



# SADHAN CHANDRA MAHAVIDYALAYA

Affiliated to the University of Calcutta and included under section 2(f) & 12(B) of the UGC Act, 1956  
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## Policy on Faculty Empowerment Strategies

### 1. Introduction

Sadhan Chandra Mahavidyalaya recognizes that faculty empowerment is crucial for enhancing teaching quality, research productivity, and overall institutional excellence. This policy document outlines the strategies and initiatives aimed at empowering faculty members through professional development, support systems, recognition, and collaboration opportunities.

### 2. Objectives

The objectives of the Faculty Empowerment Strategies Policy are:

1. To enhance the professional competencies and skills of faculty members.
2. To promote a culture of continuous learning and research excellence.
3. To provide adequate support and resources for faculty development.
4. To foster leadership and administrative capabilities among faculty members.
5. To encourage collaboration, networking, and interdisciplinary exchange.
6. To establish mechanisms for evaluation, feedback, and continuous improvement.

### 3. Scope

This policy applies to all faculty members of Sadhan Chandra Mahavidyalaya, including permanent, contractual, and visiting faculty engaged in teaching, research, and academic administration.

### 4. Faculty Development Programs

#### 4.1 Professional Development Workshops and Seminars

1. Workshops: Organize and participate in regular workshops and training sessions on pedagogy, curriculum development, assessment methods, and educational technology.
2. Seminars: Facilitate participation in national and international seminars, conferences, and webinars relevant to faculty members' disciplines.

#### 4.2 Research and Publication Support

1. Research Grants: Provide financial support and grants for faculty research projects, publications, and conference presentations.
2. Publication Assistance: Offer guidance on manuscript preparation, journal selection, and publishing ethics.

#### 4.3 Leadership and Administrative Training

1. Leadership Programs: Conduct and encourage staffs to participate in training programs to develop leadership skills among faculty members interested in academic administration roles.





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2. Administrative Workshops: Provide insights and training on administrative processes, governance, and institutional policies.

## 5. Mentoring and Support Systems

1. Faculty Mentoring: Establish a formal mentoring program where experienced faculty mentor junior colleagues in teaching, research, and career development.

2. Counseling Services: Provide counseling and advisory services to address professional challenges, career aspirations, and work life balance.

## 6. Recognition and Rewards

1. Teaching Excellence Awards: Recognize outstanding teaching performance through annual awards and commendations.

2. Research Achievements: Acknowledge faculty achievements in research, publications, grants secured, and intellectual contributions.

## 7. Collaboration and Networking

1. Collaborative Projects: Facilitate interdisciplinary collaborations and research partnerships within the institution and with external stakeholders.

2. Networking Opportunities: Encourage participation in collaborative networks, consortia, and industry academia partnerships.

## 8. Evaluation and Feedback Mechanisms

1. Performance Evaluation: Conduct regular performance evaluations to assess faculty members' teaching effectiveness, research productivity, and professional development.

2. Feedback Processes: Establish mechanisms for students, peers, and administrators to provide feedback on faculty performance and program effectiveness.

## 9. Resource Allocation

1. Budget Allocation: Allocate sufficient budgetary resources to support faculty development initiatives, research activities, and professional growth.

2. Infrastructure and Facilities: Provide access to state-of-the-art facilities, laboratories, and library resources necessary for teaching and research.







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## 10. Review and Amendments

1. Periodic Review: Conduct periodic reviews of the Faculty Empowerment Strategies Policy to ensure alignment with institutional goals and emerging trends in higher education.
2. Amendments: Make amendments to the policy based on feedback from stakeholders, changes in educational policies, and evolving faculty needs.

## 11. Conclusion

Sadhan Chandra Mahavidyalaya is committed to fostering a supportive and empowering environment for its faculty members. Through the implementation of this Faculty Empowerment Strategies Policy, the institution aims to enhance teaching quality, research excellence, and overall academic achievements.

Policy approved by Governing Body on: 05/12/2022 (Item No.: 18)

(Dr. Sk. Fazlul Haque)  
Principal

Principal  
Sadhan Chandra Mahavidyalaya  
Harindanga, Falta, South 24 Parganas

