



St. Clare's College

Affiliated to Bangalore University | A Claretian Missionary Institution

NURTURING VALUES AND EXCELLENCE

Best Practice 2

Qualified and Skilled Faculty





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Qualified and Skilled Faculty

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BEST PRACTICE 2

1. Title of the Practice

Qualified and Skilled Faculty

2. Objectives of the Practice

As the Indian higher education landscape continues to change and evolve, the quality of teaching, the skills, and the qualifications of the faculty have become major issues of focus. To enhance the quality of education imparted, the institution is convinced that it should recruit qualified and experienced faculty and provide adequate support for on-the-job skill enhancement.

The leading objectives of the practice are:

- To raise the faculty quality and qualification in the institution and match the qualification requirements established by UGC.
- To build faculty capacity in teaching, evaluation, research, and administration.
- To enhance the quality of teaching and learning in the institution.
- To enhance the academic performance of learners through qualified and skilled faculty.

3. The Context

Faculty are at the centre of the teaching-learning process. They are the lifeblood of the institution. A faculty member plays multiple roles of a teacher, mentor, guide, and counsellor. High-quality teaching by highly qualified faculty contributes to students' overall development. The quality of education imparted strongly correlates with the



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qualification and skilfulness of the faculty. Because of policy changes, generational shifts, technological advances, and other societal trends, the changing face of higher education has necessitated the upgrading of faculty skills and qualifications. SCC, being an institution committed to providing high-quality education, has established robust faculty recruitment and faculty development policies to meet the faculty qualification requirements the University Grants Commission has instituted.

The institution has been intentional in the first place to establish a rigorous process to recruit skilled, qualified, and experienced faculty. And secondly, it has also established support systems to provide on-the-job knowledge and skills training through faculty development programs, seminars, conferences, research support, and support to earn higher qualifications.

4. The Practice

1. Measures to Enhance Faculty Qualification

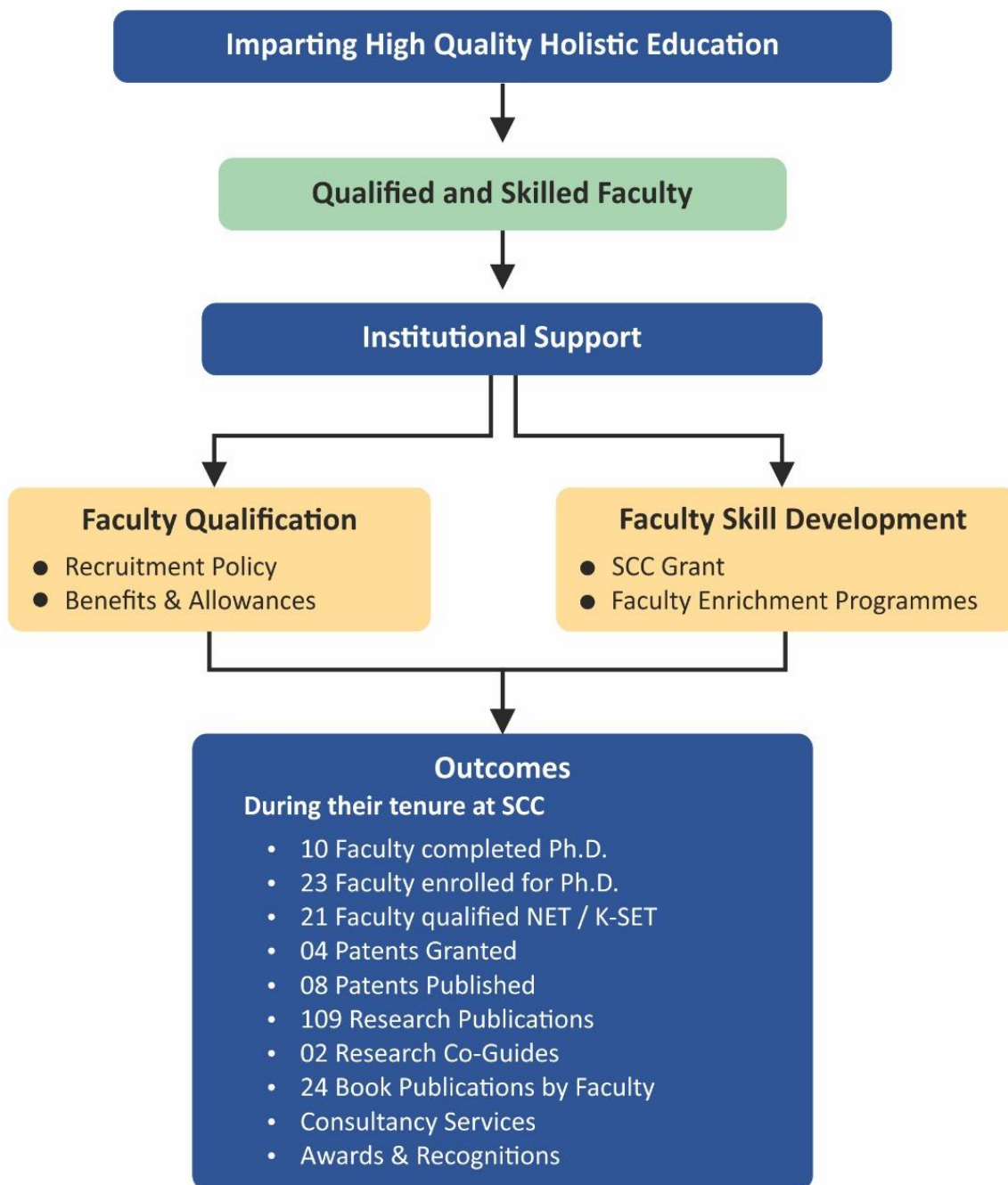
- **Recruitment Policy:** The institution's faculty qualification policy aligns with UGC norms, and accordingly, priority is given to applicants with Ph.D., NET (National Eligibility Test), and SLET/SET (State Level Eligibility Test) qualifications.
- The management motivates faculty to pursue higher qualifications by providing *monetary benefits and special allowances*.
 - The management provides double increments for faculty members who complete Ph.D. or qualify NET/K-SET during their tenure in the institution.
 - The management encourages faculty to enrol and complete Ph.D. and Post-Doctoral degrees. Those pursuing higher degrees are entitled to eight Special Casual Leaves per year.



