

FACULTY DEVELOPMENT PROGRAM (FDP) POLICY GLOBAL ACADEMY OF TECHNOLOGY (GAT)

1. Purpose

Global Academy of Technology (GAT) recognizes that continuous learning and professional upskilling of faculty members are fundamental to achieving academic excellence, outcome-based education, industry relevance, research capability, and institutional accreditation standards.

Faculty Development Programs (FDPs) serve as an important platform to strengthen pedagogical effectiveness, subject expertise, innovation, research orientation, and engagement with emerging technologies and practices.

GAT is committed to creating a strong culture of continuous professional development by encouraging every faculty member to participate in structured learning opportunities throughout the academic year.

2. Policy Statement

GAT shall actively support faculty members in attending Faculty Development Programs (FDPs), workshops, certification programs, seminars, conferences, industry immersion initiatives, and other structured academic development interventions that contribute to individual growth and institutional excellence.

To promote systematic faculty capability enhancement, GAT extends **On Duty (OD) benefits** to faculty members attending approved FDPs and professional learning programs relevant to their teaching disciplines, interdisciplinary areas, research interests, academic leadership, student development, accreditation requirements, and institutional priorities.

3. Scope of Faculty Development

Faculty members may avail FDP opportunities across areas including but not limited to:

- Advanced subject and domain knowledge enhancement
- Emerging technologies and digital transformation
- Outcome Based Education (OBE) and NBA/NAAC requirements
- Teaching–Learning methodologies and pedagogy
- Research methodology and publication practices
- Artificial Intelligence, Data Science, Automation and Industry 4.0
- Curriculum design and academic innovation
- Laboratory modernization and experiential learning
- Intellectual Property Rights (IPR), innovation and entrepreneurship
- Student mentoring, counselling and engagement practices
- Assessment and evaluation systems

- Leadership and academic administration
 - Industry-academia collaboration and consulting practices
 - Communication, professional effectiveness and interdisciplinary skills
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4. FDP Benefit – On Duty Provision

As part of employee welfare and academic excellence initiatives, GAT provides **On Duty (OD) Leave** to faculty members for participation in approved Faculty Development Programs.

The following provisions shall apply:

- Every faculty member shall **mandatorily undergo a minimum of Eight (8) days of FDP participation in each semester** as part of continuous professional development requirements.
 - The approved FDP duration shall be treated as **On Duty**, without impact on regular leave eligibility.
 - Faculty members shall select programs aligned to departmental goals, institutional priorities and emerging academic requirements.
 - Participation may include internal FDPs conducted by GAT or external programs organized by reputed institutions, universities, professional bodies, industry partners, government agencies, or recognized academic forums.
 - Departments shall plan academic schedules to facilitate meaningful participation without compromising teaching continuity.
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5. Extended FDP Support for High-Value Programs

Recognizing that certain advanced programs deliver exceptional academic and strategic value, GAT may approve **extended On Duty provisions over and above the mandatory Eight (8) FDP days per semester**.

Additional OD support may be granted for select merit-based opportunities including:

- National and International FDPs of strategic importance
- Certification programs from reputed academic or industry institutions
- Research-oriented development initiatives
- Specialized technology programs and faculty immersion initiatives
- NBA/NAAC aligned quality enhancement programs
- Institution-sponsored capability-building interventions
- Long-duration pedagogical or leadership development programs

Approval for extended FDP participation shall be based on institutional relevance, expected impact, departmental recommendation, and competent authority approval.

6. Expected Outcomes

Through this policy, GAT seeks to:

- Build a future-ready and continuously learning faculty ecosystem
 - Enhance teaching effectiveness and student outcomes
 - Strengthen research, innovation and consultancy capability
 - Improve institutional quality benchmarks and accreditation readiness
 - Foster stronger industry and academic engagement
 - Create measurable improvement in academic delivery and student success
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