

## **Process driven Eco-system to enhance the Academic Ambience and Sustain Quality**

The Institute strongly believes that the “Quality of Education can never be Better than the Quality of Teachers” in an academic eco-system. With this spirit of ensuring the quality of the faculty, the institution has a robust selection process for identifying the best of the teaching faculty with real passion towards teaching. This creates and enables the system to realize the vision of the institution i.e., to be among the most preferred institutions offering quality technical education. In line with this the mission statements are conceived keeping in complete concurrence with the core values of NAAC upon which the entire accreditation process is built-in for quality assurance. To keep up in pace with the technology development and various innovative teaching and learning pedagogies, continuous faculty capacity building programs play a vital role to maintain the reputation of the institution. Having said that the Institute has started introducing several best practices to enhance the quality of education offered and creating an enabling environment for both teachers and students for their holistic growth. Having all these challenges in mind in the last decade, several initiatives were introduced to motivate faculty members and promote philosophy of continuous professional development. A policy document with the well-defined SOP has been brought into existence enabling all the faculty members to get aligned with the system. This process driven approach for ensuring the quality of the faculty and faculty continuous development has shown the impact in terms of

- Attracting senior faculty members PAN India with good academic credentials, research and professional competencies leading to a heterogeneous group
- Increased motivational levels of existing faculty for continuous development of professional competencies through participation in conferences, seminars and workshops

- Building and enhancing the research profile leading to success in getting research grants from various funding agencies, quality publications in Scopus and SCI indexed journals and acquiring Ph.D. qualification for career enhancement

Over the last few years, the system which was in place got modified year on year and finally in line with the Academic Performance Indicator (API) evolved into a very comprehensive policy by name “Faculty Assessment and Development Scheme(FADS)” during year 2017-18. FADS came out as very high enabling policy covering all the aspects of the development of the faculty with a proper balance between academics, research, and professional development. Apart from the above, the policy also has scope to incentivize the faculty members with monetary benefits based on the score that the faculty acquired under various attributes of the policy which has flexibility to tradeoff. Compared among the equals, this initiative has turned into a distinct practice contributing to the realization of the vision of the institution.