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2. Support to Enhance Faculty Skill Development

- **SCC Grant:** The faculty at SCC receives financial support for their career development. The management extends financial support for book publications, research projects, publications in reputed journals and for professional development programs to enhance one's skills and knowledge.

SCC Annual Research Grant Allocation:

- Academic and Career Development: ₹ 6,000 per faculty per year
- Minor Research Project or Patent: ₹ 30,000 per project (Maximum five in a year)
- Publications (Thesis and Book): ₹ 20,000 per faculty (Maximum five in a year)
- Innovation and Start-up (NISP): ₹ 15,000 (Maximum five in a year)
- **Online Courses:** Every semester, the institution encourages its faculty to enrol in online courses such as NPTEL and ARPIT Refresher Courses. The examination fee for such programs is reimbursed.
- **Training Programs:** The institution encourages faculty members to participate in training programs organized by the MHRD, MSME, and WIPO by reimbursing registration fees.
- **FDPs, Seminars, and Conferences:** The institution provides Special Casual Leaves for faculty to present research papers at national and international conferences, and to attend FDPs, PDPs, MDPs, and Workshops hosted by other institutions. The fee for such programs is also reimbursed.
- **Faculty Enrichment Programs Organized**
 - FDPs, PDPs, MDPs, Panel Discussions are organized at SCC to expand the range of knowledge of faculty members in key areas like Teaching Pedagogies, Econometrics, Research Methodology, Funded Projects, Management 4.0, Taxation, Innovation, and IPR.
 - The institution provides hands-on skills training programs and workshops on various fields like Advanced Excel, Office 365, National Education Policy (NEP),



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UGC NET Training, Research Software, Artificial Intelligence in collaboration with experts in the field.

- The institution organizes national and international conferences and encourages faculty members to present their research findings as well as participate in the conferences.
- New faculty orientation programs, classroom management programs, and mentoring programs are all designed to provide faculty with the knowledge and skills they need to improve their teaching and mentoring abilities.

5. Evidence of Success

- There has been a significant increase in the number of faculty who have earned a Ph.D. **(Out of 31 Ph.D. holders, 10 faculty completed Ph.D. during their tenure at SCC)**
- There is an increase in the number of faculty enrolled for Ph.D. after joining SCC. **(23 Faculty)**
- There has been a significant increase in the number of faculty members who are NET/SLET qualified after joining the institution. **(21 Faculty)**
- A rise in the number of patents filed and granted. **(04 Granted & 08 Published Patents)**
- Improvement in Faculty Research Publication with high impact factor. **(109 Journal Publications)**
- An increase in Research Co-guideship among Ph.D. holders. **(02)**
- Gradual increase in the number of faculty writing textbooks and book chapters. **(24 Books)**
- Improvement in Consultancy Services by Faculty - Act as resource persons and chair sessions at the state, national, and international levels conferences, Seminars, FDPs, SDPs, workshops, and so on.
- Recognition from various institutions – Awards received by Faculty and SCC.



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6. Problems Encountered and Resources Required

• Problems Encountered

- Adapting to the constantly changing technologies, skill requirements and knowledge updating in higher education is challenging both for the institution and the faculty. This calls for innovation, flexibility, and adaptability from the institution and the faculty.
- Retaining faculty interest and motivation to engage in activities beyond the teaching hours and involvement in the practice is challenging.

• Resources Required

- Adequate planning and allocation of funds in the annual budget are required.
- Putting the practice into action necessitates the involvement of subject matter experts as well as collaboration with external agencies.

Link to the Power Point Presentation

https://claretcollege.edu.in/pdf/Criteria7/721/721_Best_Practice2_PPT.pdf

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