



6.3.3 Number of Professional development/ administrative training programs organized by the institution for teaching and non-teaching staff during the year 2023-2024.

Year	2023-2024
Number	1

Staff Professional Development

Policy Information

Policy Title:	STAFF PROFESSIONAL Policy
Category:	Academic & Non-Academic
Initiated by:	IQAC
Approval Authority:	Management Board
Monitoring Authority:	IQAC Coordinator
Development and Reviewed by:	IQAC

Scope

This policy extends the following areas:

- To support the staff members to upgrade their skills in alignment with the latest technology.
- To support the staff for research by allowing them to present papers in conferences/seminars/workshops and publish journals in refereed journals.
- To provide financial support for the staff in their professional development.

Policy

The college promotes research and professional development of staff members by giving on duty leave and financial support to the deserved staff.

- Staff members presenting research papers in conferences/workshops/seminars can avail OD by submitting appropriate request letters with evidence.
- Staff members attending conferences/workshops/symposium/competitions as resource person/speaker/judge can avail OD by submitting appropriate request letters with evidence.
- Staff members are encouraged to publish research articles in UGC care listed journals by mentioning “St. John’s College of Arts and Science” as author affiliation.
- For the fore mentioned cases, based on the HOD and Principal recommendations the management may provide full or partial financial support for registration/publication/APC fees by submitting requests with relevant evidence.
- Staff members attending FDP/Short Training/Refresher courses from the authorized/approved institutions can request written OD and financial support. Based on the reputation of the event the management may provide full or partial support.
- Staff members are encouraged to be affiliating with Professional bodies which are approved/recognized by UGC or the affiliating university and for membership fee, the

College will support fully or partially based on the recommendation of IQAC and Principal.

- **Revision of the Policy**
- The IQAC committee does the revision if any changes are required

REPORT

FACULTY DEVELOPMENT PROGRAMME

Date: 16.06.2023

The FDP was organized by the management on 16.06.2023 at Multimedia Hall from 10.00 am to 03.30 pm. The Resource Person was Dr. James R Daniel, Former Principal Scott Christian College (Autonomous) Nagercoil. The principal Dr. M. Edwin Gnanadhas introduced the Resource Person.

The Speaker initiated the meeting with the question "What is the role of the teachers in the 21st century?" He gave ten visions on 'How to be a Great Teacher'. Most important ideas that were emphasized by the speaker were to be creative and be a continuous learner throughout the teaching journey. He shared his both personal and academic experiences that help everyone to construct one's professional life with more effective.

He patiently responded all the queries and suggestions raised by the listeners. He was accommodative and cordial with all the faculty members with his poised, respectful and gentle gesture. He handed the faculty members with the teaching assessment form to evaluate the professional, standard of each professor. Finally, the professors evaluated themselves honestly and responded with the positive feedback. The FDP came to an end with the silent prayer followed by the vote of thanks by the IQAC Coordinator.

Resource Person disseminating his ten visions





St. JOHN'S COLLEGE OF ARTS & SCIENCE

(Accredited with B++ by NAAC & Approved by UGC under section 2(f) & 12(B) status)

(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)

(A Christian Minority Institution)

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Declaration

I hereby declare that the details and information given above are complete and true to the best of my knowledge and belief.

Dr. V.Y. DASAPPAN M.A., M.Phil., Ph.D.

PRINCIPAL

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