

Faculty Empowerment

Dr. Kumaran is the director of the S.S.K. Institute of Management Studies. The institute is striving to maintain its standards, and enrollment is declining. Dr. Kumaran is quite concerned. His institution possesses significant infrastructure, ICT-enabled classrooms, and an upgraded library, yet it still lacks something. He decided to bring in a team of educational consultants to conduct an academic audit of the institute and provide recommendations.

Dr. Kumaran invited Ms. Kamal and her team to help him rejuvenate the institution. They have a proven track record of assisting in the revitalization of institutions. Ms. Kamal and her team observed all academic, non-academic processes, norms set up by higher authorities, student-teacher dynamics, infrastructure, etc. They also interviewed some teachers, students and management members. After considering all the information gathered, they came up with their analysis which highlighted some problems faced by the institution. Most critical problem was found to be the issue of faculty development.



According to Ms. Kamal and her team, the institute employed excellent instructors but did not provide them with enough professional development opportunities. Some of their teachers improved their knowledge of pedagogical approaches, but many overlooked issues such as developing the ability to identify learner requirements, broadening the teacher's role as a mentor and facilitator, using library materials, and so on, which eventually impacted the teaching-learning process and the quality of the institute.

Ms. Kamal proposed in her analysis that the institution should provide chances for faculty members for improving their work performance, particularly in the areas of teaching, and become more effective at facilitating student learning. They should learn about new fields/ frontiers of knowledge and apply new instructional delivery models, technologies, and pedagogies to promote improved student learning outcomes. Teachers should equip themselves with the strategies for responding to changing learner characteristics. They should expand the purview of their roles to become a "Facilitator, Navigator and Pathfinder".

They further suggested that the Management needs to set up a structured teacher orientation plan in order to do this. Otherwise, teachers should be encouraged to participate in programmes such as FDPs, workshops, seminars, conferences, and receive regular feedback from peers as well as students.

Dr. Kumaran thanked Ms. Kamal and her team for assisting the institution in identifying challenges and developing workable solutions. He was now certain that, meticulous and focused implementation of these solutions will yield them desired outcomes.

