

## Faculty Development Policy

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### 1. PREAMBLE

LEAD considers the faculty as its best asset. The institutional and academic organizational structures and academic policies have been developed to afford the faculty the maximum academic freedom to contribute to the institutional mission and goals. The LEAD College of Management, has effective faculty development policy for teaching and nonteaching staff.

### 2. APPLICABILITY

This policy is applicable to all teaching and non-teaching staff members of the institution

### 3. OBJECTIVES

- The policy is designed to enhance the quality of teaching and non-teaching faculty.
- To motivate teachers for educational research and publications by developing research culture in university
- To develop conducive environment for acquisition of knowledge and clinical skills required for performing the role of competent and effective teacher, administrator, researcher and mentor.
- To sensitize teachers about new concepts in teaching and assessment methods.

When moulding future management leaders, it is important to give them personalized attention and profound care besides teaching management. Building a strong foundation is a major key to raising effective business leaders who can deal their cases with empathy and congruity. There are but only a few business management institutes in India who foster these perspectives and Lead College of Management is one such institutes.

LEAD, while choosing its faculty, looks for an individual who is not only a teaching pillar but also as a good motivator and guide. The institute ensures to raise the standard of its faculty in terms of interaction and guidance, academic excellence, and through learning from the experiences envisaged in the past years. Faculties at LEAD allow students to “learn” than “teach”.

## 6. Faculty Development Policy

1. Having an administrative hierarchy which fosters understanding of the faculty's motivations, strengths, interests thoroughly and explicitly through the performance appraisal.
2. While recruiting at most care is taken to select the most suitable candidate for the culture and requirement of the college.
3. During the recruitment, itself faculty members are requested to go for higher studies and doctoral degree.
4. The Institute stives in various ways to develop the skills of faculty members
5. Regular trainings are provided to enhance the quality of teaching. For ex. mentoring, gamification
6. Financial assistance is provided for professional membership in Management Association, - PMA, NIPM, KIF
7. All the faculty members are provided with financial support to be member in Toastmasters International, to improve the presentation skill and language
8. Faculty members are encouraged to attend FDP, Training prog conducted by other college, publications, book writing, presenting paper in conferences, attending national and international conferences.
9. Every year, the faculty member can avail financial support up to Rs. 10000/- for participating in the FDP, Training prog conducted by other college, publications, book writing, presenting paper in conferences, attending national and international conferences.
10. Regular leave / on duty is provided for attending doctoral work of the faculty members.
11. Incentives are provided for the exceptional work
12. Research Policies and Patent right policies are developed for more understanding of the development initiatives of the institute and financial

support and motivation in the research publication and patent and copyright.

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