

# JINNAH UNIVERSITY FOR WOMEN



## Faculty Training and Development Policy

Approved  
(Academic Council) : October 03, 2024

# **Faculty Training and Development Policy**

## **Introduction**

Jinnah University for Women is committed to empowering female faculty members by providing continuous professional development opportunities and creating a supportive environment that encourages retention. This policy outlines the university's approach to faculty development and retention, ensuring alignment with its mission to foster academic and professional excellence among women at national and international levels.

## **Objectives**

The Faculty Training/Development Policy aims to:

- Foster the continuous professional and academic growth of female faculty members.
- Create a supportive and inclusive environment to enhance job satisfaction and faculty retention.
- Encourage research, innovation, and leadership among faculty members.
- Promote work-life balance and personal well-being, ensuring long-term commitment to the university.
- Recognize and reward achievements and contributions to the university's mission.

## **Strategic Plan**

### **➤ Professional Development Plans:**

Requirement for faculty to create and maintain a professional development plan, Guidelines for setting goals and identifying training needs.

### **➤ Evaluation and Assessment**

Feedback Mechanisms, Methods for gathering feedback on training programs, Importance of faculty input in shaping future training initiatives.

### **➤ Performance Reviews**

Integration of professional development activities into annual performance reviews, Recognition of faculty who actively engage in training and development.

➤ **Funding and Resources**

Overview of available funding for training and development activities, Information on how to apply for financial support.

## **Training/Development Programs**

- **Workshops and Seminars:** The university will regularly organize workshops, seminars, and webinars on teaching methodologies, research skills, and advancements in relevant fields. These programs will be tailored to enhance pedagogical techniques, research capabilities, and technological competencies.
- **Mentorship Programs:** Faculty members will be paired with senior faculty mentors who will guide them in academic and research development, career planning, and leadership skills.
- **Research Grants and Fellowships:** Faculty will be encouraged to apply for research grants and fellowships. The university will provide support in the application process, including grant-writing workshops and access to funding opportunities both locally and internationally.
- **Conference Participation and Networking:** Faculty members will be encouraged to participate in national and international conferences, symposia, and academic forums. The university will provide financial assistance and leave policies to support faculty participation.
- **Leadership and Management Training:** The university will provide training opportunities focused on leadership, project management, and administration to prepare faculty for leadership roles within the institution.
- **Higher Education Support:** Faculty members who wish to pursue higher education, such as PhD programs or postdoctoral research, will be supported through flexible work schedules, scholarships, or study leaves.

## **Teaching and Learning Innovation**

- **Pedagogical Support:** The university will invest in professional development programs that enhance teaching methods and incorporate innovative technologies, fostering student engagement and learning outcomes.
- **Curriculum Development Training:** Faculty members will be supported in developing new courses and updating curricula to align with global trends and local needs.

# Training and Development Cycle

