



Param Pujya Dr. Babasaheb Ambedkar Smarak Samiti's  
**Dr. Ambedkar Institute of Management Studies & Research**

Deeksha Bhoomi, Nagpur - 440010 (Maharashtra State) INDIA

**An Institute recognised under section 2(f) and 12B**

**MBA Programme Accredited by NBA from 2019-20 to 2021-22**

**Accredited by NAAC with Grade 'A'**

**2013**

# **Faculty Development Policy**

## Faculty Development Policy

An individual Faculty Development Plan is fundamental to a faculty member's professional growth and successful performance in teaching, scholarly activity, and service. This plan should respond to the missions, goals, and objectives of the College.

### Goals

The goal of this policy is to further the Institute's goals in Academics and dissemination of knowledge through the following:

1. Fostering the development and continuance of excellence among the faculty.
2. Aiding the administration of the College and University in understanding the motivations, strengths, accomplishments, goals, and plans of individual faculty members.
3. Furtherance of communication and understanding between the faculty and the College and University administrations.

The major thrust areas for this Faculty Development Policy are encompassed as follows:


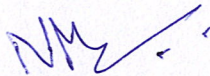
- 1) **Teaching Learning:** The Institute focusses on constantly improving its pedagogical in order to be in tandem with the changing industrial scenario. The Director of the Institute shall identify the areas where inputs are required to be given for increasing the effectiveness of teaching.
- 2) **Research Promotion Policy:** The institute has a well- defined Research Policy which explicitly mentions the incentive structure and the targets to be achieved by every faculty. Institute has a comprehensive support policy covering all the necessary areas for the promotion of research.
- 3) **Extension/Consultancy:** There is also a liberal Consultancy related policy in the Institute which encourages faculties to undertake projects in association with Industry bodies thus enhancing not only income levels of faculty but also giving them the required amount of exposure to the industry.
- 4) **Faculty as a Mentor:** The Institute believes in moulding the personality of the students by allotting a Faculty-Mentor to every student who in turn is expected to rigorously follow the guidelines as given in the Mentoring Guidelines. This process

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helps to build up a life-long relationship with the students and can be useful for taking up further joint projects.

- 5) **Retention policy:** The benefits available to a faculty both in terms of monetary as well as non-monetary incentives are outlined in the retention policy which are specially designed not only to attract the best talent pool in the industry but also to retain them.
- 6) **Higher education:** The Institute supports faculties in pursuing post-graduation as well as doctoral and post-doctoral studies in all possible ways in terms of leaves as well as other required assistance. Faculties are encouraged to have a diverse range of qualifications.
- 7) **Industry Interface:** Faculties are encouraged to increase interaction through special meets organized with the members of the Industry in order to keep themselves abreast with the latest happenings in the industry. Similarly, membership of professional bodies is also encouraged and supported both financially as well as non-financially.

Approved By:

NAME	SIGNATURE	DATE
Dr. Sudhir Fulzele, (Director)		12-Jul-2016
Dr. Nirzar Kulkarni (Dean - Admissions)		12- Jul-2016

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