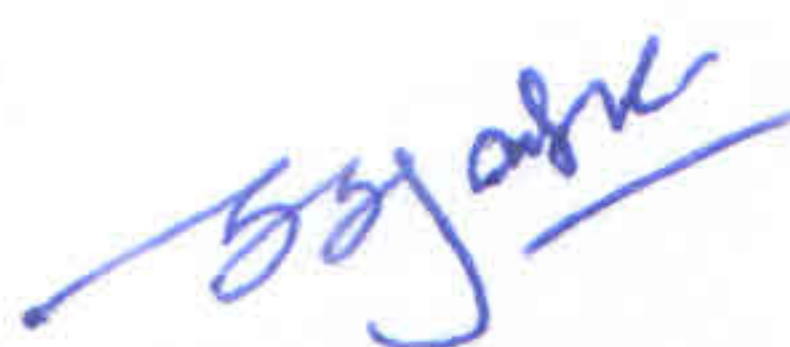
Faculty members are made aware of the relevance of their activities and how they need to contribute to the achievement of the quality objectives.

Institute will provide all the required support facilities (Computers, Printers, Statistical Softwares, Databases) to the faculty members for their research purpose.
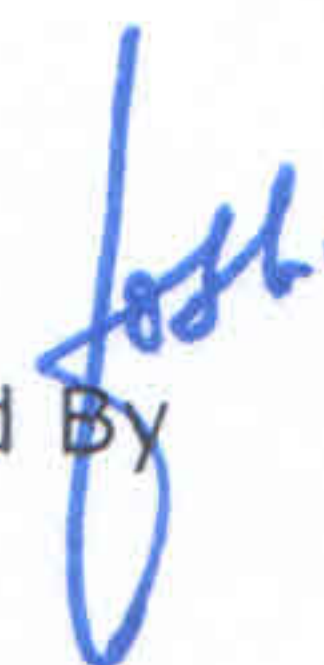
Each Faculty member of the Institute is encouraged to register for online FDP's on SWAYAM, AICTE and NPTEL Portal.

Prepared By   Checked By   Approved By