



ERODE SENGUNTHAR ENGINEERING COLLEGE

(An Autonomous Institution)

Approved by AICTE, New Delhi, Permanently Affiliated to Anna University- Chennai,
Accredited by National Board of Accreditation (NBA), New Delhi &
National Assessment and Accreditation Council (NAAC), Bangalore with 'A' Grade

PERUNDURAI -638 057, TAMILNADU, INDIA.



Faculty Training and Development Policy





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FACULTY DEVELOPMENT POLICY MANUAL

Policy

Erode Sengunthar Engineering college always believes that best faculty makes best students. Hence it is committed to creating faculty of global standards. Therefore the management is always ready to support faculty development programs and initiatives in order to empower and assist faculty members to excel in teaching and training and become more effective and talented in the concerned profession. Faculty development is a shared responsibility between the faculty members and the college.

All the faculty members are strongly encouraged to pursue PhD if not awarded within Five years after joining in the college. All the promotion and other recognitions shall be strictly based on the quality and performance of the faculty. In the UGC and University promotions and appointments to higher levels the research and publications other quality measures will be taken into account.

Guiding Principles

ESEC is committed to supporting continuous learning for faculty members through faculty development initiatives related to; excellence in teaching learning, research, consultancy and extension thereby transforming faculty members into thought leaders to make the college a knowledge center.

Faculty Development Provisions

Training and Development

Professional qualification is always a benchmark of quality. Hence all the faculty members shall have PhD, either during the time of appointment or within five years of the joining at College. The management shall consider the highest qualification of the faculty in all the promotions, appointments to higher cadre etc. The management is committed to give maximum incentives in the pursuit of higher studies of the faculty.



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The faculty also shall involve in publishing scholarly articles and research findings in reputed journals.

It is the responsibility of the Faculty Development Council (FDC) of the college to organize training/input sessions for the entire College faculty by eminent scholars from reputed national/international institutions. There shall be a minimum of four such programmes in an academic year. Feedback from the faculty should be obtained by the council and mechanisms to assess the impact should be developed by the council. The Chair of the FDC shall ensure the minimum number of training/input sessions and their impact assessment.

Financial Assistance

Financial Assistance/ encouragement to faculty shall be provided for the following:

- a) Presenting research papers in national and international seminars
- b) Publishing research papers in national and international journals
- c) Authoring academic books
- d) Visiting institutions of excellence at the national and international level
- e) Attending Faculty Development Programmes Organized by top level institutions in India (for eg. IIMs, IITs etc)

Recognizing Scholarly contributions

In order to encourage scholarly contributions of faculty members, College is committed to devote half a day as 'Faculty Development Day' twice a year, one in the middle (September) and the other at the end (March) of each academic year. In a public meeting, the scholarly contributions of the following type are recognized.

- a) Acquiring additional degrees such as Ph.D., M.Phil. Post graduate degrees etc.
- b) Papers presented in national/international journals
- c) Publishing research papers in national and international journals
- d) Authoring academic books



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- e) Delivering academic lectures as resource persons outside the college
- f) Moderating paper presentations in a state/national/international seminars

Faculty Development Fund

The college shall maintain Faculty Development Fund to which the management contributes a fixed amount every year. Contributions from alumni and well-wishers can also be obtained.

Implementation

Faculty Development Council

The implementations of Faculty Development Provisions vest with Faculty Development Council (FDC). The FDC consists of the following members:

1. Manager
2. Principal (Ex-Officio)
3. Chair Research Committee (Ex-Officio)
4. IQAC Co-Coordinator (Ex-Officio)
5. One member from each department.

Frequency of meeting

The FDC shall meet on every last working day of a month. If the last working happens to be a holiday the immediate previous working day shall be the day of meeting. It is the responsibility of the Chair of FDC to see that the meeting is convened and its minutes are kept. If any of the members fails to attend the meeting consecutively for three months, his/her membership in the council gets automatically terminated and is not eligible for applying again.

Procedures

To get financial assistance one should apply to the FDC in the prescribed format. In the application form there shall be provision to write a minimum of 200 words as to how the college will benefit



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if the financial assistance is provided.

Review of the FDP policy

The FDP policy shall undergo reviewed whenever found necessary, may be once in every three years. The review shall be made by the FDC and the same shall be submitted to the Governing Board for approval.